

**National Institute for the Development of Small-Scale
“Artisanal Fisheries and Climate Change Project (FishCC)”**

Terms of reference

Technical ADVISER

1. Introduction

Mozambique, with more than 2,700 km of coastline, is particularly vulnerable to cyclones, storm surges, and flooding. More than 66% of the population of Mozambique lives in the coastal zone. The coastal population depends on its fisheries (4+% of GDP), with more than 90% of the 150,000+ tons of fish reported to be caught each year by artisanal fishers. Most artisanal catch is used for subsistence or ends up in local markets. FAO estimates that the Mozambican population derives 50 percent of their animal protein intake directly from fish and fisheries products.

Mozambican coastal ecosystems are experiencing direct human threat from open-access, non-sustainable use of natural resources. Mozambican artisanal fisheries are an “underperforming asset”; the open-access fishing and lack of governance lead to fisheries that are far below Maximum Economic Yield (MEY) and eventually (MSY) with current fleets at overcapacity and total catch declining each year. If Mozambique’s artisanal fisheries can be reformed, if fishery governance will permit stocks to recover, these lost economic benefits can be retrieved by local fishers, becoming a source of wealth and food security. The Artisanal Fisheries and Climate Change Project (FishCC), financed by World Bank, Government of Mozambique and Nordic Development Fund, seeks to improve local governance of natural resources and catalyze a transformative approach to coastal, artisanal fisheries in Mozambique. The project will support up to six pilot sites, each encompassing 5-10 communities. The approach will reduce human threats to coastal ecosystems through community rights-based management, i.e., establishing locally-managed TURFs (Territorial User Rights for Fishermen) in representative habitats (e.g., reef, mangrove forest, sea grass, and coastal dunes) that contain smaller sanctuaries/no-take reserves within their boundaries. This approach has fisheries, livelihoods and natural resource management objectives, and as the health of coastal ecosystems improve, this will increase ecosystem resilience to climate change. Because the approach relies on community-based management, it has a strong capacity-building component for local communities, which will also increase their social resilience to climate change.

The project will be implemented by the National Institute for the Development of Small-Scale Fisheries (IDPPE) with an international NGO providing the main technical assistance.

The project consists of an initial three-year project. The announced position will be based in Maputo, Mozambique, at IDPPE Social Development Department, with some field trips when necessary.

2. Objective

The main objective of the technical assistance is to support IDPPE on the oversight and management of the FishCC project day to day activities. The technical adviser will also prepare reports to be submitted by IDPPE to the World Bank (WB) on the use of funds, activities and achieved results. Besides managerial and reporting responsibilities the consultant will provide technical assistance to IDPPE in the following

areas: community governance, aquaculture, fisheries value-chains, and marine conservation. Finally the technical assistant will be responsible for sharing lessons-learned with IDPPE managers on project implementation.

3. Responsibilities

Operational Management Outcomes

- i. Work and support IDPPE Project Responsible on the day to day management of the project.
- ii. Assist IDPPE Project Responsible on overseeing and ensuring the relevant parts of the work plan are developed and delivered in the timeline established.
- iii. Responsible for management and reporting to WB and NDF on project activities, achieved results and deliverables in collaboration with IDPPE Project Responsible.
- iv. Participate in monitoring visits to support IDPPE field staff and benefited communities and address specific issues and opportunities.
- v. Oversee and facilitate communication and lessons learning and sharing between IDPPE personnel based on the project different sites.
- vi. Ensure high quality delivery of IDPPE project activities, including assessing, reporting and monitoring visits.
- vii. Maintain weekly meetings with IDPPE and the other project partners in order to assure management efficiency and efficacy.
- viii. Others as per IDPPE request, in particular creating synergies with ongoing or planned projects such as SWIOFish 1 and Mozbio.
- ix. Be expected to interact with IDPPE partners that may work with IDPPE as, among others, Rare.

Community Outcomes

- i. Assist IDPPE in order to facilitate self-governance of fishing communities.
 - o reinforce existing CCPs (community fishing councils) structure and way of working or support the creation of new CCPs;
 - o support CCPs in order to obtain government legal recognition;
 - o support artisanal fishermen cooperatives and/or economic associations way of working in order to improve their efficiency or support the creation of new ones.
- ii. Assist IDPPE on the design of livelihood interventions based on previous reports, participatory process with local communities, and findings from other studies.

Conservation Outcomes

- i. Assist IDPPE on the support to CCPs on how to manage TURF-reserves and create management plans to be approved by the Ministry of Fisheries
- ii. Assist IDPPE on the support to CCPs on how to create maintenance of TURF-reserves local enforcement (community guards).
- iii. Assist IDPPE on developing and defining a scientific program with the Fisheries Research Institute (IIP) inputs, clarifying scientific data inputs from IIP for Project.
- iv. Support IDPPE to collect same data sets for ongoing evaluation of impacts and adaptive management
- v. Assist IDPPE on how possible training linkages with ADNAP, INIP, EP and INAQUA (institutes within the Ministry of Fisheries) can be done, looking for synergies that may support the effective implementation of the New Fisheries Law with respect to rights-based management being a preferred approach to coastal fisheries..

Reporting Outcomes

- i. Besides the reports described above the consultant will elaborate monthly progress reports to be delivered to IDPPE.
- ii. A Draft Final Report within three months of the end of the services on all work carried out by the consultant under the technical assistance. The Final Report incorporating the comments of the Bank and IDPPE is to be submitted within one month of the receipt of such comments.

4. Qualifications, Skills & Core Competencies Required

- Master's degree or equivalent.
- University degree in a relevant area: Fisheries Management, Rural Development, Social Sciences, etc.
- Fluency in written and spoken Portuguese and English.
- At least ten years of project management, with the specific ability to support managing teams that operate in remote places.
- At least seven years of experience in community work, aquaculture and marine conservation.
- Excellent public speaking abilities, strong writing skills and ability to negotiate.
- Ability to work in a multi-cultural setting and take initiatives.
- Analytical, detail orientated and organized.
- Proactive, consultative and results oriented.
- Proven success managing complex projects involving multiple stakeholders and partnership.
- Experience in successfully meeting budgets and deadlines.
- Willingness to travel locally based on needs of the position, often in uncomfortable circumstances to remote places.
- Significant relevant working experience from developing countries, preferable from countries in Africa south of Sahara.

5. Duration and Remuneration

The position is for two years with possibilities for a one year extension. Remuneration is designed to cover all costs to include salary, benefits, travel, etc. Level of remuneration will be based on previous work experience and education.

Further information can be obtained at the address below during office 08:00am - 03:30pm hours (local time).

Expressions of interest should be sent electronically to the email address below by 28th February 2015, by close of business and should clearly indicate: "EOI Technical Adviser position".

Att: Ernesto POIOSSE
Email: epoiosse2@gmail.com
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