

AFRICAN UNION

الاتحاد الأفريقي



UNION AFRICAINE

UNIÃO AFRICANA

INTERAFRICAN BUREAU FOR ANIMAL RESOURCES  
BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES

---

Kenindia Business Park Building, Museum Hill, Westlands Road  
P. O. Box 30786, 00100-Nairobi, Kenya, Telephone: 254-20-3674000, Fax: 254-20-3674341  
Email: [ibar.office@au-ibar.org](mailto:ibar.office@au-ibar.org), [www.au-ibar.org](http://www.au-ibar.org)

---

## TERMS OF REFERENCE

**PROJECT: CONSERVING AQUATIC BIODIVERSITY IN AFRICAN BLUE ECONOMY**

**CONSULTANCY: PROJECT COORDINATOR - SUSTAINABLE BLUE ECONOMY EXPERT**

### Background

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) of the African Union Commission (AUC), is mandated to support and coordinate the utilization of livestock, fisheries, aquaculture and wildlife as resources for both human wellbeing and economic development in the Member States of the African Union. The Vision of the AU-IBAR Strategic Plan 2018-2023 is an Africa in which animal resources contribute significantly to integration, prosperity and peace. AU-IBAR's intervention in the fisheries and aquaculture sector is guided by the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa (PFRS) which is aimed at improving governance of the sector for increased sustainable contribution to food security, livelihoods and wealth creation. Also within the framework of the African Union 2063, the Africa Blue Economy Strategy envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The Africa Blue Economy Strategy (ABES) is endorsed at the highest political level of the continent. The Strategy incorporates key critical vectors for promoting blue economy development in Africa, including fisheries, aquaculture and ecosystem conservation; shipping, maritime safety and trade; climate change, environmental sustainability and coastal and marine tourism; sustainable energy and extractive mineral resources; governance, institutions and job creation.

Towards the implementation of (ABES, AU-IBAR, with support from the Swedish Agency for International Development Cooperation (SIDA), is implementing a project on "*Conserving Aquatic Biodiversity in African Blue Economy*", for three year's period. The overall objective of the project is to enhance the policy environment, regulatory frameworks and institutional capacities of AU member states and regional economic communities to sustainably utilize and conserve aquatic biodiversity and ecosystems.

The specific objectives of the project are as follows:

1. Ratify and/or align relevant international/regional instruments related to blue economy themes (with specific reference to protecting and conserving biodiversity)
2. Optimizing conservation and sustainable use of biodiversity while minimizing conflicts among blue economy sub-themes
3. Strengthening measures for mitigating the negative impacts of coastal and marine tourism, oil, gas, deep sea mining and climate change on aquatic biodiversity and environment
4. Strengthening gender inclusivity in aquatic biodiversity conservation and environmental management

The project is now in its third year of implementation and important results have been generated from implementation of activities so far. Thus, in a bid to provide guidance for effective coordination of the project and technical implementation of initial findings and other activities, AU-IBAR seeks the services of a Sustainable Blue Economy Expert as Project Coordinator, with requisite qualifications and proven experiences in Project Management relevant to this position, fisheries sciences, Africa blue economy development, aquatic ecosystems management for sound implementation of the project with desired outcomes.

### **Objective**

The objective of the consultancy is to coordinate and technically guide the technical implementation of the Project “*Conserving Aquatic Biodiversity in African Blue Economy*”, currently implemented at AU-IBAR.

### **Tasks:**

1. Technical supervision and coordination of the overall implementation of the project
2. Development of mechanisms to promote project implementation, including technical guidance and supervision of project staff, preparation of annual and quarterly workplans, budget and guide follow-up implementation of project related study reports and recommendations
3. Implementation and operationalization of project management structure including the project technical committee, project steering committee and internal meetings
4. In collaboration with the Project team, conduct activities relating to aquatic biodiversity and ecosystems protection
5. Promote technical measures to enhance restoration of depleted aquatic biodiversity resources and ecosystems; measures including marine protected areas, climate change mitigating measures, nature-based solutions etc
6. Enhance implementation of mechanisms to rationalize use of ocean space and other aquatic systems, minimize conflict fostering multisectoral collaborating and regional cooperation towards efficient and sustainable management of transboundary aquatic ecosystems.
7. Identification of qualified institutions as African Union Centres of Excellence for research and training in disciplines relevant to aquatic biodiversity and ecosystems conservation
8. Develop new initiatives relating to fisheries, aquaculture and blue economy related activities
9. Support to implementation of fisheries, aquaculture and blue economy related projects and programmes at AU-IBAR
10. Any other duty as may be assigned by the Director of AU-IBAR

**Expected Outputs and deliverables:**

1. Project coordination and technical implementation of activities facilitated, including functions and operationalization of project management bodies e.g., project technical committee and project steering committee
2. Measures promoted for aquatic biodiversity and ecosystems conservation and environmental protection implemented
3. Technical measures for restoration of degraded aquatic ecosystems and biodiversity supported
4. Regional mechanisms for improved transboundary aquatic biodiversity and ecosystems management enhanced
5. Institutions identified as AU Centres of Excellence for research and training on aquatic biodiversity and ecosystems conservation
6. Partnerships and institutional collaboration enhanced in the management of aquatic biodiversity and ecosystems
7. Support to development of new initiatives or extension of for fisheries, aquaculture blue economy projects
8. Support to implementation of Fisheries, Aquaculture and Blue Economy related projects and programmes at AU-IBAR supported
9. Production of consultancy reports

**Duty station:**

The selected consultant will be based in AU-IBAR offices in Nairobi, Kenya.

**Duration:**

The effective duration of this assignment is 6 months. The selected candidate should be available to undertake this assignment in January 2025.

**Remuneration:**

The monthly remuneration for this Consultancy shall be US\$ 6,562.95 – US\$ 7,809.69 equivalent to P3 Step 7 on the African Union Commission salary scale.

Any expenses related to approved travel will be covered directly by AU-IBAR in accordance with the AUC travel policy.

**Supervision and reporting**

The candidate will be under supervision of the Director of AU-IBAR or designated representative who shall have the responsibility of approval of reports.

**REQUIREMENTS****Qualification**

The incumbent should have an advanced University Degree in Fisheries Biology and Management, Fisheries Science including research specialization in Fish Population Economy and Analyses. A PhD degree in either of the above will be an added advantage.

## **General Experience**

- i. At least 15 years progressive combined working experience at senior and advisory positions in African fisheries and aquaculture sector at national, regional and continental levels.
- ii. At least 15 years combined working experience in managing and coordinating donor funded projects on fisheries research, development and management with particular reference to EU, FAO/UN, GEF-World Bank, SIDA, Norway and GTZ Projects
- iii. Demonstrated record of formulation or coordinating formulation of national, regional and continental policies or strategies for the sustainable exploitation and management of aquatic fauna, including fish resources, aquatic biodiversity and ecosystems, in Africa
- iv. Proven record of conducting or facilitating capacity development of African stakeholders on aquatic ecosystems modelling, productivity patterns and scientific data for informed decision making in African fisheries, aquaculture and blue economy sector
- v. Proven record of formulation of continental projects and programmes on fisheries and aquaculture and related disciplines in Africa
- vi. Experience in fostering partnerships in implementing aquatic biodiversity conservation and ecosystems management

## **Specific experience**

- i. Proven record of coordinating formulation of continental framework for blue economy and associated complementarity tools
- ii. Minimum of 4 years combined experience in coordinating the implementation of continental strategy for Blue Economy and related projects on conservation of aquatic biodiversity and integrated ecosystems management
- iii. Proven record of coordinating and facilitating development of harmonized frameworks for management of transboundary marine and freshwater ecosystems in Africa towards
- iv. Evidence of coordinating development of tools to promote best practices and strengthen regulatory frameworks to minimize impact of external factors or threats to aquatic biodiversity conservation and environmental sustainability
- v. Proof of record of facilitating establishment and strengthening regional mechanisms for restoration of depleted aquatic biodiversity resources, protect aquatic biodiversity and conflict management
- vi. Record of experience of coordinating selection of institutions as African Union Centres of Excellence for research and training on aquatic biodiversity and ecosystems, management fisheries and aquaculture

## **Skills and competencies**

- i. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations;
- ii. Very strong writing and analytical skills are necessary.
- iii. Demonstrated ability to provide strong leadership and foster team work is required
- iv. Proficiency in at least two official AU languages

**Gender Mainstreaming:**

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

**Evaluation Criteria:**

The applications will be evaluated on the basis of the relevant technical qualifications, experience and competence of the candidates.

<b>Criteria</b>	<b>Scores (%)</b>	
Qualifications	Master's Degree	10
	PhD Degree	10
General Experience	20	
Specific Experience	50	
Other skills	5	
Language	5	

**Submission of the application**

Applications are open to individuals of eligible nationalities. If your career aspirations, qualifications, and experience match the above requirements, please email your application stating “**Project Coordinator - Sustainable Blue Economy Expert**” as the subject to [procurement@au-ibar.org](mailto:procurement@au-ibar.org).

**The application should include the following documents:**

- Detailed curriculum vitae with names and contact details of professional referees
- Copies of academic and professional certificates
- Signed declaration on exclusion criteria (format provided in website)
- Copy of identification documents

**The deadline for receipt of applications is 7<sup>th</sup> November 2024 at 1700 hours Nairobi local time.**