

AFRICAN UNION

الاتحاد الأفريقي



UNION AFRICAINE

UNIÃO AFRICANA

INTERAFRICAN BUREAU FOR ANIMAL RESOURCES
BUREAU INTERAFRICAIN DES RESSOURCES ANIMALES

Kenindia Business Park Building, Museum Hill, Westlands Road
P. O. Box 30786, 00100-Nairobi, Kenya, Telephone: 254-20-3674000, Fax: 254-20-3674341
Email: ibar.office@au-ibar.org, www.au-ibar.org

TERMS OF REFERENCE

INDIVIDUAL CONSULTANT

Coastal and Marine Ecosystems Specialist

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 (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 2063, AU-IBAR is supporting the implementing of the Africa Blue Economy Strategy (ABES) which envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The Africa Blue Economy Strategy is endorsed at the highest political level of the continent. The Strategy incorporates key critical vectors for promoting blue economy development in Africa, including fisheries, aquaculture and ecosystem conservation; shipping, maritime safety and trade; climate change, environmental sustainability and coastal and marine tourism; sustainable energy and extractive mineral resources; governance, institutions and job creation. In addition to the

endorsing the Strategy, the African Ministers made the following recommendations towards operationalization the ABES:

- i. The African Union Commission to support adequate awareness creation, capacity building and sharing of best practices of the application of the Blue Economy concept;
- ii. The African Union Commission to support setting up Blue Governance mechanisms to ensure planning and coordination at continental, regional and national levels; and
- iii. The African Union Commission to mobilize resources for the implementation of Blue Print for Africa's Blue Economy Strategy.

With support from the Mission of the Kingdom of Norway to the African Union, AU-IBAR is supporting African Union Member States and Regional Economic Communities to develop respective national and regional Blue Economy Strategies aligned to the African Blue Economy Strategy. The Norway Support to operationalization of Africa Blue economy Strategy also entails, among others, the popularization of the ABES, enhancing awareness and capacity building on essential blue economy tools.

In a bid to operationalize this support in AU member states and regional economic communities, AU-IBAR seeks the services of a Coastal and Marine Ecosystems Specialist to help facilitate the implementation of relevant activities mainly at the national and regional levels with particular references.

Objective

The objective of the consultancy is to support AU-IBAR to operationalize the Norway Programme on 'support to operationalization of ABES' on the continent, including in AU member states and regional levels within the framework for AU-IBAR approved workplan for this Norway support.

Tasks:

1. Liaise with AU-IBAR for full details and mechanism for implementation of this consultancy
2. Develop concept, methodology. Workplan and, approach operationalizing of indicative activities for implementation of the Norway Programme by AU-IBAR in 2025
3. Identification of AU member states and regional institutions for support to blue economy development
4. Facilitate development of respective blue economy strategies for identified AU member states and regional institutions
5. Conduct sensitizations of stakeholders on ABES, blue economy concept and BE related essential tools for sustainable development
6. Within the framework of African Fisheries Reform Mechanism, strengthen linkages with respective Directorates of DARBE of the AUC to promote and foster collaboration and

synergy for coordinated interventions in implementing AU programmes or projects or activities on blue economy, fisheries and aquaculture

7. Support development of knowledge products on blue economy, fisheries and aquaculture related topics
8. Initiate and develop projects and programmes related to blue, fisheries and aquaculture
9. Conduct assessment of impact in AU MSs and regions from the support on blue economy development
10. Support to implementation of fisheries, aquaculture and blue economy related projects and programmes at AU-IBAR
11. Prepare respective reports, on activities conducted, implemented as required by donors and partners
12. Produce final respective National and Regional BE strategies
13. Any other duty as may be assigned by the supervisors

Qualifications

The incumbent should have an advanced University degree in Fisheries Management, Aquaculture, Applied Aquatic sciences or Ocean Sciences, A PhD degree will be an added advantage.

General Experience

- i. At least 10 years combined working experience at senior and advisory positions in African fisheries and aquaculture sector at national, and continental levels
- ii. At least 5 years' combined working experience in donor funded fisheries and aquaculture projects
- iii. Demonstrated record of coordinating or supporting formulation of national and regional and continental policies or strategies for fisheries and aquaculture in Africa
- iv. Experience in formulating projects on fisheries and aquaculture governance.
- v. Experience in planning and coordinating stakeholders' consultative workshops on blue economy, fisheries and aquaculture development at national, regional and continental levels

Specific experience

- i. Evidence of experience of coordinating or supporting formulation of blue economy strategies or related disciplines at national and regional and continental levels in Africa
- ii. Evidence of capacity building and enhancing knowledge of African stakeholders on blue economy concept

- iii. Proven record of familiarization with and participating in policy processes for adoption of instruments, initiatives and development of recommendations by AU policy organs
- iv. Demonstrated experience of enhancing regional cooperation on management of shared fisheries and aquaculture resources in Africa
- v. Record of evidence of facilitating production of knowledge products within the framework of African Fisheries Reform Mechanism
- vi. Familiarization of establishing or supporting establishing of stakeholders or organizations networks and platforms in blue economy related sectors

Skills and competencies

- i. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations;
- ii. Very strong writing and analytical skills are necessary.
- iii. Proficiency in at least two official AU languages

Expected Outputs and deliverables:

- 1. An inception report developed outlining detailed methodology and work plan to undertake the tasks
- 2. Criteria for selection of AU member states and RECs developed and AU member states and Regional institutions identified and proposed for support during the period under review
- 3. At least 10 AU member states and 3 regional institutions supported to develop national and regional blue economy strategies coherent with ABES
- 4. Assessments on impact of support to AU MSs and RECs for blue growth conducted
- 5. At least 5 knowledge products on disciplines related to BE, fisheries and aquaculture developed
- 6. At least two proposals for projects and programmes developed on BE, fisheries and aquaculture
- 7. Collaboration fostered with DARBE for synergistic interventions in BE, fisheries and aquaculture
- 8. Relevant reports prepared as required by donors and AUC reporting systems
- 9. Other duties performed as assigned by supervisors

Gender Mainstreaming:

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

Duty stations:

The consultants will be stationed in Nairobi with travel on specific assignments agreed with the AU-IBAR Management

Duration:

The effective duration of this assignment is 6 months. The contract is renewable depending on availability of funds and satisfactory performance. The selected candidate should be available to undertake this assignment in July 2025.

Remuneration:

The monthly remuneration for this Consultancy is a fixed amount at AU Scale P3 level 5. 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 immediate supervision of the Sustainable Blue Economy Expert (Blue Economy Coordinator at AU-IBAR) with oversight supervision by the Director of AU-IBAR. The Blue Economy Coordinator at AU-IBAR shall have the responsibility of approval of reports.

Evaluation Criteria:

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

Criteria for scoring

Criteria	Scores (%)
Qualifications	15
General Experience	25
Specific Experience	50
Other skills	5
Language	5
Total	100

Application deadline

The deadline for submission of proposals is 15th July 2025, 00:00 (12:00am) hours, Nairobi Local Time.

Applications should be submitted through email to: procurement@au-ibar.org with a copy to millicent.ngayo@au-ibar.org and should include the title **“Coastal and Marine Ecosystems Specialist”** in the subject of the email

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
- Identification documents e.g. passport with relevant biodata pages
- Tax status/registration documents
- Signed declaration on exclusion criteria