



**RECRUITMENT OF SHORT-TERM CONSULTANT:
FISHERIES AND AQUACULTURE TRADE AND INVESTMENT EXPERT**

TERMS OF REFERENCE

Background

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (DARBE) of the African Union Commission, is mandated to support and coordinate the utilization of livestock, fisheries, aquaculture and wildlife as resources for both human wellbeing and economic development in the Member States of the African Union. The Vision of the AU-IBAR Strategic Plan 2018-2023 is an Africa in which animal resources contribute significantly to integration, prosperity and peace. Within the framework of the African Union 2063, the Africa Blue Economy Strategy envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The first continent-wide intervention in the African fisheries and aquaculture was framed to address the following challenges: poor coordination among actors, lack of coherence in governance instruments and approaches, increasing incidences of IUU fishing due to weak capacity in the AU member states, weak evidence to foster reform, generally weak capacity and poor infrastructure, and lack of inclusive governance.

Towards the implementation of the Policy framework and reform strategy for fisheries and aquaculture in Africa (PFRS), the African Union InterAfrican Bureau for Animal Resources (AU-IBAR) implemented the EU funded Project 'Strengthening institutional capacity to enhance governance of the fisheries sector in Africa, commonly called Fisheries Governance Project (FishGov 1)' between 2014 to 2018. The FishGov 1 facilitated development of synergies and coherence in fisheries management and aquaculture practices by aligning national and regional policies with PFRS; enhanced the profile of the sector as well as fostered coordination in the governance of the sector, among other achievements.

Following the first phase (FishGov1), a second phase has been developed with the support of the EU. The scope of second phase (FishGov2) is to enhance sustainable fisheries management and aquaculture development in Africa thus accelerating reform in the sector and achieving the objectives of the AU Agenda 2063, notably food security, livelihoods and wealth creation. The specific objectives of FishGov 2 project are as follows: (i). African Union decisions on sustainable fisheries and aquaculture policies are evidence based; (ii). Fisheries and aquaculture policies in Africa are coherent with the PFRS and other AU priorities and coordinated at continental, regional and national levels and (iii). Africa is adequately represented and effectively participates in international fisheries and aquaculture fora and ably domesticates relevant global instruments.

AU-IBAR, in collaboration with AUDA-NEPAD, is in the process of engaging qualified AU Centres of Excellence in fisheries and aquaculture or other knowledge-based institutions to conduct identified studies in support of implementation of project activities. The process of recruitment of project staff is also ongoing at the AUC.

Whilst the recruitment processes are ongoing, the project management seeks to engage appropriate consultants to undertake specific activities that would facilitate the work of the qualified AU Centres of Excellence or the knowledge-based institutions once engaged.

AU-IBAR seeks the services of a Fisheries and Aquaculture Trade and Investment consultant on a short term basis to undertake specific activities mainly related to trade, marketing and investment activities. The consultant would work with the project team at AU-IBAR and AUDA-NEPAD on specific tasks.

Specific Responsibilities

Under the direct supervision of the Project Team Leader (Senior Fisheries Officer) at AU-IBAR, with overall supervision by the Senior Animal Production Officer at AU-IBAR, the consultant shall perform the following tasks:

1. The consultant will support finalization of the framework consultancies and will draft terms of reference for specific services listed in (a) to (f) below under the framework contract and supervise the recruited consultant in completing the tasks.
 - a. Conduct studies to establish which AU MS have sectoral strategies and investment plans and develop a mechanism for twinning between those with and those without.
 - b. Review national and regional fisheries-aquaculture plans to mainstream sustainable and climate resilient, environmentally sustainable fisheries and aquaculture, in NAIPS, RAIPs and other Investment programmes.
 - c. Conduct institutional assessment of laboratories and diagnostics networks in the various regions of Africa and recommend mechanisms for establishing regional reference laboratories and diagnostic networks for fish and fish products. The consultancy should also entail assessment of capacities for other certification processes for enhanced market access.
 - d. Develop an advocacy strategy and mechanism for effective participation of women and youth fish traders in fisheries and aquaculture policy dialogue and networking.
 - e. Facilitate identification of strategic regional value chains for sustainable fisheries and aquaculture
 - f. Develop guidelines to strengthen diagnostic capacities of competent national authorities and networks on aquatic animal disease detection, surveillance and coordinated responses, based on OIE Aquatic Animal Health Code and Manual of Diagnostic Tests for Aquatic Animals
2. Participate in the preparatory meeting of formulating common Africa in Codex alimentarius for fish and fish products and providing inputs to the Aquatic Animal Code
3. Prepare the meeting documents to establish regional aquatic animal health networks,
4. Organize national workshops to facilitate establishment of national chapters for AWFISHNET in fragile states (5 AU MS) towards strengthening effective engagement in decision making at national levels on issues relating to fisheries and aquaculture.
5. Prepare documentation for and participate in the upcoming STC meeting
6. Perform all other duties as requested by the supervisors including but not limited to following up of the proper implementation of services procured through the framework contract.

Deliverables:

1. Specific terms of reference approved for all the activities listed in 1(a) to (f) in 30 days
2. Expected outcomes of the activities (are:
 - a. Completion of studies on which AU MS have sectoral strategies and investment plans and mechanism developed on twinning
 - b. Completion of studies and national and regional investments plans reviewed
 - c. Completion of studies on institutions and reference laboratories identified.
 - d. production of report and advocacy strategy developed for effective participation of women and youth fish traders in fisheries and aquaculture policy dialogue
 - e. Completion of studies and regional strategic value chains identified
 - f. Completion of studies and guidelines developed for strengthening diagnostic capacities of competent authorities
3. Participated in the preparatory meeting of formulating common Africa in Codex alimentarius for fish and fish products and providing inputs to the Aquatic Animal Code
4. Meeting documents to establish regional aquatic animal health networks prepared
5. National workshops in 5 AU MS and national chapters of AWFISHNET established.
6. Prepare documentation for and participate in the upcoming STC meeting prepared

Academic Qualifications

The incumbent should have:

- A Post-graduate University degree (Master's degree) in Marketing and Trade in Agriculture Products (Preferably with specialization in fish and fisheries products) or Economics (preferably in Natural Sciences). A PhD degree in relevant fields will be an added advantage;
- A minimum of seven (7) years of relevant experience in in marketing and trade of agriculture products in Africa of which at least 3 years should at managerial level.

OR

- Bachelor university degree in Marketing and Trade in Agriculture Products (Preferably with specialization in fish and fisheries products) or Economics (preferably in Natural Sciences);
- Qualification(s) in related Natural Sciences would be an added advantage. A minimum of ten (10) years of relevant experience in marketing and trade of agricultural products in Africa of which at least 5 years should be at managerial level.

Required Skills

1. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions
2. Experience in dealing with senior government officials and international development partners
3. Self-starter with the ability to plan own work with reference to defined strategies
4. Very strong writing, analytical and communication skills are necessary

Relevant Experience

General Experience

- Record of familiarization of African fisheries and aquaculture sector
- Sound knowledge on challenges and trade issues in fisheries and aquaculture of Africa
- Knowledge of regional and international instruments, strategies, frameworks, guidelines, tools etc. for agricultural commodity trade facilitation etc.
- Record of experiences and knowledge on lessons and challenges in mainstreaming fisheries and aquaculture in NAIPs

Specific Experience

- Record of experience in supporting facilitation of intra-regional trade in fish and fish products in Africa, including fish trade corridor analysis
- Experience in capacity building of stakeholders along value chains (with specific regards to postharvest activities) in fisheries and aquaculture sector
- Proven knowledge on international trade and marketing issues in fish and fisheries products, including familiarization with standard setting organizations
- Sound knowledge on roles of regional organizations (RECs, RFBs etc.) in fisheries and aquaculture development

Gender Mainstreaming:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

Evaluation Criteria:

The applications will be evaluated on the basis of the relevant technical qualifications, experience and competence of the candidates.

Criteria	Max Score
Academic Qualifications	20
General Experience	20
Specific Experience	50
Other skills	10
Total	100

Duty stations:

The consultants will be stationed in the AU-IBAR offices in Nairobi with the possibility of travel on specific assignments to be agreed with the AU-IBAR Management. The incumbent should ensure that they have the capacity (legal, logistics etc.) to undertake the assignment in the duty station.

Duration:

The duration of this assignment is 6 months. The selected candidate should be available to undertake this assignment with minimum delay.

Remuneration:

The remuneration for this Consultancy shall be between \$ 5,303 (local consultant) and \$ 6,550 (international consultant). Expenses for missions will be covered separately in accordance with the applicable African Union Commission rules and regulations. Payments will be done on a monthly basis and upon approval of an appropriate report and compliance with deliverables.

Tax and other Statutory Obligations: This consultancy assignment does not carry any expectation of employment, extension or conversion to another type of contract with AU-IBAR. The consultant is not employed by AU-IBAR therefore all tax and other statutory obligations in relation to this contract are the responsibilities of the consultant.

Medical cover: The consultant/Firm will be responsible for his/her medical and life covers during the assignment.

Costs of Electronic Communication in the Course of Undertaking the Consultancy: The organization shall provide the standard electronic and communication support at the duty station and while on any mission. Any other costs of electronic or telephone communication will be borne by the expert.

Travel: Any costs related to travel required for the execution of the assignment will be borne by the organization.

Supervision

The successful consultant will be under the direct supervision of the Senior Fisheries Officer at AU-IBAR who shall have the responsibility of approval of reports.

Submission of applications:

The following documents should be submitted with the application:

- a) Brief (1-2 page max) technical proposal including confirmation of an understanding of the terms of reference, proposed methodology and work-plan, any comments on the terms of reference and expected outputs, detailed curriculum vitae with email and telephone contacts for referees. (PDF format preferred)
- b) Copy of identification documents e.g. passport
- c) Signed declaration for on exclusion criteria (see attached form)
- d) Signed statement confirming availability and exclusivity for this assignment (see attached form)

All applications should be submitted to the email address below on or before midnight (Nairobi local time) 15th November 2022.

Any requests for clarification may also be submitted to the address below at least 3 days before the deadline for submission of applications. Any clarifications given will be published on the AU-IBAR website.

The address for submission of applications: procurement@au-ibar.org