



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

Terms of Reference (TOR)

International Consultant to lead status assessments, developing action plans and promoting capacities for management of IUU fishing, fish spawning aggregations and fishery bycatch in PERSGA region

Under the Project

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

Project Number:	P178143
Activity Code:	PERSGA-2219-CS-INDV
Duration:	150 working days
Expected Start/End Date of Assignment	April 2023 up to October 2024

1. Background

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 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, and the Protocol Concerning Cooperation in Management of Marine

Fisheries and Aquaculture, which provide regional framework for data sharing and joint assessments and efforts. The PERSGA Regional Program for Management of Living Marine Resources (LMR) also provide 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 project activities, several key consultancy assignments will be conducted to provide technical assistance for sustainable fisheries management in the region. These will coherently address priority issues for fishery and aquaculture governance and management functionality, including those related to IUU fishing, spawning aggregations, and fishery bycatch; fisheries statistics, stock assessment/ recovery and relevant MCS aspects; fisheries conservation measures; restoration of critical habitats; sustainable aquaculture practices and biosecurity; joint assessment of the RSGA fisheries and aquaculture status, and the regional protocol/ mechanism for collaboration in management efforts. The current consultancy focuses on promoting regional capacities and mechanisms addressing IUU fishing, Fish Spawning Aggregations and Fishery Bycatch issues.

Therefore, the consultancy team, including the lead international and the national experts involved in this consultancy will closely collaborate with another consultancy team of a parallel project activity focusing on relevant assessments on status of fishery statistics, performance of stock assessments and MCS systems, and establishing regular process for joint assessment of the status of fisheries in the region, particularly to share information and complement assessments and capacity building interventions addressing MCS systems gap analysis and performance. They will also certify maximum synergy with relevant national efforts, programs and projects.

2. Purpose of the Consultancy

The consultancy assignment will focus to provide technical assistance to support project activity addressing control of Illegal, Unregulated and Unreported (IUU) fishing; protection of Fish Spawning Aggregations (SPAGs); and reduction of Fishery Bycatch in PERSFA region, which intend to achieve the following specific objectives:

- Assess the current state and management efforts/capacities addressing IUU fishing, fish spawning aggregations, and fishery by-catch in PERSGA region for situational analysis and identifying baselines, gaps, root causes and barriers hindering applicable good and effective governance, i.e. considering specific analysis of the relevant national laws and regulations for fisheries management, sufficiency and state of implementation, and gap analysis.
- Develop harmonized Regional and National Action Plans for controlling IUU fishing, protection of fish spawning aggregations & sites, and reduction of fishery bycatch in the region.
- Build relevant institutional and human capacities to improve management of IUU fishing, fish spawning aggregations & sites, and fishery bycatch, including through providing tailored technical guidelines/manuals, facilitating training program/ workshops, and regional coordination with particular focus on assisting implementation of the developed regional and national action plans.

3. Tasks and Responsibilities of the Consultant

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

Task 1: Lead conducting assessments regarding the status of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch in PERSGA region. These assessments will provide statistics and information establishing database for monitoring against baselines; run situational analysis identifying legislation, policy and management gaps, root causes, barriers, etc. hindering good and effective governance; and be sourced for proposing policy reforms, developing action plans and identifying capacity building needs, etc. in the subsequent tasks under the consultancy assignment. Specific duties of the consultant under Task 1 include:

- a) Develop detailed methodologies and tools to be used in the above assessments.
- b) Provide necessary training, technical backstopping to the assigned national consultants undertaking assessment activities at national levels in each member state, based on the methodologies and tools developed. These national consultants will be authorized by their governments to carry out the consultancy required assessment work. They will be selected by the PCU based on the consultant’s qualifications and consultation with PERSGA national focal points in the member states. The International Consultant will be setting the work programs for the assessments. He will also be supporting supervision of the national assessments by a nominated expert coordinator from PERSGA.
- c) Prepare regional assessment reports focusing on the status of: i) IUU fishing, ii) Fish Spawning Aggregations, and iii) Fishery By-catch in PERSGA region, based on information compiled through national assessments indicated above, profound analysis and synthesis, and other relevant resources and literature.

Task 2: Develop specific Regional Action Plans addressing management of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch in PERSGA region. These Regional Action Plans (RAPs) will be prepared based on the results of the regional assessments conducted, building on current national efforts, and in consultations with stakeholder specialists at national agencies in the member states. The RAPs will propose comprehensive actions and measures applicable to the region, including those to be implemented at national and regional levels for both effective national management and regional coordination mechanism. Technically, the RAPs would consider comprehensive approaches and tools (e.g. monitoring, control and surveillance tools, gear-design related and operation related approaches, market-based tools, roles of stakeholders, etc.) to enable integrated management that ensure good and effective governance. Each Regional Action Plan will also provide an umbrella/ guidelines for development/ updating relevant National Action Plans, according to specific priorities of each member state; standard methods/ indicators for monitoring and measuring progress; and mechanisms for regional coordination. Specific duties of the consultant under Task 2 include:

- a) Prepare the following Regional Action Plans for PERSGA region:
 - i. Regional Plan of Action to Prevent, Deter and Eliminate IUU Fishing (RPOA-IUU).
 - ii. Regional Action Plan for Protection and Management of Fish Spawning Aggregations (RAP-SPAGs).

- iii. Regional Action Plan for Reduction and Management of Fishery Bycatch (RAP-Bycatch).

These RAPs will act as umbrella and guideline documents for preparation of the respective NAPs to ensure harmonized efforts. Therefore, each would reflect priority actions and measures at regional level, and provide frameworks for actions and toolkits for the respective National Action Plans to be developed subsequent to the RAPs.

- b) Facilitate a regional consultation workshop in the course of preparation of the above Action Plans.
- c) Assist with supervision of preparation/updating National Action Plans (NAPs) by national consultants assigned, to be consistent with the related RAPs developed, including through technical backstopping, reviewing the NAPs and providing remarks and advice.

Task 3: Develop technical manuals and conduct training program addressing management of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch in PERSGA region. The technical manuals will include training modules/guidelines for methods and tools used in management of IUU fishing, fish spawning aggregations and fishery bycatch, with particular emphasis to develop and build required capacities, skills, practical knowledge and technologies to enable effective implementation of RAPs and NAPs concerning IUU fishing, fish SPAGs and fishery bycatch. Specific duties of the consultant under Task 3 include:

- a) Develop regional technical guidelines/manuals and training modules for management of IUU fishing, Fish SPAGs and Fishery Bycatch in PERSGA region
- b) Facilitate 3 regional training workshops (2-days each) on management of IUU fishing, Fish SPAGs and Fishery Bycatch for 25 national specialists from PERSGA member states to be organized at PERSGA HQ in Jeddah, based on the regional guidelines indicated in 3.1 above.

4. Key Deliverables and Tentative Timing

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 from contract
2) Brief progress report, including summary report of activities in past month and list of planned activities for the following month	Monthly
3) Detailed methodologies and regional technical workshops for national and regional experts participating in the assessments	3 months
4) Draft assessment reports on status of IUU fishing, fish spawning aggregations, and fishery by catch in PERSGA region	8 months from contract
5) Final assessment reports on status of IUU fishing, fish spawning aggregations, and fishery bycatch in PERSGA region	10 months from contract
6) Draft Regional Action Plans including RPOA-IUU, RAP-SPAGS and RAP-Bycatch and regional consultation workshop	11 months from contract

7) Final Regional Action Plans including RPOA-IUU, RAP-SPAGS and RAP-Bycatch, and guidelines for preparation of relevant National Action Plans	12 months from contract
8) Regional technical guidelines/manuals including training modules on management of IUU fishing, fish SPAGs and fishery bycatch	16 months from contract
9) Regional training workshops on management of IUU fishing, fish SPAGs and fishery bycatch	17 months from contract
10) Final Consultancy Report compiling all consultancy outputs and recommendations	18 months from contract

5. Duty station and duration

Duty station: Home based with in-situ field visits to the region for consultation and provision of technical training and advice. The consultancy will be completed over 18 months, during which the consultant is expected to utilize about 150 actual 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 evaluation of good and effective fishery governance; and good 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 addressing IUU fishing, fish spawning aggregations and fishery bycatch.
- Excellent background knowledge on international and regional legislations, framework policies, technical guidelines, agreements and initiatives addressing IUU fishing, fish spawning aggregations management, fishery bycatch reduction mechanisms and related conservation/ management measures
- Proven experience in consultancy works at the international 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: procurement@persga.org

- Applications should be received no later than **17th March 2023 (Riyadh Time Zone)**
- EoI letter should indicate the vacancy title and Activity Code mentioned above