

AFRICAN UNION

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INTERAFRICAN BUREAU FOR ANIMAL RESOURCES
BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES

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SECTION I: Letter of Invitation

24th May 2023

Dear Applicants,

TERMS OF REFERENCE (TOR) INDIVIDUAL CONSULTANT FOR FISHERIES POLICY OFFICER

As part of the implementation of the EU funded project “Enhancing sustainable fisheries management and aquaculture development in Africa: A programme for accelerated reform of the sector (FishGov 2)”, AU-IBAR needs to engage the service of an individual consultant as a Senior Policy officer (Fisheries and aquaculture), to be seconded to Directorate of Agriculture and Rural Development (DARD) of the African Union Commission (AUC), , Addis Ababa, Ethiopia,. The Officer would largely be tasked with the responsibility to ensuring the outcomes of the Project are mainstreamed into AU fora and policy processes as well as generation of synergies on fisheries and aquaculture related activities in AUC departments and the projects’ activities. The recruited officer could also assume liaison functions for AU-IBAR with DARD, other AUC departments and partners for animal resources including fisheries and aquaculture.

1. AU-IBAR now invites eligible Individual Consultants from African Union Member States and other eligible countries (UN member states) to submit both Technical and Financial Proposals for the assignment.as per attached Terms of Reference (TOR). Applications from a team will be disqualified.
2. The consultants shall be based in Addis Ababa and outside Addis Ababa for the assignments required travelling outside the duty station where possible. The costs of travel shall be covered by AU-IBAR.
3. This consultancy service will be selected under a Fixed Budget criterion.
4. Expressions of Interest must be received at the address below on or before the 24th June 2023 at 17:00 hours, Nairobi, Kenya local time.
5. The address for submission of proposals is:
Procurement Unit, AU-IBAR
Kenindia Business Park, Westlands Road, Nairobi.
Email submissions: procurement@au-ibar.org with a copy to Irene.ohaga@au-ibar.org
6. The Address for clarifications is procurement@au-ibar.org

SECTION II

TERMS OF REFERENCE

Senior Policy Officer – Fisheries and Aquaculture

Individual Consultancy

1 Context

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), AU-IBAR, in collaboration with the African Union Development Agency (AUDA-NEPAD) implemented the European Union funded Project 'Strengthening institutional capacity to enhance governance of the fisheries sector in Africa, commonly called Fisheries Governance Project Phase 1 (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.

As a follow up to FishGov 1, the second phase, also with EU support, titled "Enhancing sustainable fisheries management and aquaculture development in Africa: A programme for accelerated reform of the sector (FishGov 2)' is aimed at enhancing the contribution of sustainable fisheries and aquaculture to the achievement of the AU Agenda 2063's objectives, notably in terms of food security, livelihoods and wealth creation. FishGov 2 is also implemented by AU-IBAR, in collaboration with AUDA-NEPAD with support from DARBE.

The specific objectives 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. For the implementation of this second phase,

The Contribution Agreement provides for a position of Senior Policy officer (Fisheries and aquaculture), to be seconded to AUC-DARD. The Officer would largely be tasked with the responsibility to ensuring the outcomes of the Project are mainstreamed into AU fora and policy processes as well as generation of synergies on fisheries and aquaculture related activities in AUC departments and the projects' activities. The recruited officer could also assume liaison functions for AU-IBAR with DARD, other AUC departments and partners for animal resources including fisheries and aquaculture.

In consequence therefore, for the implementation of this project, AU-IBAR seeks the services of a Senior Policy Officer (consultant) – Fisheries and Aquaculture to facilitate the implementation of Project activities at the Directorate of Agriculture and Rural Development (DARD). at the African Union Commission, Addis, Ethiopia.

2. Objective of the Consultancy:

The main objective of this consultancy is to support the implementation of Fisheries Governance Project Phase 2 (FishGov 2) by facilitating mainstreaming of the projects' outcomes into AU fora and policy processes as well as generate synergies on fisheries and aquaculture related activities in AUC departments and the projects' activities ; to also perform liaison functions for AU-IBAR with DARD, other relevant AUC departments and partners for animal resources including fisheries and aquaculture

2.1 Tasks

Under the direct supervision of the Project Team leader at AU-IBAR, with oversight supervision by the Director of Agriculture and Rural Development (DARD). of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment, DARBE, the incumbent will undertake the following targeted areas of work so as to achieve the objectives of the Project 'Fisheries Governance Project Phase 2 (FishGov 2)':

- i. Briefing on tasks and develop inception report outlining methodology and approach to the consultancy
- ii. Contribute to development of guidelines, policies and manuals that can guide the decision making by AU political organs and member states
- iii. Contribute to the elaboration of documents for the meetings of relevant STC and its associated Bureau
- iv. Support the planning or organization of biennial African ministerial dialogue (STC) on Agriculture, Rural Development, Water and Environment (STC-ARDWE) that incorporate fisheries and aquaculture
- v. Facilitate the generation of synergies for ongoing and planned initiatives relating to fisheries and aquaculture at departments of the African Union Commission, with FishGov 2 activities and the PFRS
- vi. Facilitate adequate mainstreaming of project outcomes into the AU fora and policy processes

- vii. Support the harmonization and coordinated, synergistic implementation of Africa Blue Economy Strategy among other related AU and partners' instruments
- viii. Strengthen the integration of fisheries and aquaculture in the biennial CAADP reporting mechanisms on Malabo Goals, Commitments and Targets
- ix. Support identification and preparation of issues for Africa Voice in global processes and frameworks (e.g. Ocean governance, climate change, Trade)
- x. Support mechanisms for enhancing strategic partnerships in Africa fisheries and aquaculture, especially support to EU-Africa dialogue for effective AU participation
- xi. Perform any other duties assigned by Director of DARD, the Project Team Leader or the Director, AU-IBAR

2.2 Deliverables:

- i. Inception report developed outlining methodology and approach to the consultancy
- ii. Documents, mainly based on projects' outcome, fisheries, aquaculture or related, are prepared for STC meetings
- iii. Ongoing activities, relevant to fisheries and aquaculture, AUC departments are identified and mapped for purposes of generating synergies with the Project
- iv. Fisheries and aquaculture are adequately mainstreamed into the CAADP process and Malabo Biennial reporting mechanisms
- v. Progress of implementation of AU ministerial decisions on fisheries and aquaculture are monitored and report developed
- vi. Effective role and participation of AU member states in relevant global fora are supported
- vii. Materials developed to support effective participation of African Union member states in AU-EU dialogue
- viii. Monthly report on progress on implementation of the tasks and deliverables submitted
- ix. Comprehensive report on all tasks and deliverables at the end of the six months

3. Duty station:

The consultants will be stationed in Addis Ababa, Ethiopia with travel on specific assignments agreed with the Project team leader at AU-IBAR and the Director of DARD.

4. Duration:

The effective duration of this assignment is six (6) months. The contract would be renewable depending on availability of funds and satisfactory performance.

The selected candidate should be available to undertake this assignment as soon as the contract is signed.

5. Remuneration:

The remuneration for this Consultancy is fixed at P3 Step 5 of the African Union Salary Scale. Payments shall be made on a monthly basis upon approval of a satisfactory report.

Expenses for missions will be covered separately in accordance with the applicable African Union Commission rules and regulations.

6. Supervision and reporting

The candidate will be under the direct supervision by the Project Team Leader at AU-IBAR with oversight supervision by the Director of DARD. The Project team leader at AU-IBAR will have the responsibility of approval of reports

7. Requirements:

7.1 Academic Requirements:

The incumbent should have a Post-graduate University degree (Master's degree) in fisheries sciences, fisheries socio-economics, related equivalent disciplines in policy and planning. A PhD degree in relevant fields will be an added advantage.

7.2 General Experience

- i. A minimum of seven (7) years of relevant experience in fisheries and aquaculture development in Africa of which at least 3 years should at managerial level
- ii. Sound experiences of institutions setup at national and regional levels for fisheries and aquaculture management and development
- iii. Extensive experience in or participation or evidence of supporting formulation of policies, strategies relating to fisheries and aquaculture at national, regional or continental levels
- iv. Familiarization with functions of Regional economic communities, specialized fisheries management organizations and Regional Seas conventions
- v. Record of working experience with externally funded development projects and/or familiarization of partners' interventions in fisheries and aquaculture sector in Africa

7.3 Specific Experience;

- i. Familiarization with African Union (AU) policy processes and institutions relevant to fisheries and aquaculture
- ii. Familiarization with AU instruments supporting ocean governance, fisheries and aquaculture sector
- iii. Sound knowledge of CAADP process priority areas and Malabo Goals
- iv. Record of knowledge or familiarization of international or global instruments, initiatives or fora and relevant to fisheries and aquaculture

7.4 Other Skills

- i. Demonstrated experience in dealing with senior government officials and development partners
- ii. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the regions;
- iii. Self-starter with the ability to strategically plan own work;
- iv. Very strong writing, analytical and communication skills are necessary.
- v. Proficiency in 1 or more official AU languages

7.5 Age Requirements

Applicants should be within the age limits for AUC. recruitment i.e. between 21 and 55 years.

7.5 Evaluation Criteria:

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

Criteria	Scores (%)
Qualifications	20
General Experience	25
Specific Experience	40
Other skills	10
Proficiency in AU languages (at least 2)	5

The minimum technical qualification is 70.

7.6 Gender Mainstreaming:

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

8. Application Process:

Interested applicants should submit the following documents:

- i. A Detailed CV outlining the following: Educational and Professional Qualification and Certifications; Relevant experience in similar assignment; References with Phone number and email addresses
- ii. Technical Proposal (as an Appendix to the CVs). The proposal should outline the following: Technical Approach and Methodology to be followed in the assignment; Detailed Work plan indicating key activities to be undertaken and deliverables at key stages.
- iii. Identification documents e.g. passport with relevant biodata pages
- iv. Signed declaration on exclusion criteria

The proposal and supporting documents must be submitted in English.

The deadline for submission of proposals is 24th June 2023 at 17:00 hours, Nairobi Local Time.

The address for submission of applications is: procurement@au-ibar.org with a copy to Irene.ohaga@au-ibar.org

9. Documents forming part of this application:

- Terms of reference
- Declaration on exclusion criteria
- Data protection and privacy statement

Documents to be submitted with the application

- Technical proposal including references of previous relevant work experience
- Curriculum Vitae