



## **Marine Stewardship Council**

### **West Africa Consultant**

#### **Terms of Reference**

The Developing World and Accessibility team, in the MSC, is responsible for developing and implementing strategies, policies and tools to increase engagement of developing world and small-scale fisheries in the MSC's certification programme, and for global engagement with key stakeholder organisations and partners working with developing world and small-scale fisheries.

The MSC is implementing a number of initiatives to increase engagement of West Africa fisheries in the MSC of which a key initiative is the West Africa Small Pelagics project - which is a partnership initiative funded by the MAVA foundation. It is a component of a wider project supported by MAVA on sustainable exploitation of small pelagics in Africa and is being implemented in collaboration with Réseau Regional d'Aires Marine Protégé en Afriques de l' Ouest (RAMPAO). The project has a geographical focus on Senegal, Mauritania, Gambia and Guinea Bissau.

The primary responsibility for this consultancy role will be to lead development and implementation of the project's activities under the MSC's responsibility, as well as assuring permanent and fluent communication and engagement with the different partners of the West Africa Small Pelagics Fish project. It will also include engagement and implementation of other MSC initiatives in the West African region.

#### **Key Deliverables**

- Coordination and implementation of the activities of the West Africa Small Pelagics Project including:
  - Engagement with government, scientists, business, exporters, importers industry, NGOs across the different states to raise awareness of the project and the MSC program;
  - Facilitate mapping to identify fisheries, gear, markets, key stakeholders and Units of Certification;
  - Implement the creation of the Project's advisory group and organize its meetings;
  - Organisation of capacity building training workshops and field training for key stakeholders involved in the Project;
  - Facilitate implementation of pre-assessments and gap analysis for fisheries;
  - Support local action plan implementers to develop the fisheries action plans using the MSC tools (including BMT);
  - Facilitate support for implementation of the action plans.
- Communicate the project and wider MSC activities in the region with partners and stakeholders. Participating in other activities of the wider MAVA project.
- Preparation of scheduled West Africa Small Pelagics Fish project reports to deliver to the project's leaders and funders.
- Ensuring coordination with, and the reporting to the MSC Developing World and Accessibility team on a regular basis.

- Engaging and / or implementing other MSC initiatives in the West African region including:
  - Engagement with stakeholders in the fisheries sector at government, private sector, fishery, NGO levels to facilitate the certification of fishing, processing and marketing organisations interested in the MSC certification;
  - Supporting the organization of capacity building training workshops in the region;
  - Supporting the identification and formulation of new projects and initiatives;
  - Engaging with and supporting other MSC projects implemented in the region;
  - Participating in regional and national fisheries meetings, workshops, seminars and conferences;
  - Establishing permanent communication with fisheries operators, managers, researchers, NGOs and international agencies at national and regional level.
- Supporting MSC regional outreach teams engaged with West African fisheries.

In addition to a comprehensive understanding of the diverse cultural contexts that West African small pelagics fisheries operate within, this role requires developing and maintaining a comprehensive understanding of the basis, implementation and intent of the MSC's Fisheries Standard and standard setting and accreditation functions. The position holder will have field experience working in the fisheries sector in West Africa particularly with small pelagics fisheries, experience with stakeholder engagement processes and will have specific experience and skills in project management.

#### **The consultancy contract**

- The contract will initially be for a period of 12 months, with a possible extension to a maximum of 36 months
- The consultant is likely to be based in Senegal, though other locations may be considered.

#### **Qualifications and Experience**

- Post graduate degree or equivalent in fisheries or marine conservation biology, or fisheries, natural resources or environmental management.
- Knowledge of fisheries and resource sustainability issues, particularly as they relate to wild capture fisheries.
- Understanding of developing world fishery management issues, particularly in the West African region, including sustainable management of small pelagics fisheries and the unique and diverse governmental and cultural contexts within which they operate.
- Experience in the use or development and evaluation of performance indicators in wild capture fisheries an advantage.
- Prior experience working in either Senegal or Mauritania or the wider West Africa region
- Fluent in written and spoken English and French; knowledge of local language desirable
- Experience in one or more of the following:
  - Delivering fisheries management or scientific advice in a developing world context, including practical field experience;
  - Development and implementation of fisheries management projects in developing world fisheries;
  - Relevant advanced fisheries education or training might be considered to substitute for some or all experience.
- Experience working with stakeholders and other external parties, preferably in fisheries management, science or fisheries policy development settings on a range of fisheries and resource sustainability issues.
- Demonstrated cultural awareness and sensitivity to the diversity of values, views and approaches to issues relevant to the MSC programme.

## Appendix 1: West Africa Small Pelagic Fisheries Project Activities

Toward Sustainable Small Pelagics Fisheries in West Africa			
Description	Year 1	Year 2	Year 3
<b>Component 1 - Scoping Review</b>			
Mapping to identify fisheries, gear, markets, key stakeholders	*		
Identification of Units of Certification			
<b>Component 2 - Awareness and Capacity Building</b>			
Awareness meetings with government, scientists, business, exporters, importers industry, NGOs across the different states	*		
Advisory body meetings (1/year) & Steering committee (2/year)		*	*
Level 3 Capacity Building Training to develop potential auditors, FIP managers and implementers			
Trainings on MSC tools			
<b>Component 3 - Pre-assessments for identified UoC's</b>			
Pre-assessment/gap analysis			*
<b>Component 4 - Action Plan Development</b>			
Support to local action plan implementers			*
Develop Action plan and agree on partners commitment (including BMT)			*
Support implementation of action plan and to scale up project			*
<b>Component 5 - Communication</b>			
Communication with stakeholders and partners	*		*