

**The Regional Organization for the Conservation of the Environment of the
Red Sea and the Gulf of Aden**

TERMS OF REFERENCES (TOR)

**Individual Consultant to update the National Spill Contingency Plan for Djibouti
addressing oil and HNS spills incidents and deliver a national training workshop on
OPRC specifically Contingency Planning and HNS**

Under the Project

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

Program/Project Number:	P178143
Activity Code:	PERSGA-2105-5-CS-INDV
Expected duration/period	6 months through the period of June-Nov 2025
Type of contract and payment	Lump-sum, installments versus deliverables

1. Background and Justification

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 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 (PDOs) are to strengthen capacities and regional collaboration in management of marine fisheries and aquaculture in the Red Sea and Gulf of Aden region. The project component objectives focus specifically on: i) developing PERSGA regional data center and integrated information and knowledge management systems for monitoring and assessment, and sharing knowledge to support science-based policy and management of sustainable fisheries and marine resources in PERSGA region; ii) strengthening PERSGA platforms for capacity development and regional coordination mechanisms for sustainable marine fisheries and aquaculture; iii) enhancing citizens, private sector and development partners engagements in sustainable fishery through effective communication and awareness strategies.

The need for the current consultancy arises from both the midterm review findings of the SFISH project and the priorities outlined in the 2025–2026 Work Plan. It is aligned with the implementation of the Regional Contingency Plan for Oil and HNS Spills, which are considered major threats to living marine resources and fisheries in the region. The Regional Plan developed under SFISH outlines response framework to marine oil pollution incidents in the RSGA region, including those caused by Hazardous and Noxious Substances (HNS) transported by sea.

In recent years, Djibouti’s ports have been increasingly identified as Ports of Refuge for the southern Red Sea region, particularly following a series of maritime security incidents. These include the attack and sinking of the *RUBYMAR* vessel on 18 February 2024 off the Yemeni coast, and the attack on the *TRUE CONFIDENCE* vessel on 2 March 2024 in the Gulf of Aden, approximately 70 nautical miles off Djibouti’s shores. The latter resulted in serious structural damage and loss of life. These events underscored the country's vulnerability and highlighted critical gaps in preparedness and emergency response capacities.

In response, PERSGA extended technical support to Djibouti to assess and strengthen its readiness for such maritime emergencies. The increasing threat of oil and chemical pollution raises alarm about the potential environmental devastation a large-scale spill could cause in Djibouti and neighboring countries. Moreover, Djibouti’s strategic position has also led to its development as a sub-regional oil bunkering hub, hosting major oil storage terminals. While initial steps were taken to establish a national oil spill response stockpile, it remains non-operational due to unresolved legal and logistical challenges.

Although Djibouti ratified the OPRC 1990 Convention and the OPRC-HNS Protocol (2000)—which entered into force in 1998 and 2016 respectively—it still lacks an operational response system. The existing national contingency plan, *Plan POLMER*, prepared in 2010 and updated in 2012, has not yet been officially adopted or effectively implemented.

Recognizing the urgent need for a functional and modernized oil and HNS spill response system, this consultancy will support Djibouti in revising and operationalizing its National Spill Contingency Plan (NSCP). The updated plan will be harmonized with relevant international conventions, regional protocols, and national regulations, ensuring it is both actionable and implementable. The consultancy will also include the development and delivery of tailored training modules on Oil Pollution Preparedness, Response and Cooperation (OPRC), with a focus on contingency planning and HNS management. Practical simulation exercises will be conducted to validate the revised plan and build national capacity for rapid and coordinated response.

In this context, an individual consultant will be recruited to lead the process, leveraging existing national and regional oil spill and HNS plans to develop a context-specific NSCP for Djibouti.

2. Purpose of the consultancy

There is a growing need to enhance Djibouti’s preparedness and capacity to respond effectively to marine pollution incidents. The consultancy is guided by several key frameworks and assessments that collectively highlight the urgency and scope of the work to be undertaken:

- The Jeddah Convention and its 1982 Regional Emergency Protocol provide the foundational framework for regional cooperation in combating pollution by oil and other harmful substances in marine and coastal zones within the PERSGA region.
- The Regional Spill Contingency Plan (RSCP) and its associated guidelines—developed under the SFISH project—outline a harmonized response system for marine oil and HNS pollution, and offer a menu of tactical response options.
- The 2022 Feasibility Study for establishing a national oil spill response center in Djibouti identifies critical equipment and personnel needs to bolster national readiness and complement the existing contingency framework (*Plan POLMER*).
- The 2024 Technical Assessment Report on oil and chemical spill contingency planning in Djibouti provides targeted recommendations to enable timely, effective responses to minimize environmental harm in the subregion.

The final Plan should also consider recent technological advances in preparedness and response to oil and HNS spills. The plan to be developed by the consultant referred to hereafter “**national spill contingency Plan for Djibouti**” or “Plan Polmer” shall include at least the following information:

- Qualitative HNS risks assessment, including prevention and mitigation measures, to identify potential impacts and priority protection areas through use of available modeling resources and data and sensitivity mapping
- Decision making for planning and selection of adequate responses measures – to provide list of appropriate tactical responses sheets
- Update of key elements for a national policy for the use of dispersant at sea
- Sound legislative basis for implementing OPRC Convention/OPRC HNS protocol and Jeddah Convention and related Protocols
- Flow diagrams for required notifications, callout procedures and decisions diagrams
- guidance information on post spill management that includes liability and compensation for a ship source HNS incident
- Assessment and/or identification of places of refuge;
- updated inventory of responses resources (nationally, regionally, internationally; Tier 1, Tier 2 and Tier 3, including manpower, and technical expertise appropriate to the HNS spills hazards and ranges of environmental operating conditions.
- Effective training and exercise program for capacity building in order to meet OPRC compliance requirements
- Clearly define roles/responsibilities in the context of spills emergency preparedness, having considered the existing arrangements with the existing National plan with regard to broader disaster, emergency or civil protection frameworks
- National funding mechanisms with contribution from regional and international partnerships and initiatives
- Procedures and protocols, including spills notification and reporting to obtain and provide mutual assistance for spills response and for managing international offers of assistance
- Sustain Preparedness by way of establishing a schedule for review and updates of the national contingency plan; this can be linked to national exercises with a review at least every 3 years, but preferably annually;

3. Tasks to be Performed and Responsibilities of the national Consultant

The work will be carried out by a national consultant and a national assistant (coordinator). The consultant will, in cooperation with PERSGA, Djibouti Ministry of Environment and Djibouti Ministry of Transport, undertake the following tasks:

3.1 Task 1 Lead Review, assess and revise the national contingency plan (Deliverable 1)

- a) Cooperate closely with PERSGA, Djibouti Ministry of Environment and Djibouti Maritime Affairs. Direct contacts of the consultant will be Dr. Mahmoud Ahmed from PERSGA and the Djibouti National Coordinator (assistant)
- b) Participate in a kick-off meeting with PERSGA and the National coordinator to discuss methodology, timetable and overall direction as an inception report (deliverable 1), noting that the proposed methodology by the consultant should be based on established regional contingency plan and guidelines from International Maritime Organization (IMO), International Petroleum Industry Environmental Conservation Association (IPIECA) and the International Association of Oil & Gas Producers. The work plan and the project's timeframe will be discussed and presented in an inception workshop for introduction to the different stakeholders and a technical report which includes detailing workshop outputs, findings, conclusions and recommendations (deliverable 1)
- c) Review the existing Djibouti Contingency Plan and other relevant material
- d) Interview different stakeholders concerned with Djibouti National Contingency Plan, namely the Ministry of Environment, Ministry of Transport, Ministry of Defense, Ministry of Health, Djibouti Ports, Horizon Terminal, Scientific Research Institutes and NGOs active in the field of protection of the marine and coastal environment- these "interviews" will be carried out by E mail, and will be closer to data collection/confirmation.

3.2 Task 2: Develop a NSCP to addressing both oil and HNS spills (Deliverable 2)

Based on the results of above indicated task, the consultant will perform the following:

- a) Draft an updated National Contingency Plan (deliverable 2a) in French supported with figures, graphs and illustrations; and submit it to PERSGA, the Ministry of Environment and Ministry of Transport
- b) PERSGA, the Ministry of Environment will send the draft National Contingency Plan for revision by stakeholders. The consultant will then receive remarks, comments and inputs from the Ministry of Environment and PERSGA and incorporate them in a revised draft document (deliverable 2b) ready to go into the national constitutional process to be adopted as a law.

3.3 Task.3 Preparation/Design/Delivery of national workshop (Deliverable 3)

The final draft of the Contingency Plan will be presented by the consultant in a workshop for validation and approval of the different stakeholders. This will take place in association with IMO level 3 contingency training workshop.

The training modules and workshop would be focused particularly on the revised NSCP; the developed training modules will be based on the IMO Model Courses and the objectives outlined in the workshop fact sheet to be developed by the national consultant. Specific duties of the consultant under Task 3 include:

- a) Develop, deliver training modules and lead a table top exercise if appropriate in order to explain and exercise the revised national contingency Plan
- b) Facilitate 1 national training workshops (3-4 days) on OPRC specifically Contingency Planning and HNS for 25-30 national specialists based on the revised national contingency plan indicated in 3.2 above; facilitate discussion on the completion and approval of the revised final NSCP. The main provisions of the NSCP can be briefly tested during a table top exercise carried out during half a day during the workshop.
- c) provide recommendations for improved response capacity based on the analysis on information provided in the NSCP regarding existing Plans and response policy and available response equipment in the country.
- d) provide feedback to the participants throughout the workshop to enhance learning and to facilitate the learning process; and
- e) At the conclusion of the contract, the Consultant shall consolidate the final national contingency plan , the national workshop report and Final Consultancy Report including summary of all consultancy outputs and recommendation

The tentative program of the workshop can be outlined as below:

- Day 1: presentation of the updated NOSCP, and IMO level 3 training on oil and chemical spill response
- Day 2: testing of the plan through a table top exercise, debriefing and discussion
- Day 3: recommendations for the implementation of the NSCP in Djibouti.

4. Timeframe and schedule for key deliverables

The consultant will work with PERSGA on a lumpsum contractual basis. The contract comes into effect upon signature and ends upon satisfactory delivery of the tasks identified in the Table below.

Milestone/ Deliverables	Timelines
1) Inception report which includes a detailed work plan indicating key milestones and timeline, outlines of methodology 1/Deliverable1)	Within 2 weeks of signature of the Contract
2) Draft NSCP Plan to addressing both oil and HNS spills	No later than 8 weeks (2 months) after signature of the Contract
3) Review of the revised Draft Plan	No later than 12 weeks (3 months) after signature of the Contract
4) Revised NSCP including HNS component (Draft Final Plan)	No later than 16 weeks (4months) after signature of the Contract
5) Training program and delivery of the national workshop	No later than 20 weeks (5 months) after signature of the Contract
6) Final Consultancy Report including summary of all consultancy outputs and recommendations	No later than 24 weeks (6 months) after signature of the Contract

5. Duty station and duration

Duty station: Home based (Djibouti) including interviews and consultations with relevant national stakeholders in collaboration and close cooperation with Ministry of Environment and provision of training. The consultancy will be completed over 6 months.

6. Qualifications

- University degree (preferable postgraduate) in maritime pollution, marine ecology or related disciplines.
- Rich experience in similar consultancies on contingency planning, preparedness and response to oil and HNS spills with international organizations, including three similar assignments in volume and complexity during the last seven years.
- Familiar with shipping operations in the Red Sea and Gulf of Aden and have a good knowledge of the various port terminals in Djibouti, including also legal and administrative matters in the region.
- Strong proficiency in writing and speaking in French and English languages.
- Ability to prepare documents and reporting at international standards.

7. Application procedure and closing date

Interested 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 (23:59 Riyadh Time Zone)
- EoI letter should indicate the vacancy title and Activity Code mentioned above.