



# Sub-Regional Fisheries Commission (SRFC)

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## Permanent Secretary

### Terms of reference

#### **“FISHERIES AND AQUACULTURE MANAGEMENT” COORDINATOR (FAMC)**

##### **1. JOB IDENTIFICATION**

- 1.1. Job title: “Fisheries and Aquaculture Management” Coordinator;
- 1.2. Location: Headquarters of the Permanent Secretariat of the SRFC.

##### **2. CONTEXT**

Created in 1985, the Sub-Regional Fisheries Commission (SRFC) is an intergovernmental organization for fisheries cooperation established on March 29, 1985 by the Convention establishing the SRFC, as amended in 1993 and 2017. It brings together seven coastal States of West Africa (Cabo Verde, Gambia, Guinea, Guinea Bissau, Mauritania, Senegal and Sierra Leone). In addition to strengthening cooperation in the field of fisheries between its members, it also aims to harmonize policies on the preservation, conservation and sustainable exploitation of fisheries resources. This amounts to creating synergies between countries so that the experience of those who have implemented sustainable fisheries policies can benefit the entire sub-region.

The mission of the SRFC therefore covers a wide variety of very important themes such as fisheries management and research, monitoring, control and surveillance, harmonization of fisheries policies and legislation, etc. The SRFC plays a central role in ongoing coordination between the various stakeholders (decision-makers, administration, civil society) of the Member States through the organization of meetings, workshops, work groups, etc. It works to facilitate collaboration between member countries for the establishment of harmonized regulations and fisheries management standards. The fisheries sector in the sub-region is facing several challenges that the Commission will have to address. Indeed, fishing tools, becoming more and more efficient, lead to a significant increase in fishing capacities, which could jeopardize many fisheries resources.

The majority of the resources in the sub-region are either in a situation of overexploitation or full exploitation. In addition, the product processing sector is undergoing a major transformation and is experiencing a gradual expansion of the fishmeal and fish oil industry. These are factors, among many others, that show the need for optimization of exploitation, particularly through a reduction in fishing pressure to

improve the state of resources. Furthermore, from an environmental perspective, ecological equilibrium is essential for the viability of fishing activity. Global warming (rising water temperatures, rising sea levels, ocean acidification, etc.) also affects fishing by affecting habitats, marine biodiversity, and the distribution/abundance of resources in the sub-region.

Faced with such challenges, the SRFC must evolve to adapt and better take into account the needs of the fisheries sector in its member states. In this regard, it is necessary to adopt a holistic vision of fisheries around the blue economy and support ongoing developments. In this context, it is imperative to give a more important place to aquaculture as an alternative to overfishing but also as a source of complementary activities to fishing. Aquaculture projects underway in the countries confirm the increased interest in this type of activity. The SRFC must support this orientation by supervising it and especially by promoting sustainable practice.

The SRFC must intensify its collaborations with regional and international partners, including research organizations, IGOs and NGOs/civil society. It must also participate in international forums and negotiations on fisheries to defend the interests of member countries. To fully fulfill its mission and achieve its objectives, the SRFC needs appropriate human and financial resources, capable of carrying out its activities and creating a sub-regional dynamic worthy of the Organization. To this end, an organizational and financial audit was conducted and provides for the recruitment of coordinators. It is within this framework that the ToR for the recruitment of a Fisheries and Aquaculture Management Coordinator is included.

### **3. MANDATE/RESPONSIBILITIES**

The Fisheries and Aquaculture Management Coordinator is responsible for monitoring the implementation of the entire policy and strategy of the Sub-Regional Fisheries Commission in terms of fisheries and aquaculture management. To this end, he must mobilize, under the authority of the Permanent Secretary (PS), the human and financial resources to implement an annual action plan executing the activities of the SRFC strategic plan. At the end of each year, the coordinator writes a report on all programmed activities. The coordinator works in close collaboration with Member States (administration, research, profession, etc.) to define priorities in terms of fisheries and aquaculture management, particularly those targeting shared resources. The coordinator supports the Permanent Secretary in developing collaboration with the SRFC's technical and financial partners.

### **4. SPECIFIC ACTIVITIES :**

The Fisheries and Aquaculture Management Coordinator will implement the following specific activities:

- Plan and coordinate all activities relating to fisheries management and aquaculture in the SRFC zone;
- Establish, in collaboration with Member States (administration, research, profession, etc.) of the SRFC priorities of fisheries and aquaculture management;

- Develop annual action plans and corresponding budgets;
- Develop projects in accordance with the SRFC strategy and support the search for funding from donors;
- Support the development and implementation of sustainable fisheries management strategies in the SRFC zone;
- Implement a component on the modalities of aquaculture development in the sub-region;
- Work closely with technical and financial partners to support sustainable fisheries and aquaculture management initiatives in the sub-region;
- Promote, in accordance with the expectations of Member States, a holistic vision of the blue economy;
- Guarantee the coherence of action plans and projects relating to the management of fisheries and aquaculture in the areas of competence of the SRFC;
- Ensure the coordination, under the authority of the Permanent Secretary, of persons concerned by the management of fisheries and aquaculture at the SRFC;
- Participate, under the authority of the Permanent Secretary, in the proper functioning of the SRFC administration;
- Take care of various responsibilities (monitoring of internships, projects, relations with donors, organization of seminars, etc.);
- Guarantee compliance with the guidelines of the Permanent Secretary in fisheries and aquaculture management matters;
- Work cordially with other program coordinators, projects and other managers at the SRFC;
- Implement all activities requested by the Permanent Secretary of the SRFC in fisheries and aquaculture management matters.

## **5. REQUIRED PROFILE**

### **5.1. EDUCATION**

- Master's level (A levels + 5yrs university studies) or equivalent:
- Specialisation: fisheries management, fisheries biology, fisheries economics, aquaculture or equivalent.

### **5.2. PROFESSIONAL EXPERIENCE**

- Minimum of 7 years of professional experience in fisheries and aquaculture management position or equivalent in management institutions in one of the seven MS of the SRFC or in a regional or international organization.

### **5.3. REQUIRED SKILLS**

- Have a good knowledge of fisheries and aquaculture management issues;
- Proven ability to collaborate and coordinate projects but also to work in teams from different cultures;
- Excellent writing skills in one of the working languages of the SRFC (French, English, Portuguese). Knowledge of another language of the sub-region is a plus;
- Good command of IT tools;

- Good knowledge of the sub-region and the challenges facing the fisheries and aquaculture sector.
- Have the ability to anticipate any eventuality;
- Be methodical, autonomous, rigorous and organized to complete large-scale projects;
- Ability to work in a team and be able to coordinate projects involving several partners;
- Be able to work under pressure.

## **5. APPLICATION**

Application includes :

- A cover letter;
- An updated CV;
- 1 certified copy of diplomas;
- Two reference letters;
- Attestation of experience.

Application must be sent in a sealed envelope to the SRFC address below or by email to: [recrutement.csrp@spcsrp.org](mailto:recrutement.csrp@spcsrp.org)

121, Allées Khalifa Ababacar SY, N°5218, Liberté IV.

## **6. TYPE OF CONTRACT**

The consultancy contract is for a period of three years, including a probation period of 6 months.