

## Terms of Reference (ToR) for Fishers' Co-management Experts (Head Office and Regional Offices)

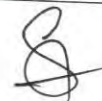
<b>Project Name</b>	Sustainable Coastal and Marine Fisheries Project (SCMFP)
<b>Implementer</b>	Department of Fisheries, Ministry of Fisheries and Livestock
<b>Co-implementing Organization</b>	Social Development Foundation (SDF)
<b>Component</b>	Component-3: Community Empowerment and Livelihoods Transformation
<b>Location</b>	SDF HO at Dhaka, Bangladesh for National level and Chattagram/ Barishal/ Khulna division for regional level
<b>Application Deadline :</b>	-----
<b>Post Level :</b>	Nation Level/Regional Level
<b>Languages Required :</b>	Bangla and English
<b>Starting Date :</b> (date when the selected candidate is expected to start)	
<b>Duration of Initial Contract :</b>	

Sl. No	Designation of Consultants & Nos.	Required Qualification and Field Experiences	Responsibilities
1	<b>National Level Co-management Specialist (1)</b>	<p><b>Academic Qualification :</b></p> <ul style="list-style-type: none"> <li>Minimum Post-Graduate degree in Fisheries/ Natural Resources Management/ Marine Science/relevant subject</li> </ul> <p><b>Required Field Experiences :</b></p> <ul style="list-style-type: none"> <li>Minimum 15 years relevant experience of work in costal and marine fisheries resources/wetland/natural resources management and community development, participatory natural resource management, community mobilization, gender and rural development.</li> </ul>	<ul style="list-style-type: none"> <li>Co-ordination of co-management actors of Component-3 command area and provide support and guidance to regional level co-management specialists.</li> <li>Maintain close relation with SCMFP PMU in connection with co-management of fisheries resources complying with community driven development (CDD) approach.</li> <li>Maintain close relation with concerned District Fisheries Conservation and Co-management Committees.</li> <li>Assist Regional Co-management specialists in identification of community skills, assets, issues and needs for mobilization.</li> <li>Assist in building linkages with</li> </ul>





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		<ul style="list-style-type: none"> <li>▪ Minimum 10 years experience in co-management institution formation and excellent knowledge in registration process of the Government.</li> <li>▪ At least 5 years experience in alternative income generating activities (AIGS) for poor fishers.</li> <li>▪ Experience in community driven development (CDD) approach will be an additional advantage.</li> <li>▪ Experience of implementing GoB/donor/World Bank funded projects will be an advantage</li> <li>▪ Demonstrated capacity to work in a team environment</li> <li>▪ Proven ability in oral and written communication and networking</li> <li>▪ Proficiency in written and spoken English and report writing.</li> <li>▪ Computer literacy skills (MS Word, Excel, and Power Point etc.) are desirable.</li> </ul>	<ul style="list-style-type: none"> <li>groups and agencies to raise public awareness on issues relevant to the community development;</li> <li>▪ Provide appropriate assistance in resolution of conflicts and grievance redress mechanisms;</li> <li>▪ Establish linkage with relevant govt. agencies for getting necessary services - like access to financial institution, explore better market etc.</li> <li>▪ Provide required training to engage fishers' beyond fishing activities;</li> <li>▪ Assist awareness campaigns to restrict illegal, unreported and unregulated fishing (IUU) fishing;</li> <li>▪ Develop pertinent manual to comply with code of conduct for responsible fisheries (CCRF), Marine Fisheries Act and Rules, Good practice in fishing;</li> <li>▪ Assist in conducting participatory identification of poor fisher households following community operation manual.</li> <li>▪ Provide necessary guidance to Regional Co-management Specialist for coastal and marine fisheries resources co-management;</li> <li>▪ Facilitate, follow up and monitor community institution development activities in Component-3 command area.</li> <li>▪ Prepare monthly, quarterly and annual reports for submission to higher management of SDF.</li> <li>▪ Any other task assigned by the MD, SDF and PC as and when required.</li> </ul>
2	<p><b>Regional Level Co-management Specialist – 3 (Three)</b></p> <p><i>One in each Region</i></p>	<p><b>Academic Qualification:</b></p> <ul style="list-style-type: none"> <li>• Minimum Post-Graduate degree in Fisheries/ Natural Resources Management/Marine Science/relevant subject</li> </ul> <p><b>Required Field Experiences:</b></p> <ul style="list-style-type: none"> <li>▪ Minimum 10 years relevant</li> </ul>	<ul style="list-style-type: none"> <li>▪ Co-ordination and communication with co-management actors of Component-3 command area.</li> <li>▪ Provide support and guidance to Field level Co-management institutions</li> <li>▪ Maintain close relation with Upazila, District and Regional level DoF and project officials relevant to co-</li> </ul>





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		<p>experience of work in coastal and marine fisheries resources/wetland/natural resources management and community development, participatory natural resource management, community mobilization, gender and rural development.</p> <ul style="list-style-type: none"> <li>▪ Minimum 6 years experience in co-management institution formation and excellent knowledge on registration process of the Government.</li> <li>▪ At least 5 years experience in alternative income generating activities (AIGS) for poor fishers' communities.</li> <li>▪ Experience in community driven development (CDD) approach will be an additional advantage.</li> <li>▪ Experience of implementing GoB/donor/World Bank funded projects will be an advantage</li> <li>▪ Demonstrated capacity to work in a team environment.</li> <li>▪ Proven ability in oral and written communication and networking.</li> <li>▪ Proficiency in written and spoken English and report writing.</li> <li>▪ Computer literacy skills (MS Word, Excel, and Power Point etc.) are desirable.</li> </ul>	<p>management of fisheries resources complying with community driven development (CDD) approach.</p> <ul style="list-style-type: none"> <li>▪ Maintain close relation with concerned Upazila and District Fisheries Conservation and Co-management Committee.</li> <li>▪ Assist cluster office in identification of community skills, assets, issues and needs for mobilization during the project</li> <li>▪ Assist in building linkages with groups and agencies to raise public awareness on issues relevant to the community development;</li> <li>▪ Assist in conducting participatory identification of poor fisher households following community operation manual.</li> <li>▪ Provide necessary guidance to Community/Cluster/district/region level community institution formation for co-management of coastal and marine fisheries resources.</li> <li>▪ Facilitate, follow up and monitor community institution development activities at community/Upazila/District and Region level under Component-3 of SCMFP.</li> <li>▪ Preparing progress report on co-management activities-monthly, quarterly and annually for submission to SDF.</li> <li>▪ Any other task assigned by the MD, SDF and PC-SDF as and when required.</li> </ul>

