



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.: 59/2022/KEN-FEMSME/Coop.Ita.

**Date of publication:** 30/06/2022

**Deadline for application:** 21/07/2022

**Position:** EXPERT IN MSME ON FISHERY SECTOR

**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, subject to needs, 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**

- *A1.2.2 Fisheries MSME skill development.*
- *A3.2.1 Organization of Go Blue programme partner and stakeholder workshops.*

*A1.2.2 Fisheries MSME skill development.*

This activity is composed by 3 training modules:

1) is focused financial, managerial and marketing mechanisms aspects; 2) food safety and standards requirement for fish commercialization; 3) managing of the fish markets facilities and hygiene. The required expert will accomplish the training concerning the Modules 1) is Blue Food

value chain management and marketing aspects and 2) food safety and standards requirement for fish commercialization.

The modules will focused on all the:

- Capacity building on relevant technical, financial and managerial aspects for improved economic performance of MSME in relation to the fishery value chain, with a focus on women's associations, youth and women entrepreneurship through ad hoc capacity building and support, access to market trade data and analyses through the baseline and follow-up surveys in order to assist the single fisherman and/or communities in improving their linkages to markets and in particular empowering youth and women to take part in relevant decision-making processes and promote their capacity to enhance their income and livelihood security as well as marketing mechanisms.

- Capacity building on implementation of and compliance with food safety and animal health standards/requirements by utilising user-friendly learning materials for MSMEs (procedures and manuals).

#### *A3.2.1 Organization of Go Blue programme partner and stakeholder workshops.*

The technical workshops will be held in order to assess and share achievements made in the 6 counties participating in the programme and problems encountered since programme implementation started as well as assess the appropriateness and effectiveness of all components by taking stock of initial lessons from experience.

The expert will participate to the workshops in terms of organization, speeches schedule (in person or remote), technical topics to be deals and technical presentations.

## **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 15 years of relevant professional experience working on Blue Food value chain particularly on fishery MSME and fish market; 5 of which with international organisations,
- 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.

## 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](mailto: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.: 59/2022/KEN- FEMSME/Coop.Ita. – Application for “EXPERT IN MSME ON FISHERY SECTOR”.**

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.