



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

Terms of Reference (ToR)

Individual National Consultant to assist assessment, update, develop and support implementation of National Action Plans for conservation of sharks, marine turtles, seabirds and marine mammals from fishing activities in PERSGA Member States

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)

Program/Project Number: P178143

Activity Codes: PERSGA-2228-CS-INDV for Saudi Arabia
PERSGA-2229-CS-INDV for Djibouti
PERSGA-2230-CS-INDV for Egypt
PERSGA-2231-CS-INDV for Jordan
PERSGA-2232-CS-INDV for Somalia
PERSGA-2233-CS-INDV for Sudan
PERSGA-2234-CS-INDV for Yemen

Type of contract and expected start/end date of assignment Lump sum; July 2024 up to September 2025

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's 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: Djibouti, Egypt, Jordan, Saudi Arabia, Somalia, Sudan, and Yemen. Rational use of marine resources and the protection of the coastal marine environment from pollution and overexploitation are central objectives of the 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 objective 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 subcomponent objectives focus specifically on: i) developing a 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 the PERSGA region; ii) strengthening PERSGA platforms for capacity development and regional coordination mechanisms for sustainable fisheries and aquaculture; iii) enhancing citizen, private sector, and development partner engagements in sustainable fisheries 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 a regional framework for data sharing and joint assessments and efforts. The PERSGA Regional Program for Management of Living Marine Resources (LMR) has also undertaken regular capacity building and regional coordination activities for sustainable fisheries and aquaculture management in the region for 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 illegal, unreported and unregulated (IUU) fishing, spawning aggregations, and fishery bycatch; fisheries statistics, stock assessment/ recovery and relevant monitoring, control and surveillance (MCS) aspects; fisheries conservation measures for the protection of sharks, marine turtles, seabirds, and marine mammals; restoration of critical habitats; sustainable aquaculture practices and biosecurity; joint assessment of the Red Sea and Gulf of Aden (RSGA) fisheries and aquaculture status, and the regional protocol/ mechanism for collaboration in management efforts.

The current consultancy assignment will focus on providing technical assistance to support project activities addressing strengthening of conservation measures for sharks, marine turtles, seabirds, and marine mammals in PERSGA region. The consultancy will build on standing efforts to update existing action plans, and develop new ones, as appropriate (indicated below).

2. Purpose of the Consultancy

The national consultant will work in a regional team led by an international consultant, and including other national consultants from each PERSGA member state. The consultancy assignment will focus on providing technical assistance to support project activities addressing the conservation of sharks, marine turtles, seabirds, and marine mammals, with the following specific objectives:

- Assess the current state and management efforts/action plans/capacities for the conservation of sharks, marine turtles, seabirds, and marine mammals, to identify gaps, e.g., in scientific knowledge, management, collection and analysis of fish catch data cooperation for research and monitoring of these key species, and assessing the scale of environmental and anthropogenic threats that must be mitigated to ensure more effective conservation measures.
- Update the specific National Action Plans for conservation of marine turtles and seabirds in the region (developed by PERSGA during the SAP project, 1999-2003), and develop Regional and National Action Plans for sharks and marine mammals, considering actions at the national level. This will be done in light of umbrella Regional Action Plans to be developed by the lead consultant with a view to harmonize efforts and strengthen regional cooperation.
- Identify national legislative provisions for the protection and conservation of sharks, marine turtles, sea birds, and marine mammals, and analyse their effectiveness, the human

and financial resources available for their implementation, and propose any improvements required.

- Build relevant institutional and human capacities to assist implementation of the conservation action plans, and facilitate training program/ workshops, which will be based on regional technical guidelines to be developed by the lead consultant in consultation with the national and regional experts and stakeholders.

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 undertake the following two tasks and responsibilities in compliance with target dates agreed with the Lead International Consultant:

Task 1: Conduct national assessments and reviews regarding the status of sharks, marine turtles, seabirds, and marine mammals. These assessments will provide information to establish a database for monitoring in light of previous assessments and information; run situational analysis identifying legislation, policy, human and financial resources and management gaps, develop and update action plans and identify capacity building needs, etc. in the subsequent tasks under the consultancy assignment. Specific duties of the consultant under Task 1 include:

- 1) Assist the Lead International Consultant with developing detailed methodologies and tools to be used in the above assessments.
- 2) Participate in a regional workshop for consultation and orientation for the national consultants undertaking assessment activities in each member state, based on the agreed methodologies and tools.
- 3) Compile relevant information and data and prepare national assessment reports focusing on the conservation status of: i) sharks, ii) marine turtles, iii) seabirds and iv) marine mammals in the country, based on information compiled through national assessments and other relevant resources and literature.

Task 2: Update and develop specific National Action Plans addressing conservation and management of key species. These National Action Plans (NAPs) will be prepared based on the existing plans/ efforts, beside the results of the national assessments conducted, building on current national efforts and in consultation with stakeholder specialists at national agencies in the respective country. The NAPs will also be based on umbrella/ framework Regional Action Plans, developed by the Lead Consultant, and shall propose comprehensive actions and measures applicable to the respective country, considering regional harmonization and coordination of actions and measures. Specific duties of the consultant under Task 2 include:

- 1) Update/develop the following National Action Plans in FAO format, as applicable in the member state:
 - National Action Plan for Protection and Management of sharks.
 - National Action Plan for conservation of marine mammals.
 - National Action Plans for the conservation of marine turtles and seabirds.
 - National Action Plans for the conservation of seabirds
- 2) Facilitate a national consultation workshop for diving centers, fisheries officials, MPAs managers, local communities’ heads and fishers in the course of updating/development of the above Action Plans.

Task 3: Facilitate national training workshops for fishers, MPAs managers, divers and local communities addressing conservation and management of sharks, marine turtles, seabirds, and marine mammals: These training workshops will be based on the technical manuals developed by the Lead International Consultant, and will include training modules/guidelines for methods and tools used in conservation management of these key species, with particular emphasis on developing and building required capacities, skills, practical knowledge, and technologies to enable effective implementation of RAPs and NAPs developed through task 2 above. Specific duties of the consultant under Task 3 include:

- 1) Participate in a regional consultation and Training of Trainers (ToTs) workshop focusing on conservation and management of sharks, marine turtles, seabirds, and marine mammals.
- 2) Facilitate national training workshops covering the above themes based on the relevant regional guidelines and training modules for national stakeholder specialists/ agencies in the respective PERSGA member state.

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. Progress report	Every three months
3. Draft assessment reports on the existing conservation and research programs and legislation regarding to these key species at a national level	3 months from contract
4. Final assessment reports on the existing conservation and research programs and legislation regarding these key species in the assigned country	5 months from contract
5. Draft updated/developed conservation National Action Plans for sharks, marine turtles, seabirds, and marine mammals and conducting relevant national consultation meetings	8 months from contract
7. Final national Action Plans for sharks, marine turtles, seabirds, and marine mammals	9 months from contract
8. National training workshops on conservation measures and management tools for sharks, marine turtles, seabirds, and marine mammals	10 months from the contract
9. Final Consultancy Report including summary of all consultancy outputs and recommendations	14 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 based on lump sum contract with installments to be paid against deliverables. It will be completed over 14 months, during which the consultant is expected to utilize around 75 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 (PhD preferred) in marine megafauna ecology, marine biology/ecology, or any other relevant discipline.
- Advanced knowledge of tools and approaches for preparing conservation action plans for any marine key species.
- Excellent background knowledge on international and regional legislation, framework policies, technical guidelines, agreements, and initiatives addressing conservation/management measures of the marine key species.
- Proven experience in consultancy work with international and regional organizations, and ability to produce outputs at international standards.
- Familiarity with/ knowledge of the status of marine key species, issues and concerns in the Red Sea and Gulf of Aden, and preferably relevant background experience 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.
- Experience working in the Red Sea will be an advantage.

7. Application procedure and closing date

- Interested applicant should submit Expression of Interest (EOI) form (attached at the end of this ToR) and CV to the following email address: **sourcing@persga.org**
- Applications should be received no later than **30 June 2024**
- EOI form should indicate the consultancy title and relevant Activity Code mentioned above, which follows:
PERSGA-2228-CS-INDV for applicants from Saudi Arabia
PERSGA-2229-CS-INDV for applicants from Djibouti
PERSGA-2230-CS-INDV for applicants from Egypt
PERSGA-2231-CS-INDV for applicants from Jordan
PERSGA-2232-CS-INDV for applicants from Somalia
PERSGA-2233-CS-INDV for applicants from Sudan
PERSGA-2234-CS-INDV for applicants from Yemen

[Click here to download EOI Form](#)



EXPRESSION OF INTEREST (EOI) FORM FOR INDIVIDUAL CONSULTANTS

Name: _____

Nationality: _____

Job title: _____

Email: _____

Phone: _____

Official address of: _____

Consultancy title applied for: _____

Activity code of the consultancy (as indicated in the ToR): _____

Academic degree (BSc, MSc, PhD, etc.): _____

Number of years of general experience: _____

Number of similar assignments: _____

Why do you think you are qualified for this assignment? (Maximum 150 words).

I hereby, declare that all the information given above is accurate to the best of my knowledge.

Name:

Signature and date