

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

Terms of Reference (TOR)

National Consultants to assist status assessments, developing action plans and building capacities for management of IUU fishing, fish spawning aggregations and fishery bycatch

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

Under the Project

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

Project Number:	P178143
Activity Code:	PERSGA-2220-CS-INDV for Saudi Arabia; PERSGA-2221-CS-INDV for Djibouti; PERSGA-2222-CS-INDV for Egypt; PERSGA-2223-CS-INDV for Jordan; PERSGA-2224-CS-INDV for Somalia; PERSGA-2225-CS-INDV for Sudan; and PERSGA-2226-CS-INDV for Yemen.
Duration:	120-150 working days (based on the respective country)
Expected Start/End Date of Assignment	April 2023 up to December 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 over-exploitation 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 management efforts. The PERSGA Regional Program for Management of Living Marine Resources (LMR) also provides an 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 national consultant will work in regional team led by an international consultant, and membered by other national consultants, including one from each PERSGA member state. The consultancy assignment will focus to assist providing 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 PERSGA 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 national consultant will work directly with the Project Coordination Unit “PCU” and in close collaboration with the Lead International Consultant, to be hired to guide 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 assessments regarding the status of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch: 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) 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 to the assigned national consultants undertaking 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 national assessment reports focusing on the status of: i) IUU fishing, ii) Fish Spawning Aggregations, and iii) Fishery By-catch in the country. This will be based on standard methodologies developed by the International Consultant in consensus with the team. The national assessments will form the bases for compiling regional status reports in Red Sea and Gulf of Aden by the International Consultant, in addition to other existing relevant resources and literature.

Task 2: Prepare specific National Action Plans addressing management of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch: These National Action Plans (NAPs) will be prepared based on umbrella Regional Action Plans (RAPs), which will be heretofore developed by the Lead International Consultant, based on results of the regional and national assessments conducted. The NAPs will build on current national efforts, and in consultations with stakeholder specialists at national agencies as to be tailored for each country case. Following the relevant RAP, each NAP will propose comprehensive actions and measures applicable to the country, including those to be implemented at national level, and coordination with the regional level efforts for effective national and regional mechanisms. Technically, the NAPs 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 NAP will also consider harmonization with the umbrella regional guidelines and RAP, considering specific national; standard methods/ indicators for monitoring and measuring progress; and collaboration with the regional mechanism. Specific duties of the consultant under Task 2 include:

- a) Prepare the following National Action Plans for the country:
 - i. National Plan of Action to Prevent, Deter and Eliminate IUU Fishing (NPOA-IUU).
 - ii. National Action Plan for Protection and Management of Fish Spawning Aggregations (NAP-SPAGs).
 - iii. National Action Plan for Reduction and Management of Fishery Bycatch (NAP-Bycatch).
- b) Facilitate national consultation workshops in the course of preparation of the above NAPs. The NAPs preparation should involve extensive consultations with and engagement of relevant authorities, stakeholders and key actors throughout the process of identifying priority issues, actions and measures, implementation monitoring, roles, and financing options for implementation of the plan etc.
- c) Collaborate with the International Consultant to be consistent with the respective RAPs to be developed beforehand to guide NAPs preparations, including through reviews of the NAP by the international consultant and considering his technical remarks and advice.

Task 3: Facilitate national training workshops addressing management of IUU fishing, Fish Spawning Aggregations, and Fishery By-catch in PERSGA region: These training workshops will be based on the technical manuals developed by the International Consultant, and 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) Participate in 2 regional consultation and Training of Trainers (ToTs) workshops focusing on:
 - 1) improving fishery statistics collection and management, and performance of fish stock assessment/recovery and MCS processes;
 - 2) improving the regional mechanism, including harmonizing fisheries statistics, developing regional database and regular process of joint assessment of the status of fisheries, and devices/ tools for the regional mechanism for sustainable collaboration and coordination in fishery policies, action planning and management measures, building on the current regional framework and the reinforcement provided by the SFISH project.
- b) Facilitate 2 national training workshops covering the above themes based on the relevant regional guidelines and training modules. Each regional workshop will be designed to provide Training of Trainers for 20 national specialists from PERSGA member states,.

4. Key Deliverables and Tentative Timing

1) Inception report which includes a summary of the context and work plan, the scope of the work, action planning and capacity building work; outlines of	3 weeks from contract
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methodology and tools to be used, taking into consideration different stakeholders.	
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 for national assessments	3 months
4) Draft national assessment reports on status of IUU fishing, fish spawning aggregations, and fishery by catch in PERSGA region, including also national consultation workshops and meetings undertaken during the assessments	7 months from contract
5) Final assessment reports on status of IUU fishing, fish spawning aggregations, and fishery bycatch, including also national workshop for validation of the reports	9 months from contract
6) Draft National Action Plans including RPOA-IUU, RAP-SPAGS and RAP-Bycatch and regional consultation workshop, including also national consultation workshops and meetings undertaken during preparation of the Action Plans (NPOA-IUU, NAP-SPAGs, and NAP-Bycatch)	13 months from contract
7) Final National Action Plans including RPOA-IUU, RAP-SPAGS and RAP-Bycatch, including also national workshop for validation of the National Action Plans (NPOA-IUU, NAP-SPAGs, and NAP-Bycatch)	15 months from contract
8) Facilitate national training workshops on management of IUU fishing, fish SPAGs and fishery bycatch.	18 months from contract
9) Final Consultancy Report compiling all consultancy outputs and recommendations	20 months from contract

5. Duty station and duration

Duty station: Home based with in-situ fieldwork in the country, and visits to PERSGA HQ for consultation and participation in technical workshops. The consultancy will be completed over 20 months, during which the consultant is expected to utilize about 100-150 actual working days, depending on size and complexity of fishery sectors in the member states.

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
- Good knowledge of tools and approaches for sustainable fisheries management, assessment and evaluation of good and effective fishery governance; knowledge of concept and practice methodologies of responsible fisheries/ ecosystem approach to fisheries management is preferable.
- 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.

- 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 national 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 country;
- Fluency in English.
- 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 (23:59 Riyadh Time Zone)**
- EOI letter should indicate the vacancy title, applicant's respective country and relevant Activity Code mentioned above, which follows:
 PERSGA-2220-CS-INDV for Saudi Arabia;
 PERSGA-2221-CS-INDV for Djibouti;
 PERSGA-2222-CS-INDV for Egypt;
 PERSGA-2223-CS-INDV for Jordan;
 PERSGA-2224-CS-INDV for Somalia;
 PERSGA-2225-CS-INDV for Sudan; and
 PERSGA-2226-CS-INDV for Yemen.