

## VACANCY ANNOUNCEMENT

### Consultant– Legal, Institutional and Policy Officer (P3)

#### 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.

As a follow up of First phase of Fisheries Governance project (FISHGOV1), the second phase, also with EU support, "Enhancing sustainable fisheries management and aquaculture development in Africa: A programme for accelerated reform of the sector (FISHGOV2)' 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.

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, AU-IBAR seeks the services of a legal, institutional and policy officer (consultant) to assist in the implementation of the activities of the project.

**Position:****Job Title: Legal, Institutional and Policy Officer (Consultant)****Grade: P3 step 5****Duty Station: Nairobi, KENYA****Job Description Summary**

Under the direct supervision of the Senior Fisheries Officer at AU-IBAR the incumbent will undertake the following targeted areas of work so as to achieve the objectives of FISHGOV2:

1. Support AU Member States to advance and consolidate the African Common and positions and voice pertinent issues or thematic areas in continental and global fora related to fisheries and aquaculture
2. Strengthen the capacity of AU member states for informed adoption, implementation or ratification of fisheries and aquaculture related continental and global instruments
3. Support development of coherent fisheries and aquaculture policies (and regulatory framework) at national and regional levels in Africa in line with the Policy Framework and Reform Strategy for Fisheries and aquaculture in Africa and global best practices
4. Support the adoption of relevant. global instruments relevant to fisheries and aquaculture by AU member states and regional institutions in Africa
5. Facilitate capacity building, advocacy and institutional strengthening of Regional, State and Non-States platforms and networks Actors in fisheries and aquaculture in Africa
6. Promote institutional linkages between regional institutions with mandates in regional integration, fisheries, aquaculture and environment
7. Develop materials and provide technical support for effective and evidence-based AU engagement at the AU-EU dialogue with regards to fisheries and aquaculture development in Africa
8. Contribute to strategic value chain analyses, updating and harmonization of trade policies, regulations, traceability and certification mechanisms
9. Promotion of knowledge and capacity in Africa fisheries and aquaculture sector
10. Perform all other duties as requested by the Senior Fisheries Officer and the Director of AU-IBAR

**Requirements*****Qualifications***

The incumbent should have a Minimum of a Master's degree in public international law, marine affairs, fisheries and aquaculture law and policy, environmental law and policy.

***General Experience***

1. Familiarization of fisheries and aquaculture sector in Africa
2. Demonstrated evidence of familiarization and in-depth knowledge of provisions of continental instruments or frameworks related to fisheries and aquaculture development (and blue economy as a whole)
3. Record of familiarization of global regimes or fora and processes, procedures relevant to fisheries and aquaculture
4. Evidence of conducting institutional strengthening and supporting organizational capacity development of stakeholders' platforms and networks in African fisheries and aquaculture
5. Experience in supporting implementation of continental projects and programmes and capacity building on policies, enhancing governance and institutions, partnership agreements in support of equitable investments in fisheries and aquaculture sector

**Specific Experience:**

1. Proven evidence of capacity building in natural resources and environmental law at tertiary level institution
2. At least 5 years record of experience in formulating or supporting formulation or drafting relevant laws, rules of procedures, regulations and MOUs in Africa fisheries and aquaculture sector
3. At least 5 years' experience in working for donor funded Africa continental projects related to fisheries and aquaculture
4. Proven evidence of strengthening capacity of AU member states and regional institutions to promote national and regional sustainable fisheries management and aquaculture development
5. Demonstrated evidence of supporting African common positions in fisheries and aquaculture related global fora
6. Evidence of developing manuals and guidelines to support evidence-base fisheries and aquaculture development in Africa

**Skills and competencies**

1. Good networking skills and ability to maintain positive and constructive dialogue and relationships with continental, regional, national and other stakeholders in Africa
2. Very strong writing, analytical and communication skills
3. Proficiency in at two AU languages

**Deliverables:**

1. African common positions supported in least 10 continental or global fora
2. At 10 AU member States supported to align national policies and legislations with the policy framework and reform strategy for fisheries and aquaculture in Africa
3. At least 10 AU member states are supported to review national policies and legislations for domestication of global instruments
4. Coordination and Institutional linkages enhanced among regional institutions in fisheries, aquaculture, environment or related institutions
5. Harmonization, capacity, advocacy and institutional strengthening enhanced regional and continental platforms and networks in fisheries and aquaculture in Africa
6. Contributed to capacity building and knowledge broadening for sustainable fisheries management and responsible aquaculture development in Africa
7. Relevant materials identified and developed to support effective, evidence-based engagement of Africa position in AU-EU dialogue
8. The assessment, identification and validation of strategic regional value chains for sustainable fisheries and aquaculture contributed and linkages established with AFCFTA
9. The capacity of AU member states and regional institutions are supported for effective adoption, implementation, ratification of and participation in relevant continental and global initiatives related to fisheries and aquaculture
10. Other assignments performed

**Evaluation Criteria**

Criteria	Scores (%)
Qualifications	20
General Experience	20
Specific Experience	45
Other skills	10
Languages	5

**Gender Mainstreaming:**

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

**Duty stations:**

The Consultant will be based in AU-IBAR offices in Nairobi unless otherwise agreed with the Contracting Authority.

**Duration:**

The duration of this assignment is 6 months. The selected candidate should be available to undertake this assignment at the beginning of 2024 following conclusion of the recruitment process.

**Remuneration:**

The remuneration for this Consultancy is a fixed at P3Step 5 of the African Union Salary Scale. Payment shall be made on a monthly following submission of a satisfactory report. Expenses for missions will be covered separately in accordance with the applicable African Union Commission rules and regulations.

**Supervision and reporting**

The candidate will be under the direct supervision of the project team leader (Senior Fisheries Officer) with oversight supervision by the Director of AU-IBAR. The team leader will have the responsibility of approval of reports

**Application deadline**

The deadline for submission of proposals is 31<sup>st</sup> December 2023, 15.00 hours, Nairobi Local Time.

Applications will be submitted by email to [procurement@au-ibar.org](mailto:procurement@au-ibar.org).

Any applications received after the deadline will be rejected.