

TERMS OF REFERENCE

FOR SELECTION OF EXPERTS TO ESTABLISH A DATABASE OF EXPERTS IN FISHERIES MANAGEMENT, AQUACULTURE DEVELOPMENT AND RELATED DISCIPLINES

Background:

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Rural Economy and Agriculture (DREA) of the African Union Commission (AUC), 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. AU-IBAR's intervention in the fisheries and aquaculture sector is guided by the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa (PFRS) which is aimed at improving governance of the sector for increased sustainable contribution to food security, livelihoods and wealth creation. Also, within the framework of the African Union Agenda 2063, the Africa Blue Economy Strategy envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The continent is endowed with productive aquatic ecosystems (marine and freshwater) with significant fishing and aquaculture activities. The fisheries and aquaculture sector in Africa currently provides benefits in terms of economic growth, livelihoods and food security. However, the sector still has enormous potential to significantly increase its contribution to GDP, food security and poverty alleviation in the five regions of the continent. 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.

Rationale:

Towards initiating 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 initiated the 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), and towards the continuation of the support by EU to the implementation of the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa, the AU-IBAR is currently coordinating the implementation of 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 (FISHGOV2)’ which 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 :

- 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 is the lead institution spearheading the implementation of the Policy Framework and Reform Strategy for Fisheries and aquaculture in Africa and other fisheries and aquaculture relegated projects and programmes.

The implementation of the FishGov 2 project, fisheries and aquaculture related projects and programme undoubtedly entail expert studies in various fisheries, aquaculture and related disciplines to inform or guide follow-up interventions by AU-IBAR. These studies would require AU-IBAR to seek and engage consultancy services by appropriate individual consultants, consulting firms, research and academic- or knowledge-based institutions. Currently, however, the African Union Centres of Excellences are providing consultancy services, in the form of studies, for the FishGov 2 project.

There is however a need to expedite the current recruitment process given that these projects and programmes are timebound. The creation of database of a pool of experts in various disciplines would enhance the identification process of experts to undertake consultancy services. This has necessitated AU-IBAR to constitute a pool of experts in a database a bid to fast track the identification of suitable experts to support implementation of projects and programmes in fisheries and aquaculture.

Objective:

The purpose for this call for submission of applications (in areas of interest) is to request applications from suitably qualified experts, firms and institutions in the fisheries, aquaculture and related disciplines for qualification to be recruited in the respective field(s):

1. Fisheries management
2. Fisheries Biology (or Science)
3. Aquaculture development
4. Fish trade and marketing in fish products (or related animal products)
5. Ocean affairs
6. Maritime law (related studies)
7. Inland fisheries and limnology
8. Fisheries socio-economics studies
9. Fish Technology
10. Aquaculture business and investment studies

11. Aquatic animal health (or veterinary studies), biosecurity
12. Fisheries or aquaculture policy planning and institutional development

Experience:

General Experience

1. Familiarization with national and regional institutions with mandates in fisheries management, aquaculture development, fisheries policy planning or related disciplines
2. Familiarization with functions of regional economic communities (RECs) and specialized regional institutions with mandates in fisheries and aquaculture, aquatic ecosystems
3. Knowledge of continental and global instruments related to fisheries management, aquaculture development and aquatic production systems
4. Record of experience on the governance issues of Africa large marine ecosystems (LMEs) and freshwater ecosystems, transboundary situations, familiarization of challenges and opportunities therein;
5. Strong analytical skills and ability to present information in a concise and understandable manner,
6. Experience in planning, implementing training and facilitating stakeholders' consultative workshops relating to the identified areas for which application is submitted for.

Specific Experience

1. Proven evidence of familiarization of fisheries and aquaculture sector and stakeholders
2. At least 5 year working experience in fisheries and aquaculture sector and specific selected fields for which application is submitted
3. Evidence of conducting research and capacity building in the indicated fields for which application is application are submitted
4. Demonstrated evidence of performing tasks related to the disciplines above either as an individual consultant or as part of a firm in the last 5 years.
5. Expert knowledge on policy processes and regulatory frameworks related to natural resources, gender, human rights, climate change, and environmental sectors;
6. Evidence of formulating policies, strategies, enhancing institution collaboration in Africa in the indicated fields for the application is submitted

Other Essential Skills and Experience

1. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, RECs, specialized religion institutions, and donor/development organizations in Africa;
2. Very strong writing, analytical and communication skills are necessary.
3. Excellent computer proficiency,
4. Ability to meet tight deadlines,
5. Excellent reporting skills,
6. Proficiency in at least 2 AU languages

EVALUATION & AWARD CRITERIA

The applications will be evaluated on the basis of the relevant technical qualifications, experience and competence of the candidates. Applications received will be reviewed on the basis of the criteria below:

Criteria	Scores (%)
Qualifications	15
General Experience	25
Specific Experience	50
Other skills	5
Proficiency in at least 2 AU languages	5

GENDER MAINSTREAMING:

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

APPLICATIONS

Applicants are invited to submit an application and indicate the following information:

Note: applicants may indicate the discipline (s) he/she is applying for; however, AU-IBAR reserves the right to select the appropriate candidates for the right discipline (s) based on their qualifications.

Applications must include the following documents:

- i. Detailed curriculum vitae (CV) **with Nationality, Date of Birth and Country of Primary Residence clearly stated**
- ii. Motivation letter indicating area of interest from list of specializations provided herein
- iii. Copies of academic and professional certification documents
- iv. Declaration on exclusion criteria (see format attached)
- v. Identification documents

Application deadline

The deadline for submission of applications is 10th June 2024, Nairobi local time.

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

Any requests for clarifications may be sent to the email address above on or before 31st May 2024.

Clarifications will be published on the AU-IBAR website.