



**PROJECT: CONSERVING AQUATIC BIODIVERSITY IN
AFRICAN BLUE ECONOMY**

TERMS OF REFERENCE

**LEGAL AND INSTITUTIONAL OFFICER - NATURAL
RESOURCES AND ENVIRONMENTAL LAW**

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 (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 2024-2028 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, the Africa Blue Economy Strategy envisioned an inclusive and sustainable Blue Economy that significantly contributes to Africa's transformation and growth.

The Africa Blue Economy Strategy was endorsed at the highest political level of the Continent. The Strategy incorporates key critical vectors for promoting Blue Economy development of the Continent, including fisheries, aquaculture and ecosystem conservation; shipping, maritime safety and trade; climate change, environmental sustainability and ecotourism; sustainable energy and extractive mineral resources; governance, institutions and job creation.

AU-IBAR, with support from the Swedish International Development Cooperation Agency (SIDA), is implementing a project on “*Conserving Aquatic Biodiversity in African Blue Economy*”. The overall objective of the project is to enhance the Policy environment, Regulatory Frameworks and institutional capacities of AU Member States and Regional Economic Communities to sustainably utilize and conserve aquatic biodiversity and ecosystems.

The specific objectives of the project are as follows:

1. Ratify and/or align relevant International/Regional Instruments related to Blue Economy themes (with specific reference to protecting and conserving biodiversity);
2. Optimizing conservation and sustainable use of biodiversity while minimizing conflicts among Blue Economy sub-themes;
3. Strengthening measures for mitigating the negative impacts of Coastal and Marine tourism, oil, gas, deep Sea mining and climate change on aquatic biodiversity and environment; and,
4. Strengthening Gender inclusivity in aquatic biodiversity conservation and environmental management.

The Project has been implemented over a four-year period (2021 to 2025). In the course of implementation, the Project has scored some important milestones, with regard, as relevant to this position, to i. contributing to repositioning the Continent on Global processes relating to aquatic

biodiversity and environmental management and ii. rational management of transboundary aquatic ecosystems. Specifically, , as outlined below, among others:

1. Adoption of Continental mechanism for effective participation of African stakeholders in Global fora relating to aquatic biodiversity conservation, climate change and environmental issues
2. Identification and capacity building of resource persons to support the active and effective participation of African Union stakeholders in Continental and Global Fora relating to aquatic biodiversity conservation, climate change and environmental issues
3. Participation and enhancing Continental awareness on relevant Global Instruments and fora relating to aquatic biodiversity conservation, climate change and environmental management
4. Promotion of harmonized management of transboundary freshwater and Marine ecosystems on the African Continent.

The Project has received an extension from the Swedish International Development Cooperation Agency (SIDA) to allow for comprehensive implementation of emerging issues and also consolidate the achievements that have been made.

In the above regard, AU-IBAR seeks the services of a **Legal and Institutional Officer**, for short term consultancy, to support the implementation of activities relating mainly to Legal, Policy and Institutional aspects of the Project Implementation.

JOB DESCRIPTION SUMMARY

Under the direct supervision of the Project Team leader at AU-IBAR the incumbent will undertake the following targeted areas of work so as to achieve the objectives of the Project “Conserving Aquatic Biodiversity in African Blue Economy”.

1. Provide technical support relating to the Legal, Policy and Institutional aspects of the Project;
2. Strengthen capacity for effective participation of African stakeholders in Continental and Global Fora on aquatic biodiversity and environmental management;
3. Support to drafting of MoUs, Protocols or Agreements for Regional cooperation on transboundary issues in shared aquatic ecosystems for biodiversity conservation and environmental management;
4. Strengthen Continental capacity on prioritized Global Instruments relevant to aquatic biodiversity, climate change mitigation and environmental issues for informed decision making on implementation, domestication or ratification;
5. Strengthen Continental capacity on prioritized Continental and Global fora for effective participation of African stakeholders for African coordinated position;
6. Support the coordination and participation of African Union stakeholders to identified Continental and Global fora related to aquatic biodiversity conservation, climate change mitigation and environmental management for informed decision making on ratification, domestication and implementation,

7. Support to strengthening capacity development and implementation of relevant transboundary tools for conservation of aquatic biodiversity and environment management :
8. Support to enhancing capacity of stakeholders along identified regional value chain for aquatic biodiversity: and,
9. Any other duty as may be assigned by the Project Team Leader.

ACADEMIC REQUIREMENTS

The incumbent should have a Minimum of a Master's degree in Marine or Ocean Policy, Conservation Biology, Environmental Sciences. A qualification in Public Policy or Law will be an added advantage.

General Experience

- i. Record of working experience with and/or familiarization with Regional Economic Communities and specialized Regional institutions with mandates related to management of aquatic biodiversity and environmental management;
- ii. Familiarization of Continental and Global Instruments related to aquatic biodiversity and environment;
- iii. Experience in formulation or supporting formulation of Policies, Strategies, Frameworks, regulations to support governance of transboundary aquatic ecosystems in Africa; and,
- iv. Experience in promoting harmonized frameworks for management of transboundary aquatic ecosystems
- v. Record of familiarization with and knowledge on Continental and Global Fora related to aquatic biodiversity and environmental governance.

Specific Experience

- i. Record of experience in drafting MOUs, Rules of Procedures, Legislations at National and Continental levels in Africa;
- ii. Proven record of supporting effective participation of African Union stakeholders in Continental and Global fora for coordinated African positions
- iii. Experience of supporting development of mechanism and capacity building of AU Member States and Regional institutions in negotiation skills for effective participation in Continental and Global initiatives;
- iv. Evidence of collaborating with regional institutions to support AU Member States to formulate harmonized strategies for rational management of transboundary freshwater and Marine ecosystems
- v. Evidence of publications of issues of domestication of relevant Global Instruments on aquatic biodiversity conservation.

Required Skills

- i. Diplomacy and good interactive skills necessary for dealing with senior officials in Government, Regional Organizations, and donor/development organizations in Africa;
- ii. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the Regions;
- iii. Very strong writing, analytical and communication skills are necessary;
- iv. Proficiency in at least two AU official languages

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	15
Specific Experience	50
Other skills	10
Proficiency in language	5

GENDER MAINSTREAMING:

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

DELIVERABLES:

1. Capacity of African Union stakeholders enhanced on provisions of selected Global Instruments for informed decisions on domestication and implementation
2. Capacity of African stakeholders strengthened on identified Global fora to facilitate informed decision on participation
3. Support the active and effective participation of African Union stakeholders to at least 2 Global fora relevant to aquatic biodiversity conservation, climate change mitigation and environment management.
4. Regional mechanisms supported to enhance aquatic biodiversity conservation and environmental management.
5. Formulation of Memorandum of Understanding (MOUs), Policy Information/advocacy Notes, Rules of procedures for stakeholder's organizations supported
6. Capacity development of stakeholders along various nodes of regional blue value chain supported
7. Capacity on relevant tools for regional cooperation on conservation of shared aquatic ecosystems supported
8. Any other duty as may be assigned by supervisor.

DUTY STATIONS:

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

DURATION:

This assignment shall be carried out over a 6-months period. 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 awarded.

REMUNERATION:

The remuneration for this Consultancy is fixed at P3 Step 5 of the African Union Salary Scale, Monthly Payment after submission of 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 with oversight supervision by the Director of AU-IBAR. The team leader will have the responsibility of approval of reports

APPLICATION PROCEDURES

Submission of Applications

Applications should be submitted through email to: procurement@au-ibar.org with a copy to emmah.boro@au-ibar.org and should include the title **“Legal & Institutional Officer - Natural Resources & Environmental Law”** in the subject of the email.

Applications should include the following:

- i. *Detailed curriculum vitae (CV) and brief cover letter.*
- ii. *Copies of academic and professional certification documents.*
- iii. *Declaration on exclusion criteria (see format attached).*
- iv. *Identification documents.*

A Personal Data Protection and Privacy Statement is attached as information for the applicants.

APPLICATION DEADLINE

Applications should be submitted to the address given above by **18th December, 2025 at 18:00hrs Nairobi Local Time.**