

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 assist with building capacity on climate-resilient and climate-smart approaches and tools for fisheries and aquaculture management in Red Sea and Gulf of Aden

Under the Project

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

Program/Project Number:	P178143
Activity Code:	PERSGA-2235-CS-INDV
Expected duration/period	4 months during the period of August-November 2025
Type of contract	Lump sum basis with deliverable linked payments

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 regional project on Sustainable Fisheries Development in the Red Sea and Gulf of Aden (SFISH) is supported by the World Bank and executed by PERSGA in the region. The project development objective aims to strengthen regional collaboration and capacities for management of marine fisheries and aquaculture in the Red Sea and Gulf of Aden region. The SFISH regional component focuses specifically on promoting: a) PERSGA regional database, information system and institutional capacity; b) regional platforms for technical capacity development and coordination mechanisms; and c) stakeholder engagement through effective communication and awareness strategies for sustainable fisheries and aquaculture development.

Underlining the ecosystem approach, the SFISH project activities were designed to coherently to address capacity gaps for addressing priority issues for sustainable development of fisheries in the region. Such issues range from those related to strengthening fisheries governance, conservation of fish stocks essential habitats, to potential impacts from marine pollution and climate change.

In this framework, the current assignment is aimed to assist with developing tailored regional guidelines and training program, contributing to building capacity in the aspects of planning and implementing climate actions for fisheries management in Red Sea and Gulf of Aden.

2. Scope and objectives of the consultancy assignment

To achieve sustainable fishery development, the SFISH project considers the importance of strengthening efforts to adopt climate-resilient and climate-smart fisheries policy and management measures, and linking related regional efforts for cooperative approach in Red Sea and Gulf of Aden region. However, technical constraints, and inadequacy in institutional and skilled human capacities represent major obstacles for sound planning, management and implementation of climate actions for national fishery sectors, and effective cooperation at the regional level. Technical assistance is needed to tailor guidelines and training program, which would help to improve national capacities and catalyze regionally coordinated and collaborative efforts.

The objective of this assignment is to provide technical guidance and training for a cohort of fisheries managers and officers in PERSGA region, focusing on enhancing their knowledge and skills on climate- resilient and climate-smart fisheries and aquaculture, and their sectoral implementation in integration with relevant national climate policies and plans, e.g. NDCs, relevant SDGs and other contexts.

3. Tasks and responsibilities of the consultant

To achieve the above objectives, the consultant will work directly with the Project Coordination Unit “PCU” and in close consultation with regional experts at PERSGA and national specialists (from PERSGA member states) to undertake the following tasks:

- a) Identify capacity building and training needs regarding climate- resilient and climate-smart fisheries and aquaculture policy and management framework, adaptation and mitigation options & measures, and their implementation in the context of and integrity with relevant national climate actions.

The approach in identifying and assessing training needs will be based on various available sources, including reviewing relevant global literature and guidelines available on the subjects, relayed PERSGA work and documents and other similar works in the region, along with maximum possible consultation with experts and key informants in the region, especially with stakeholders in charge of national fishery management the region. In regard to identifying training needs, the required guidelines and issues should be tailored to suit best possible approaches and tools that can be applied in the Red Sea and Gulf of Aden, considering the particular ecosystem characteristics, ecological limits, Climate Change impacts and vulnerability, cost-effectiveness, beneficiaries, applicability, access to technology, etc.

- b) Based on the above, the consultant will develop guidelines and training program, and conduct regional training for a cohort of national fishery managers and practitioners in PERSGA region. This will focus on enhancing their knowledge and skills on climate-resilient and climate-smart fisheries and aquaculture policy & management measures, and their sectoral implementation in integration and coordination with relevant national climate policies and plans, e.g. NDCs, relevant SDGs and other contexts.

The guidelines and training program should essentially cover (but not limited to) the following aspects:

- Conceptual and background knowledge on CC impacts on coastal marine ecosystems and fishery, with emphasis on vulnerabilities of the RSGA fisheries and aquaculture.

- Adaptation and mitigation measures: policy and management frameworks and options for the fishery sectors in light of, and agenda of the relevant international, regional and national efforts, mechanism and actions.
- Climate resilient and climate smart fisheries (CSF) and aquaculture (CSA): technical knowledge on the concepts and implementation practices; building resilience for fisheries and aquaculture; mitigation and emission reduction tools in fisheries and aquaculture (e.g. operation, production and value chain, etc.); approaches and options for regional collaboration, including case studies.
- Any other noteworthy topics or issues that the consultant may consider relevant to the training subject and objectives.

4. Key Deliverables and Tentative Timing

#	Deliverable and description	Period after date contract signing
1	Inception report which includes a summary of the context and work plan, the scope of the work; outlines of methodology and tools to be used in identifying capacity building needs, taking into consideration different stakeholders.	3 weeks
2	Review and consultation to identify capacity building and training needs as indicated in the tasks above	8 weeks
3	Draft regional guidelines and training program/ modules	12 weeks
4	Final regional guidelines/ training modules and conducting regional training workshop at PERSGA in Jeddah, KSA	16 weeks
7	Final Consultancy Report including summary of consultancy outputs and recommendations	17 weeks

5. Duty station and duration

Duty station: Home based with in-situ field visits to the region (PERSGA HQ in Jeddah) for consultation on capacity building needs and provision of technical training.

6. Qualification, Skills and Experience

The following qualifications and experience are required to be met by the consultant:

- A post graduate qualification (MSc, PhD) in marine biology/ecology, fisheries environmental sciences or other relevant discipline
- Advanced knowledge on climate resilient- and climate-smart fisheries and aquaculture management: concept and approaches, policy, planning and management framework strategies planning,
- Excellent background knowledge on international and regional legislations, framework policies, technical guidelines, agreements and initiatives addressing climate actions in fisheries and aquaculture sector
- Proven experience in guidance and capacity building including developing technical guidelines and training syllabi and delivering training courses/workshops, preferable

for different levels (national, regional, and international); and to various stakeholders, (government, private sector and other stakeholder associates).

- Proven experience in similar consultancy works at the international and regional organizations level, and ability to produce outputs at international standards.
- Familiarity with/ knowledge of the status of living marine resources, fisheries and aquaculture issues and concerns in the Red Sea and Gulf of Aden, preferably background experience in relevant works in the region;
- Fluency in English is mandatory, adequate proficiency of Arabic and French would be an advantage

7. Application procedure and closing date

- Interested consultant applicant should submit Expression of Interest (EOI) letter and CV to the following email address: **sourcing@persga.org**
- Applications should be received no later than 15th June 2025

EOI letter should indicate the consultancy title and relevant Activity Code mentioned above.