

**The Regional Organization for the Conservation of the Environment
of the Red Sea and Gulf of Aden (PERSGA)**

**Sustainable Fishery Development in Red Sea
And Gulf of Aden Project (SFISH)**

Terms of Reference (ToR)

Individual National consultant to assist improving fishery statistics, stock assessment/ management performance, and mechanism for joint assessment and cooperation in fisheries management in Red Sea and Gulf of Aden

Countries: Saudi Arabia, Djibouti, Egypt, Jordan, Somalia, Sudan and Yemen

Under the Project

Sustainable Fishery Development in the Red Sea and Gulf of Aden (SFSH)

Program/Project Number	P178143
Description	One individual consultant required from each PERSGA member state (Saudi Arabia, Djibouti, Egypt, Jordan, Somalia, Sudan, and Yemen)
Activity Code	2202-Saudi Arabia; 2203-Djibouti; 2204-Egypt; 2205-Jordan; 2206-Somalia; 2227-Sudan; 2208-Yemen
Contract Duration	20 months
Expected Start Date of Assignment	October 2023
Contract type	Lump-sum
Payment method	Deliverables-linked payments as shown in

1. Background

1.1 Context

The Regional Organization for Conservation of the Marine Environment of the Red Sea and Gulf of Aden (PERSGA) is an intergovernmental organization established since 1995. PERSGA institutional framework is based on the Regional Convention for the Conservation of the Red Sea and Gulf of Aden Environment (Jeddah Convention 1982), which joins seven member states, including Djibouti, Egypt, Jordan, Saudi Arabia, Somalia, Sudan, and Yemen. Rational use of marine resources and the protection of coastal marine environment from pollution and overexploitation are central objectives of Jeddah Convention (1982) and its derived Regional Protocols and Action Plan. PERSGA runs regional programs and projects that support regional capacities and coordination to achieve these objectives.

The announced consultancy is needed for implementation of the regional project “Sustainable Fisheries Development in the Red Sea and Gulf of Aden”, referred to hereafter as the Project or

SFISH, which is supported by the World Bank and executed by PERSGA in the region. The project development objectives is to strengthen capacities and regional collaboration in management of marine fisheries and aquaculture in the Red Sea and Gulf of Aden region. The regional SFISH project subcomponents focus specifically on: i) developing PERSGA regional data center and integrated information system for monitoring and assessment, and sharing knowledge to support science-based policy and management of sustainable fisheries and aquaculture in PERSGA region; ii) strengthening PERSGA platforms for capacity development and regional coordination mechanisms for sustainable fisheries and aquaculture; iii) enhancing citizens, private sector and development partners engagements in sustainable fishery through effective communication and awareness strategies. The framework for the project activities will be based on the Jeddah Convention (1982) and associated protocols, particularly the Protocol Concerning the Conservation of Biological Diversity and the Establishment of Network of Protected Areas in the Red Sea and Gulf of Aden (2005), and the Protocol Concerning Cooperation in Management of Marine Fisheries and Aquaculture (in progress), which provide the regional framework for data sharing and joint assessments, and coordination of management efforts. The PERSGA Regional Program for Management of Living Marine Resources (LMR) also provides operational base. This program undertakes regular capacity building and regional coordination activities for sustainable fisheries and aquaculture management in the region since several years.

As part of the SFISH project activities, several key consultancy assignments will be conducted to provide technical assistance for sustainable fisheries development and management in the region. These will coherently address priority issues for effective fishery and aquaculture governance and management functioning in the region, ranging from those related to control of IUU fishing, protection of fish spawning aggregations, and reduction of fishery bycatch; improving management of fisheries statistics, stock assessment/ recovery and other relevant management functioning aspects; regional data sharing, joint assessment of the RSGA fisheries status, and the regional protocol/ mechanism for collaboration. Other connected project consultancy assignments will support regional capacities regarding fisheries conservation measures and critical habitats for protection and restoration planning.

1.2 Focus

In this framework, the current consultancy assignment focuses on improving fishery statistics, with emphasis on their use in stock assessment and recovery management measures for major and priority pelagic and demersal/shallow-water species, management performance, and supporting regional mechanism for joint assessment and collaboration in fishery management. The individual national consultant is required to participate in this key consultancy in cooperation with a lead consultant and national experts from PERSGA member states.

The consultancy team, including the lead international and the national experts involved in this consultancy will closely collaborate with other consultancy teams of a parallel project activities (indicated in 1.2 above), particularly to share information and complement assessments and capacity building interventions addressing MCS systems gap analysis and performance. They will also ensure maximum synergy with relevant national efforts, programs and projects.

2. Purpose of the Consultancy

The national consultant will work in regional team led by an international consultant, and membered by other national consultants from the region, including one expert from each PERSGA member state. The consultancy assignment aims to facilitate project activities focusing on,

improving collection, management and harmonization of fishery statistics, and their effective use for fish stock assessment and management functioning, and supporting the regional mechanism for joint assessment process, and collaboration in management of fisheries. Therefore, the consultancy involves the following specific objectives:

- a) Assessing the current state, management capacities/ efforts and analyzing gaps for:
 - Effective collection and management of sound fishery statistics, their application in the effective management and stock assessment for major/ priority fish species.
 - Harmonizing fishery statistics and data sharing at regional level, and organizing regular process for joint assessment of the status of fisheries in Red Sea and Gulf of Aden large marine ecosystem.
 - Establish/promote devices and tools to sustain effective regional mechanism for collaboration in management of marine fisheries in the region.
- b) Demonstrate stock assessments for priority fisheries within PERSGA region, including priority demersal/ shallow water species important in domestic fisheries in the respective member state, and priority pelagic/trans-boundary species (e.g. Tuna, Spanish mackerel, small pelagics), whereby such stocks generate socioeconomic benefits for the livelihoods that depend on them, and require joint assessments. Stock prioritization will be based on the assessment indicated above, taking into account social, economic, nutritional and environmental criteria, as well as their role in the larger ecosystem.
- c) Support building relevant national capacities, considering needs for cost effectiveness, standard methodologies and procedures, sustainability etc., addressing gaps identified through above assessments, i.e. building technical capacity and knowledge needed to implement recommended actions and measures at national levels, and demonstrating the regional process. This would include through facilitating training (focused modules and workshops), in order to assist building institutional and human capacities to improve management relevant to issues indicated in (a) and (b) above.

3. Tasks and Responsibilities of the Consultant

In this context, the national consultant will work directly with the Project Coordination Unit “PCU” and in close collaboration with lead international consultant, and with the regional team of national experts (including a national consultant from each PERSGA member state) to undertake the following tasks and responsibilities:

Task 1: Conducting national assessment and gap analysis in with emphasis on status and capacities for:

- i- Collection and management of sound fishery statistics and their application in management and fish stock assessment and recovery for priority fish species;
- ii- Harmonizing fishery statistics for data sharing at regional level to contribute to joint assessments of the status of fisheries in Red Sea and Gulf of Aden large marine ecosystem; and participation in sustainable regional collaboration and coordination in management of marine fisheries, building on the current national/regional framework, and relevant interventions through the project.

The above assessment will be based on standard guidelines and methodologies developed by the lead consultant in consultation with the team. The assessment will provide statistics and information to congregate database, establish baselines and objectively verifiable quantitative indicators for future monitoring against such baselines. They will also provide situational analysis identifying legislation, policy and management gaps, barriers, and root causes etc. hindering good and effective governance, which will form basis for proposing policy reforms, management actions and measures, guidelines and focused capacity building/ training intervention needed, and demonstration activity of launching stock assessments and monitoring of priority stocks, and contribution to the regional reporting process on the status of fisheries in the RSGA, which will be carried out in the subsequent tasks under the consultancy assignment. In this regard, the national consultant will also collaborate with other national consultant hired to undertake a relevant project intervention indicated in the background above, particularly for aspects regarding management of IUU fishing, fish spawning aggregations, which will be coordinated by assigned regional PERSGA PCU assisted by the project national coordinator in the respective member state.

Specific duties of the national consultant under Task 1 include:

- a) Assist the Lead International Consultant with developing detailed methodologies and tools to be used in the above assessments.
- b) Participate in the necessary training and orientations, which will be provided by the Lead Consultant to the assigned national consultants to undertake assessment activities at national levels in each member state, based on the methodologies and tools developed and agreed.
- c) Compile relevant information and data, and prepare a national assessment report: with particular emphasis on the topics outlined in (i) to (ii) above, based on the data and information collected, results of situational analysis, and other relevant resources and literature. This would include also selected demersal/shallow coastal priority species for demo stock assessment and relevant available statistics and information, and capacity development activities needed.

The above national assessment will be based on standard methodologies developed by the Lead International Consultant in consensus with the team. It will form one of the national assessment reports that the Lead International Consultant will compile altogether, in addition to other existing relevant resources and literature to draft the comprehensive regional assessment report for Red Sea and Gulf of Aden.

Task 2: Stock assessments for priority fish species and contribution to the 1st regional report for assessment of the status of fisheries in the PERSGA region:

The national consultant will carry out stock assessments for selected priority demersal/ shallow water species important for national fisheries, and contribute to regional stock assessment of selected priority pelagic species with the regional team led by the international consultant. The national consultant will also contribute to the preparation of the first regional report in the regular process for assessment of the status of fisheries in PERSGA region, mainly through preparation of input national report. Preparation of this report will be guided by the International Consultant, who will act as a lead author of the regional report. The key objective of this pilot report is to establish the approach/ design, to regularize a set of key, objectively verifiable, quantitative, indicators to

support current and future more objective and effective regional fishery status reporting under PERSGA program and regional mechanism. In this context, the international consultant (as lead author) will be assisted by the team of national consultants, and regional experts from PERSGA, contributing to the preparation of the report. The national consultant will also make use of the results of assessment undertaken through task (1) and (2) above, in addition to assessments carried out by other preceding/ parallel national consultancies of the project, particularly those providing information on status of IUU fishing, fish spawning aggregations, fishery bycatch, fishery conservation measures and critical habitats, as well as other relevant resources and literature available. Specific duties of the consultant under Task 2 include:

- a) Assist the International Consultant with developing guidelines and methodologies for stock assessments for selected priority species, and the approach, design, layout and set of regional indicators for the first assessment report of the status of fisheries in PERSGA region
- b) Carry out demo stock assessments for selected priority fish species for domestic fisheries
- c) Contribute to demo stock assessments for selected priority pelagic species (of straddling/trans-boundary occurrence) by the regional team.
- d) Contribute to the preparation of the “regional report on the status of fisheries in Red Sea and Gulf of Aden” of the regular assessment process, including through providing relevant national inputs assigned by the Lead International Consultant, and participation in the consultation, review and awareness activities.

Task 3: Facilitate national training workshops on sound collection and management of fishery statistics, stock assessment and management for selected priority species, and collaboration with regional mechanism, including in harmonizing fishery statistics and participation in joint assessments of shared fish stocks and the status of fisheries

The training will be based on technical manuals/ modules developed by the Lead International Consultant, and the associated ToTs regional workshops attended by the national consultant, in addition to the assessment work experienced by the consultant with the regional team. The training modules would also focus on capacity building needs, i.e. capturing principles, methods, tools and technical aspects to build required capacities, skills improved knowledge to enable effective implementation of the recommended priority measures. Specific duties of the consultant under Task 3 include:

- a) Facilitate a national training workshop covering the above themes based on the relevant regional guidelines and training modules. Each training module will be designed to provide training for 20 national specialists in the respective member state, including from marine fishery/ environment management agencies and relevant stakeholders.
- b) Prepare workshop report, including recommendations for future training needs

4. Key Deliverables and Tentative Timing from Contract Signature

1) Inception report which includes a summary of the context and work plan, the scope of the analysis, action planning and capacity building work; outlines of methodology and tools to be used, taking into consideration different stakeholders.	3 weeks
2) Brief progress reports, including summary report of activities in past quarter and list of planned activities for the following quarter	quarterly
3) Attend regional orientation workshop, and provide detailed methodologies and approach for the national assessments	3 months
4) Draft national report on assessment and gap analysis regarding fishery statistics, stock assessment/ recovery measures, management aspects, and participation in regional mechanisms for joint regional assessment and collaborative management, including also selected priority species for carry out stock assessments	6 months
5) Facilitate national awareness and validation workshop and submit final national report on assessment and gap analysis regarding fishery statistics, stock assessment/ recovery measures, management aspects, and participation in regional mechanisms for joint regional assessment and collaborative management, including also selected priority species for carry out stock assessments	7 months
6) Participate in review of guideline manuals/ training modules, and attend regional workshops to be facilitated by the lead consultant on: <ul style="list-style-type: none"> - Sound collection/ management of fishery statistics, apply in performance of fish stock assessment/recovery and MCS functions, with emphasis on the selected priority species - Effective regional mechanism; harmonizing fishery statistics, joint assessment of the status of fisheries; workable devices/ tools for regional collaboration in fishery assessments, policies and management measures 	11 months
7) Compiled data/information and stock assessment report for priority fish species selected	13 months
8) Participate on regional workshop on guidelines, design, layout of the first report of the regular assessment process of the status of fisheries in PERSGA region	15 months
9) Draft national report as contribution to the regional report on the status of fisheries in Red Sea and Gulf of Aden in the regular assessment process	17 months
10) Final national report as contribution to the regional report on the status of fisheries in Red Sea and Gulf of Aden in the regular assessment process, and participation in the review of the regional report	18 months
11) Facilitate national training workshop on sound collection and management of fishery statistics, stock assessment and management for selected priority	19 months

species, regional mechanism, including in harmonizing fishery statistics and joint assessments of shared fish stocks and the status of fisheries	
12) Final consultancy report	20 months

5. Duty station and duration

Duty station: Home based with in-situ field visits to PERSGA for participation in regional workshops for consultation and provision of technical training. The consultancy will be completed in around 18 months, during which the consultant is expected to utilize approximately 130 working days.

6. Qualification, Skills and Experience

- The following qualifications and experience are required to be met by the consultant:
- A post graduate qualification (preferable PhD) in fisheries management, marine biology/ecology or any other relevant discipline
- Advanced knowledge of tools and approaches for sustainable fisheries management; assessment and analysis of fishery statistics/data, MCS functions. Familiarity with devices/tools for regional fishery mechanism and joint assessments. knowledge of the concept and practice methodologies of responsible fisheries/ ecosystem approach to fisheries management
- Proven experience in similar assessments and capacity development interventions in fisheries management and development, including policies, planning and management practices.
- Background knowledge on international and regional legislations, framework policies, technical guidelines, agreements and initiatives addressing sustainable fishery.
- Proven experience in similar consultancy works at the national and regional organizations level, and ability to produce outputs at international standards.
- Familiarity/ knowledge with the status of fishery, issues and concerns in the Red Sea and Gulf of Aden, preferably background relevant experience in relevant works in the region;
- Fluency in English is mandatory, adequate proficiency in Arabic and French would be an advantage
- Highly self-motivated and able to work independently, as well as good interaction with the regional/ national teams and counterparts.

7. Application procedure and closing date

- Interested applicant should submit Expression of Interest (EoI) letter and CV to the following email address: sourcing@persga.org
- Applications should be received no later than **23 September 2023 (23:59 Riyadh time zone)**
- EoI letter should indicate the Consultancy Assignment title and relevant Activity Code mentioned below, which follows:
2202-KSA: For Applicants from Saudi Arabia
2203-DJ: For Applicants from Djibouti
2204-EG: For Applicants from Egypt

2205-JO: For Applicants from Jordan
2206-SO: For Applicants from Somalia
2207-SU: For Applicants from Sudan
2208-YE: For Applicants from Yemen