



Sub-Regional Fisheries Commission (SRFC)

Permanent Secretary

Terms of reference

“MONITORING, CONTROL AND SURVEILLANCE” COORDINATOR (MCSC)

1. JOB IDENTIFICATION

- Job title: “Monitoring, Control and Surveillance” Coordinator;
- Location: SRFC Office in Banjul, The Gambia.

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 for 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 faces several challenges that the Commission will have to address. Illegal, Unreported and Unregulated fishing (IUU fishing) is thriving in the SRFC region, causing inestimable losses for Member States. Environmentally, it complicates the situation of resources, the vast majority of which are fully exploited to overexploited, thus undermining ongoing recovery efforts. The "unknown" nature of the catches it carries out makes it impossible to accurately assess available stocks. IUU fishing also contributes to the erosion of marine and coastal biodiversity. Its practice, which is often not very environmentally friendly, destroys habitats and disrupts ecosystems.

The catches made by this IUU fishing represent losses that affect the local economies of SRFC countries and ultimately lead to a scarcity of fisheries resources and, at the same time, a loss of jobs for fishermen, particularly the most vulnerable (artisanal fishermen).

IUU fishing, because of the scale it is taking, represents a global threat to the fishing equilibrium as a whole and a risk to the livelihoods of "fishermen" but also a danger to global food and nutritional security in general and in our sub-region in particular.

It is in view of the danger posed by IUU fishing that FAO adopted the Port State Measures Agreement (PSMA) in 2009, which came into force in 2016. It aims to establish modalities for combating this practice. Also, the United Nations General Assembly declared June 5th as an international day to combat IUU fishing in December 2017.

The SRFC has embarked on a process to combat IUU fishing by submitting for adoption conventions aimed at better coordinating collaboration between different countries. Several joint surveillance operations involving member states have also been organized to prohibit this type of fishing. The SRFC also supports member states in capacity building and the provision of equipment and materials.

To fully fulfil its mission and achieve its objectives, the SRFC needs appropriate human and financial resources capable of implementing its activities and creating a sub-regional dynamic worthy of the Organization.

To this end, the organizational and financial audit that was commissioned by the SRFC provides for the recruitment of Coordinators. It is within the framework of this reorganization that the ToR for the recruitment of the "Monitoring, Control and Surveillance" Coordinator is included.

3. MANDATE/RESPONSIBILITIES

The "Monitoring, Control and Surveillance" Coordinator is responsible for implementing the policy and strategy of the Sub-Regional Fisheries Commission on MCS matters. To do this, the coordinator must mobilize, under the supervision of the Permanent Secretary (PS), the human and financial resources to implement annual MCS action plans. At the end of each year, the coordinator writes a report on the activities programmed in the annual action plan.

The coordinator works in close collaboration with the Member States (administration, research, profession, etc.) to define priorities in terms of monitoring, control and surveillance, the fight against IUU fishing, in particular everything relating to the identification of needs in terms of training, equipment, materials, etc. The coordinator supports the Permanent Secretary in developing collaboration with the technical and financial partners of the SRFC.

The MCS Coordinator works with the person responsible for the harmonization of policies and legislation for the development and adoption of legal texts (conventions, protocols, agreements, etc.) relating to cooperation and the fight against forms of unconventional fishing. The coordinator participates in the improvement of legal and regulatory frameworks but also in the strengthening of the institutional framework of Services dedicated to MCS in the member States of the SRFC.

4. SPECIFIC ACTIVITIES

The “Monitoring, Control and Surveillance” Coordinator implements the following specific activities;

- Defines, in collaboration with Member States (administration, research, profession, etc.), the priorities of the SRFC on MCS matters;
- Develops annual action plans and corresponding budgets based on training needs, acquisition of equipment/materials, etc. for the benefit of the SRFC Member States;
- Plans and coordinates joint monitoring, control and surveillance operations in the SRFC zone;
- Promotes the establishment of a harmonized vessel monitoring system in the SRFC zone (VMS/AIS);
- Promotes effective application of vessel marking according to FAO specifications;
- Ensures capacity building through a training program for national agents of Member States;
- Assists Member States in setting up national registers of fishing vessels;
- Promotes the establishment of a sub-regional register of fishing vessels operating in the maritime waters of the SRFC member states and its regular updating;
- Develops projects in accordance with the SRFC strategy and supports the search for funding from donors;
- Works in close collaboration with technical and financial partners to support sub-regional monitor, control and surveillance efforts;
- Ensures coordination, under the authority of the Permanent Secretary, of persons concerned with monitoring, control and surveillance at the SRFC;
- Participates in the proper functioning of the SRFC administration;
- Guarantees the coherence of action plans and projects relating to monitoring, control and surveillance in the areas of competence of the SRFC;
- In charge of various responsibilities (monitoring of internships, projects, relations with donors, organization of seminars, etc.);
- Guarantees compliance with the Permanent Secretary's guidelines on monitoring, control and surveillance issues;
- Works cordially with other Program and project coordinators and other managers at the SRFC;
- Implements all activities requested by the PS SRFC on monitoring, control and surveillance matters.

5. REQUIRED PROFILE

5.1. EDUCATION

- Master's level (A levels+5yrs university studies) or equivalent.
- Specialise in one or more areas of intervention of the program (fisheries, maritime affairs, resource management, marine biology, fisheries economics, environment, or equivalent) or in any other relevant field.

5.2. PROFESSIONAL EXPERIENCE

- Minimum of seven (07) years of professional experience in a fisheries monitoring position or equivalent in one of the MS of the SRFC or in a regional or international organization.

5.3. REQUIRED SKILLS

- Have a proven ability to coordinate integrated projects and work with teams from different cultures;
- Have excellent writing skills in one of the working languages of the SRFC (French, English, Portuguese); knowledge of another language of the sub-region is an advantage;
- Have a good knowledge of monitoring, control and surveillance (MCS) issues, particularly on IUU fishing;
- Have coordinated an MCS program in the sub-region would be an advantage;
- Have a good command of IT tools;
- Have a good knowledge of the sub-region and the main challenges of the fisheries sector;
- Have the ability to anticipate any eventuality;
- Be methodical, autonomous, rigorous and organized to complete large-scale projects;
- Have the ability to work in a team and coordinate projects involving several partners.

6. APPLICATION

The application includes:

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

The application must be sent in a sealed envelope to the SRFC address below or by email to: recrutement.csrp@spcsrp.org

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

7. TYPE OF CONTRACT

The consultancy contract is for a period of two years, renewable once, including a probation period of 6 months.