

TERMS OF REFERENCE
Senior Policy Officer – Fisheries and Aquaculture
INDIVIDUAL CONSULTANCY

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), an AU technical office under the Department of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (DARBE), seeks a **Senior Policy Officer (Consultant) – Fisheries and Aquaculture**. This position will support the implementation of the *Fisheries Governance Project Phase 2 (FishGov2)*, aiming to mainstream outcomes within AU policy forums and promote synergies in fisheries and aquaculture initiatives across AU departments. The position is based in Addis Ababa, Ethiopia.

1. Background and Project Context

AU-IBAR works to maximize the contribution of animal resources—livestock, fisheries, aquaculture, and wildlife—to sustainable development, economic growth, and human well-being in the AU Member States. The AU-IBAR Strategic Plan 2018-2023 envisions a future where animal resources are integral to Africa's integration, prosperity, and peace.

Within the framework of the AU Agenda 2063, AU-IBAR focuses on building an inclusive and sustainable Blue Economy, leveraging Africa's oceanic and aquatic resources to support economic transformation. As part of this strategy, FishGov2 is a continent-wide initiative funded by the European Union to address critical challenges in fisheries and aquaculture, including governance coherence, capacity building, and sustainable resource management. FishGov2 aims to strengthen Africa's fisheries and aquaculture sector to ensure food security, support livelihood creation, and drive economic transformation.

Key Challenges Addressed by FishGov2:

- Limited coordination among sector actors across national and regional levels.
- Fragmented governance instruments, with varied approaches among AU Member States.
- Rising incidences of Illegal, Unreported, and Unregulated (IUU) fishing.
- Capacity gaps within AU Member States for sustainable fisheries management.
- Infrastructure deficits limiting the growth and resilience of the sector.
- Need for more inclusive governance and representation in global fisheries forums.

Goals of FishGov2: FishGov2, in partnership with AUDA-NEPAD, is designed to accelerate reforms in fisheries and aquaculture governance, aligning sector policies with AU priorities and ensuring that AU Member States effectively engage in international fisheries forums. The project is crucial to AU Agenda 2063, particularly in food security, wealth creation, and sustainable economic growth.

2. Consultancy Objectives

The primary objective of this consultancy is to support the successful implementation of *FishGov2* by:

- Ensuring that project outcomes are systematically mainstreamed into AU policy forums and decision-making processes.
- Facilitating collaboration across AU departments to foster coherent, synergistic approaches to fisheries and aquaculture development.
- Serving as a liaison between AU-IBAR, DARBE, and key stakeholders to support effective fisheries and aquaculture governance and advocate for sustainable management practices.
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3. Scope of Work

Under the supervision of the AU-IBAR Project Team Leader, with oversight from the Director of Agriculture and Rural Development (DARD), the consultant will undertake the following responsibilities to ensure the successful execution of *FishGov2*:

1. **Inception Report:** Draft an inception report detailing the consultancy approach, including methodology and timeline, to guide the project's activities.
2. **Policy and Decision-Making Support:** Contribute to the development of guidelines, policies, and manuals to inform AU political organs and Member States on fisheries governance.
3. **Documentation for STC Meetings:** Prepare essential documents for the AU's Specialized Technical Committee (STC) meetings to drive agenda-setting on fisheries and aquaculture.
4. **Ministerial Dialogue Support:** Support the organization of the biennial African Ministerial Dialogue on Agriculture, Rural Development, Water, and Environment (STC-ARDWE), integrating fisheries and aquaculture discussions.
5. **Cross-Departmental Synergies:** Identify and build synergies between FishGov2 and AU Commission department activities, ensuring alignment with AU priorities.
6. **Mainstreaming Project Outcomes:** Facilitate the integration of FishGov2 outcomes into AU policy processes and initiatives, maximizing the project's impact.
7. **Harmonization of Strategies:** Support the coordinated implementation of the Africa Blue Economy Strategy, aligning it with other AU and partner initiatives for greater impact.
8. **CAADP and Malabo Reporting Integration:** Strengthen fisheries and aquaculture's representation in the CAADP framework and Malabo Biennial Review, ensuring alignment with AU targets.
9. **Advocacy and Representation:** Assist in shaping Africa's positions on global fisheries issues, such as ocean governance, climate adaptation, and international trade.
10. **Partnership and Dialogue Development:** Strengthen partnerships within Africa's fisheries and aquaculture sector, including supporting AU-EU dialogues to enhance AU Member States' participation.
11. **Additional Duties:** Perform other tasks as required by AU-IBAR and DARD leadership.

4. Deliverables

The consultant will be responsible for delivering the following:

1. **Inception Report:** A detailed plan outlining the consultancy methodology, timelines, and approach.
2. **STC Meeting Documents:** Relevant documents, based on FishGov2 outcomes, for STC meetings to ensure fisheries and aquaculture are prominently represented.
3. **Activity Mapping:** A detailed overview of ongoing fisheries and aquaculture activities across AU departments, identifying potential areas for synergy with FishGov2.
4. **Integration into CAADP and Malabo Reviews:** Documentation of fisheries and aquaculture contributions in CAADP processes and Malabo reporting frameworks.
5. **Monitoring and Progress Reports:** Reports tracking the implementation of AU ministerial decisions related to fisheries and aquaculture.
6. **Global Forum Support Materials:** Guidance documents to aid AU Member States' participation in international dialogues and forums.
7. **Monthly Progress Updates:** Summaries of completed tasks and progress on ongoing responsibilities.
8. **Final Report:** A comprehensive report detailing all tasks, findings, and recommendations at the end of the consultancy period.

5. Duty Station

The consultant will be based in **Addis Ababa, Ethiopia**, with occasional travel as required by AU-IBAR or DARD leadership.

6. Duration

This consultancy is scheduled for an initial period of **six months**, with the possibility of renewal based on performance and funding. The selected candidate should be available to begin immediately upon signing the contract.

7. Remuneration

The consultancy fee is set at **P3 Step 5** of the African Union Salary Scale, with monthly payments subject to satisfactory report approval. Travel and mission expenses will be covered separately, according to AU regulations.

8. Supervision and Reporting

The consultant will report directly to the AU-IBAR Project Team Leader, with oversight by the DARD Director. Approval of reports and deliverables will be managed by the Project Team Leader at AU-IBAR.

9. Qualifications and Experience

Academic Requirements:

- A postgraduate degree (Master's) in fisheries sciences, fisheries socio-economics, or a related field focused on policy and planning. A PhD is preferred.

General Experience:

1. **Minimum Experience:** At least seven years of professional experience in African fisheries and aquaculture, with at least three years in a managerial or leadership role.
2. **Sector-Specific Knowledge:** Deep understanding of institutional frameworks for fisheries and aquaculture management across national and regional levels.
3. **Policy and Strategy Expertise:** Demonstrated experience in the formulation of policies or strategies related to fisheries and aquaculture.
4. **Regional and Global Familiarity:** Knowledge of Regional Economic Communities, specialized fisheries organizations, and relevant international conventions.

Specific Experience:

1. **AU Policy Process Familiarity:** Knowledge of AU policy frameworks and decision-making processes for fisheries and aquaculture.
2. **Ocean Governance Knowledge:** Familiarity with AU instruments supporting ocean governance, fisheries, and aquaculture.
3. **CAADP Process Understanding:** Knowledge of CAADP priority areas and Malabo Goals.
4. **International Expertise:** Familiarity with global frameworks, including those on ocean governance and climate adaptation.

Other Skills:

1. **Stakeholder Engagement:** Experience working with senior government officials and development partners.
2. **Networking and Liaison Skills:** Strong ability to foster constructive relationships with institutions and stakeholders across regions.
3. **Project Management and Strategic Planning:** Ability to manage multiple priorities and independently plan and execute tasks.
4. **Analytical and Communication Skills:** Strong written and verbal communication skills.

5. **Language Proficiency:** Proficiency in at least one AU official language (additional languages are advantageous).

Age Requirement:

Candidates must be between **21 and 55 years** old, per AU recruitment standards.

10. Evaluation Criteria

Applications will be evaluated based on qualifications, experience, and specific skills.

Criteria	Weight (%)
Academic Qualifications	20
General Experience	25
Specific Experience	40
Other Skills	10
Language Proficiency (AU languages)	5

Minimum technical qualification: 70%.

Gender Mainstreaming

The African Union is committed to gender equality and strongly encourages qualified women to apply.

11. Submission of Applications

Applications are open to individuals of eligible nationalities. If your career aspirations, qualifications, and experience match the above requirements, please email your application stating “**Senior Fisheries Policy Officer**” in the subject of the email.

Applications should be submitted via email to procurement@au-ibar.org.

The deadline for submission of applications is Monday 6th January 2025 at midnight Nairobi local time.

Applications should include the following:

- i. Detailed curriculum vitae;
- ii. Copies of academic and professional qualifications
- iii. Completed declaration on exclusion criteria in the format attached; and,
- iv. Copies of identification documents.

A Personal Data Protection and Privacy Statement is attached as information for the applicants.