



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

Terms of Reference (ToR)

Individual Consultant to lead assessments, updating, development, and support implementation of Regional Action Plans for conservation of sharks, marine turtles, seabirds and marine mammals

Under the Project

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

Program/Project Number:	P178143
Activity Code:	PERSGA-2227-CS-INDV
Duration	90 working days
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 over-exploitation 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 (2005), and the Protocol Concerning Cooperation in Management of Marine Fisheries and Aquaculture (in progress), which provide a regional framework for data sharing, joint assessments and collaborative efforts. The PERSGA Regional Programs for Management of Living Marine Resources (LMR) and Biodiversity & MPAs Network have also undertaken regular capacity

building and regional coordination activities for sustainable fisheries and aquaculture management, and coastal marine biodiversity conservation 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, joint assessment of the RSGA fisheries and aquaculture status, stock assessment/ recovery and relevant monitoring, control and surveillance (MCS) aspects; fisheries conservation measures for the protection sharks, marine turtles, seabirds, and marine mammals; restoration of critical habitats; sustainable aquaculture practices and biosecurity, 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

- Review existing regulations, conservation measures, and awareness programs addressing sharks, marine turtles, seabirds, and marine mammals in the PERSGA region.
- Assess the current state and management efforts/action plans/capacities for conservation of sharks, marine turtles, seabirds and marine mammals, in order to identify gaps, e.g. in scientific knowledge, management, cooperation for research and monitoring of these key species, and assess the scale of environmental threats that must be mitigated to ensure more effective conservation measures.
- Update the specific Regional Action Plans for conservation of marine turtles and seabirds in the region (developed by PERSGA during the SAP project, 1999-2003), and develop Regional Action Plans for sharks and marine mammals, considering actions at national and regional levels with a view to strengthen regional cooperation in collaboration with the national consultants, the national coordinators, the MPAs managers and the fisheries administrations. These regional action plans will be based on the national action plans that prepared and updated by the national consultants.
- Build relevant institutional and human capacities to prepare and update the conservation action plans, and facilitate 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 lead and undertake the following tasks and responsibilities:

Task 1: Lead the implementation of assessments and reviews of the status of sharks, marine turtles, seabirds, and marine mammals in the PERSGA region. These assessments will provide information to establish a database for monitoring in light of previous assessments and information; running situational analysis identifying legislation, policy, human and

financial resources and management gaps, developing and updating specific conservation action plans, and identifying capacity building needs, etc. through the subsequent tasks under the consultancy assignment. Specific duties of the consultant under Task 1 include:

- 1) Review existing conservation measures, data collection, and research programmes and legislation regarding key species at regional and national levels.
- 2) Provide necessary training and technical backstopping to the assigned national consultants undertake monitoring and research activities at the national level in each member state.
- 3) Prepare regional assessment reports focusing on the status and conservation measures of: i) sharks, ii) marine turtles, iii) seabirds and iv) marine mammals in the PERSGA region, based on information compiled through national assessments and other relevant resources and literature.

Task 2: Update and develop specific Action Plans addressing conservation and management of sharks, marine turtles, seabirds, and marine mammals in the PERSGA region. Regional Action Plans (RAPs) are to be updated/developed based on previous efforts by PERSGA (action plans and technical guidelines for specific conservation of key species, building on the results of the regional assessments conducted, and taking into consideration current national efforts and wide 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. 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:

- 1) Prepare the following specific Regional Action Plans (RAPs) for the PERSGA region:
 - Regional Action Plan for Protection and Management of sharks.
 - Regional Action Plan for Conservation of Marine Mammals.
- 2) Update the specific Regional Action Plans for the Conservation of Marine Turtles and Seabirds.
- 3) Facilitate a regional consultation workshop with the national consultants, the national coordinators of the SFISH project, MPAs managers, diving centers, and fisheries managers, in the course of preparation of the above Action Plans.
- 4) Assist with/supervise preparation/updating National Action Plans (NAPs) by national consultants assigned, to be consistent with the related RAPs developed, including through reviewing the NAPs and providing technical remarks and advice.

Task 3: Develop training modules and conduct training for fisheries officials and MPAs managers, on conservation of sharks, marine turtles, seabirds, and marine mammals. The training modules should reflect guidelines, methods, and tools for conservation management, with particular emphasis on supporting and building required capacities, skills, practical knowledge, and technologies to enable effective implementation of the RAPs and NAPs defined above. Specific duties of the consultant under Task 2 include:

- i) Develop technical training modules for conservation of sharks, marine turtles, seabirds, and marine mammals tailored to the region, and oriented to assist implementation of relevant RAPs and NAPs indicated above.

- ii) Facilitate a regional training workshop (4 days) on conservation management of sharks, marine turtles, seabirds, and marine mammals to be organized at PERSGA HQ in Jeddah, based on the modules/ guidelines indicated in i) 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.	2 weeks from contract
2. Progress report	Every three months
3. Draft assessment reports on the current status and existing conservation efforts for these key species at a regional and national level	4 months from contract
4. Final assessment reports on the existing conservation and research programs and legislation regarding these key species in the region	5 months from contract
5. Draft Regional Action Plans including sharks, marine turtles, seabirds, and marine mammals and regional consultation workshop	7 months from contract
7. Finalized Regional Action Plans including sharks, marine turtles, seabirds, and marine mammals and provide technical backstopping to national consultants	8 months from contract
8. Draft training modules on conservation of sharks, marine turtles, seabirds, and marine mammals	9 months from contract
9. Completion of training modules and implementation of training workshop on the conservation of sharks, marine turtles, seabirds, and marine mammals	11 months from contract
10. Final consultancy report	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 90 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) in marine mega-fauna 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 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 forms should indicate the consultancy title and relevant Activity Code mentioned above



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 (B.Sc, 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: