



This project is funded
by the European Union

Partnership between the EU and the Government of Kenya to advance the Blue Economy Agenda through Coastal Development – “Go Blue” – Italian Cooperation Component
FED/2020/419-534



PROFESSIONAL VACANCY ANNOUNCEMENT

Reference Code: Ref. n.: 57/2022/KEN-SSF/Coop.Ita.

Date of publication: 30/06/2022

Deadline for application: 21/07/2022

Position: SMALL SCALE FISHERY (SSF) EXPERT

Job Type: Consultant (non-permanent contract/short missions)

Duty station: Kenya

Expected duration of assignment: up to the end of the Programme (December 2024)

Starting period: at the end of the recruitment process

Programme: *“Partnership between the EU and the Government of Kenya to advance the Blue Economy Agenda through Coastal Development – “Go Blue” – Italian Cooperation Component FED/2020/419-534”.*

PROGRAMME BACKGROUND

Go Blue programme is funded by the European Union in coherence with the strategy of the Kenya Government to prioritize the sustainable use of ocean resources for economic growth, livelihoods and jobs. Yet, the potential for inclusive and sustainable growth is not fully exploited in fisheries and agriculture: food security, job creation and economic growth in the Coastal Region. The Coastal Counties Economic Bloc *“Jumuiya ya Kaunti za Pwani” (JKP)* aims to draw a cooperation framework towards socio-economic empowerment of people in the region.

The Italian Cooperation Project component is in line with the EU Action Document for Coastal Economic Development in Kenya “Go Blue”. The Italian Project **Overall objective is to contribute to coastal economic development in an inclusive, integrated, participatory and sustainable manner.** The action aims to overcome key constraints that limit production and access to markets for small

scale fisheries actors and cassava smallholder farmers through a value chain approach.

The Project specific objective: *“Strengthened inclusive and sustainable blue economy value chains”* is split into three specific outcomes geared toward the attainment of outputs with related activities as illustrated:

- *Outcome 1: Enhanced fisheries co-management and strengthened fisheries value chains for shared prosperity, inclusive economic growth and job creation;*
- *Outcome 2: Improved capacity of farmer groups to operate along the cassava value chain;*
- *Outcome 3: Enhanced capacity of JKP Secretariat to deliver its mandate including formulation of integrated strategies and economic blueprints for sustainable and inclusive growth of the Coastal region.*

TERMS OF REFERENCE

Duty station: Mombasa with travels along the Kenyan Coastal Area

Contract and Remuneration: salary, benefits and other conditions are offered under the CIHEAM Bari rules and regulations, in particular, will be determined based on professional seniority, specific professional qualification and level of competence concerning the responsibilities and specific tasks that the successful candidate will be required to perform.

Duration of assignment: up to the end of the Programme, according to the project implementation on the site, the requested ToR's and activities, the availability of funds and satisfactory performance.

Expected start of employment: at the end of the recruitment process.

Line Manager: CIHEAM Bari Scientific Coordinator of the Italian Component

SSF expert Term of references: Output 1.1 - Coastal BMUs are empowered to effectively fulfil their institutional mandate in the area of fisheries co-management

1. KEY FUNCTIONS

- *A1.1.2 Capacity building of BMU management and development of a BMU Code of conduct (fishing expert).*
- *A3.2.2 Development of a comprehensive Coastal SSF Master Plan.*

A1.1.2 Capacity building of BMU management and development of a BMU Code of conduct (fishing expert). The activity 1.1.2 is composed by 3 Training Modules A, B, C.

- *Module A: Fish quality improvement and valorisation*
- *Module B: Environmental sustainability and fish Markets management principles*

- *Module C: Code of conduct (Fishing boats management and revolving fund)*

The required expert will accomplish the training concerning the Module C: Code of conduct (Fishing boats management and revolving fund)

Training impact: Training is focused on the management of the fishing boats by selected BMU, aimed to right and equitable incomes distribution. The innovation concept of management is directly connected on the financial aspects and the establish of revolving fund, that will be used by the BMU to buy other boats, equipment, gears and maintenance. The technical contents of the training are used as guidelines for the implementation of the Go Blue project actions linked to the supply of motorized boats and relative equipment and gears.

Methodology: Frontal lesson in selected BMU supported by presentation and the introduction of the Code of Conduct (to be edited and distributed).

The module is focused on:

- Introduction of GO BLUE principles and actions
- Presentation of Code of Conduct and the specific section relative to the fishing boat management
- Revolving fund and accelerator action
- Utilization of generated funds

Outcome: Improve the knowledge of beneficiaries on technical and financial management of fishing boats, establishment and organization of the revolving fund. Verified trough a focus group and simulation of best practice.

Output: BMU acquires new capacity in term of financial management of fishery activity aimed to ensure good income level for the fishermen and for the community. BMU manages the boats donated by the project realizing a revolving funds.

Expected Deliverables:

- Technical Report
- Synthetic report for administrative purpose

A3.2.2 Development of a comprehensive Coastal SSF Master Plan

- Technical surveys and interview to collect data regarding the performance of selected BMU according to both their objectives and to BMU Regulations 402 of the Fisheries Laws 2007) as follows:

- Assessment of fish resources in BMU's non included in the interventions
- Identification and analysis of fisheries development problems and constraints;
- Formulation and/or identification of fisheries development goals on those communities.
- For each BMU should be established the Priorities, defined the necessary strategies, and formulation of business and investment plans.
- Master plan preplanning consisting in clarification of development values, goals, and criteria.

The expert will collaborate with the local experts team in all the necessary activities and field missions.

Expected Deliverables:

- Technical Report
- Synthetic report for administrative purpose

1.1 MISSION ORGANISATION/DUTIES

- i) Study of the context and analysis of technical documents related to the Project
- ii) Technical surveys and interview:
- iii) Project document and sector technical document analysis
- iv) General Code of Conduct definition in terms of equity and BMU income redistribution
- v) Following the activities of Master Plan implementation

2. REQUIREMENTS

2.1 Essential Requirements

Candidates will be considered eligible for selection based on the following essential requirements, to be fulfilled by the deadline for applications:

- University Degree on Biology Science or equivalent Certificate of Higher Education or Diploma of Higher Education (level 5/6 European Qualification Framework E.Q.F.);
- At least 25 years of relevant professional experience working on Small scale fishery; code of conducts, marine Environmental; 5 of which with international organisations, aid bodies in development cooperation.
- Fluency in written and spoken English (C1 Level - Common European Framework of Reference);
- Fluency in written and spoken Italian (C1 Level - Common European Framework of Reference);

- Proficiency in the use of Microsoft Office applications
- Proven ability to: write, edit written proposals and results-oriented reports; training course organisation.
- Experience of SSF groups organizations.

2.2 Preferred requirements:

- Previous highly qualified professional experiences in managing international projects;
- Knowledge of the issues in the field of development cooperation in Kenya.

3. APPLICATION PROCEDURE

Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Start and end dates of all previous jobs and indication on whether they were full- or part-time should be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the application. Upon request, candidates must provide supporting documentation clearly indicating the duration and nature of those experiences.

All interested applicants shall submit the application, duly dated and signed, in pdf format, to the following email address cv@iamb.it.

The application should include:

- **Signed motivation letter in English (maximum 1 page);**
- **Signed Curriculum vitae in English (Europass format);**
- **Copy of valid passport;**
- **Personal data treatment statement duly signed for approval.**

Applicants are requested to specify the following reference code in the email subject:

Ref. n.: 57/2022/KEN-SSF/Coop.Ita. – “Application for SMALL SCALE FISHERY (SSF) EXPERT”.

"Small scale fishery groups Code of Conduct and Master Implementation "

Applications without the above reference will be excluded from the selection. CIHEAM Bari is committed to achieve gender balance staff. The applicants should also provide a telephone number and an email address for communications and notify CIHEAM Bari of any change occurred after submitting the application.

Please note that only complete applications received within the deadline will be accepted and considered.

4. EXCLUSION FROM SELECTION PROCEDURES

Applications containing the following defects will not be considered:

- Applications lacking any of the essential eligibility requirements;
- Applications received after the deadline stated in this announcement;
- Application documents not signed;
- Application lacking of any essential document as per application procedure.

5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, CIHEAM Bari assesses the applications' admissibility regarding the presence of the essential requirements and the absence of causes for exclusion. Subsequently, the CIHEAM Bari appoints a Commission, which meets the candidates' requirements for autonomy and impartiality. The Commission assesses the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

5.1 Qualifications (Max 40 points)

Assessment of education, professional experience and competencies, and possession of Preferred Requirements as indicated in the documentation submitted by the candidate will be carried out according to the below parameters:

- ✓ Education – up to 10 points
- ✓ Language skills – up to 10 points
- ✓ Assessment of professional experiences – up to 20 points

5.2 Interview (Max 60 points)

Only candidates scoring a minimum of 30 points under Essential and Preferred Requirements (art. 2) will be included in the shortlist and invited for an interview.

The interview will take place via video conference (e.g. Skype).

The interview shall be held in the languages indicated in the call for applications. It shall assess the applicant's knowledge and experience, his or her ability to carry out the task in question, the language skills required and any other skills deemed necessary to assess the candidate's profile with the post to be filled. The interview notice is sent by email to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred in

connection with the interview.

6. RESULTS OF THE SELECTION

The candidate with the highest score in the ranking is declared the winner and will be informed accordingly. In case of a decline by the winning candidate or early termination of the contract, the office reserves the right to appoint another candidate from the ranking list - if the necessary financial resources are available.

In the event of equal scoring, the youngest candidate will be preferred.

The ranking list is published on CIHEAM Bari website.

Due to essential service reasons, the winner of this selection notice must take up service not later than 1 month from the publication of the ranking on CIHEAM Bari website. In case the availability is not granted, CIHEAM Bari reserves the right to appoint another candidate from the ranking list.

7. PERSONAL DATA TREATMENT

Applicants are aware that submission of their applications implies consensus to treat and manage their personal data (included sensitive ones). This data will be exclusively managed by the CIHEAM Bari personnel who is in charge to store and use of the application dossier.

In particular, CIHEAM Bari is committed to manage personal data in conformity with privacy obligations issued last 5 July 2019 ("*Security of the Information and Personal Data Protection Policy*"), inspired to the EU Regulation 679/2016 – "*General Data Protection Regulation*" including further modifications/amendments.

8. SAFEGUARD CLAUSES

CIHEAM Bari reserves the right to proceed with the assignment's formalisation as soon as the administrative-financial procedure for entrusting the fund is completed.

CIHEAM Bari may not go through the assignment procedure for opportunity reasons discretionally evaluated. This assignment is on a temporary basis only, submitted to periodically monitoring and shall not consist in a permanent job, neither within CIHEAM Bari nor within the project itself.

In the event of force majeure, the remuneration will be commensurate accordingly.