

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Ministry of Fisheries, Marine Resources, and Agriculture

Male', Republic of Maldives



Compliance Officer

Terms of Reference

A. BACKGROUND

The Government of the Republic of Maldives through the Ministry of Fisheries, Marine Resources and Agriculture is implementing Maldives –Sustainable Fisheries Resources Development Project financed by the World Bank. The project will be managed by the Project Management Unit (PMU) set up within the Ministry of Fisheries, Marine Resources and Agriculture. The project will be implemented in accordance with the Project Implementation Plan (PIP), Project's Procurement Manual, and the Project's Financial Management Manual all of which are consistent with the World Bank's guidelines and procedures on procurement and financial management

The aim of the Project are as follows: (a) at the larger South-West Indian Ocean Region, to improve the management of selected priority fisheries at regional, national and community levels; and (b) at the national level, the overall development objective would be to enhance the government's capacity to manage and govern the fisheries sector, including formulating appropriate adaptive sector policies; to ensure sustainability of marine fisheries; and to development of mariculture as an important source of inclusive growth of economy, income and jobs, to be able to respond to changing needs of the Indian Ocean region.

B. OBJECTIVES OF ASSIGNMENT

The objective of the assignment is to support project Component Coordinator by providing technical input, advice and implement the Monitoring Control and Surveillance Component of the project activities to be undertaken under the project.

The relevant and respective activities of the Project include: (a) Assessment of the key monitoring and control issues in Maldives' commercial fisheries sector, (b) Planning for extension of MCS for tuna and reef fisheries to cover mariculture, (c) Implementation of expanded MCS for commercial marine fisheries (including VMS); (d) Installation of electronic observer systems in vessels (also to cover reef fishing); (e) Surveillance of the EEZ (in collaboration of neighboring countries); (f) Support and facilitation of Partnerships with the Indian Ocean Countries, IOTC, SWIOFC and EU.

RESPONSIBILITIES AND TASKS

The overall responsibilities of the Compliance Officer include, but are not limited to the following:

- Coordinating and conducting the installation of Vessel Locating Devices on fishing vessels.
- Coordinating and conducting the installation of Electronic Observer System on fishing vessels.
- Support monitoring and surveillance activities of fishing vessels through VMS and Electronic Observer System.
- Evaluation and cross-validation of results gathered from Electronic Monitoring and preparing observer reports to IOTC standard.
- Manage and conduct training and awareness sessions for crew and on-board observers on VMS and e-observer system.
- Participate in monitoring and evaluation for the contracts issued for projects managed by PMU including but not limited to the following:
 - a) Implementation schedules and budget;
 - b) The performance of the component against the component objectives;

E. QUALIFICATIONS AND EXPERIENCE

- i. Bachelor's Degree in a relevant field with 2 years of experience (OR) Masters Degree in a relevant field.
- ii. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
- iii. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.

The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.

The short-listed candidate will be requested to participate in personal interviews and submit the names and contact details of personal referees who can attest to their ability.

The successful candidate must understand the objectives and delivery mechanisms of the project portfolio. S/he must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative to overcome challenges.

Preference will be given to candidates with previous experience in such a field or have undergone trainings of any form on communication equipment or IT related field.

F. REPORTING REQUIREMENT

1. Report directly to the Project Component Coordinator and/ Program Assistant (MCS) / or Project Coordinator/ Project Director as necessary, on all aspects of Project Management

throughout the duration of the contract unless otherwise advised by the Implementing Agency.

2. The Compliance Officer shall provide all the necessary reports and updates to the Project Component Coordinator and/or Director as necessary to be presented at the Project Steering Committee and donor agencies whenever needed.

G. SCHEDULE FOR THE ASSIGNMENT

Duration of the assignment is 24 months from the commencement of the works with potential extension based on performance. The successful candidate is expected to commence the services in March 2020.

The Compliance Officer is expected to work on week days other than public holidays and provide services to the Client for an average of 30 hours a week.

This position is based at the Ministry of Fisheries, Marine Resources and Agriculture in Malé with extensive travel to Islands, vessels or field visits as maybe required.

H. RENUMERATION AND OTHER BENEFITS

1. The Compliance Officer shall be paid monthly salary of MVR 7035/- (Maldivian Rufiyaa Seven Thousand and Thirty-Five Only). The Compliance Officer shall be paid for working hours only when the Compliance Officer has completed required minimum number of Working Hours as defined under this Contract. Where the Compliance Officer fails to work for the minimum required hours per week, equivalent pay shall be deducted as incomplete hours from the salary. However, no deduction shall be made for the leave taken by Compliance Officer under Clause 6 of this Contract.
2. Compliance Officer will be entitled to a monthly service allowance of MVR 2000/- (Two Thousand Rufiyaa Only), and a special duty allowance that is 35% of the basic salary per month.
3. Compliance Officer is also entitled to a monthly supporting-co allowance of MVR 900/- (Nine Hundred Rufiyaa Only) per month.
4. Training and travel expenses under the PMU as budgeted under the Project and approved by implementing agency.

I. SERVICES AND FACILITIES TO BE PROVIDED BY THE IMPLEMENTING AGENCY

1. Office space and other facilities such as computers will be provided as required.
2. Local transport for official travel between Malé and field visits to islands; food, accommodation and allowances will be provided from the project.