



Ministry of Fisheries, Marine Resources, and Agriculture

Male', Republic of Maldives



Field 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 Field officer will assist and support the Reef Fisheries Sampling Program to work on updating the status of the reef fisheries stock, assessments, conservation and research during the Project period for the attainment of long-term management of fisheries through marine fisheries conservation research. The objective of this assignment is to develop and implement a strategic reef fishery sampling programme aiming at collecting basic fishery species data for assessment of the reef fishery stocks which could help to put forward scientifically backed management advice. S/he will have the overall responsibility for implementing the project;

ensuring that the project meets satisfactory and adequate results; prepare timely and accurate progress reports for the project.

RESPONSIBILITIES AND TASKS

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

- Travel to islands and carryout field sampling on reef fishing vessels and at major reef fish landing sites.
- Carryout reef fish sampling at Male' fish market on a regular basis
- Carryout administrative tasks related to trips while on field work.
- Data entry after sampling trips.
- Prepare brief trip reports.
- Assist in maintaining equipment in good working conditions.
- Assist in other tasks within the scope of the project as needed.
- Assist in research activities and participate in field trips of MRC's fishery related research activities when required.

E. QUALIFICATIONS AND EXPERIENCE

- Minimum 2 passes in GCE O' level examinations with 2 years of work experience (OR) minimum 2 passes in GCE A' level examinations (OR) completion of certificate level 4 program in a relevant field.
- Experience and interest to work on fishing vessels at sea
- Comfortable working on vessels (at sea while on fishing trips) for long hours
- Strong organizational and planning skills with ability to work independently as well as a team player, under stress
- 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 Reef Fisheries Program Officer / 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 Field Officer shall provide all the necessary reports and updates to the Project 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 Field 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 Maldives Marine Research Institute in Malé with extensive travel to Islands, vessels or field visits as maybe required.

H. RENUMERATION AND OTHER BENEFITS

1. Field Officer shall be paid monthly remuneration of MVR 4465.00/- (Four Thousand Four Hundred and Sixty-Five Rufiyaa Only) for the services provided by the Field Officer, except for unauthorised leave. The Field Officer is expected to work 30 hours a week.
2. Field Officer will be entitled to a monthly service allowance of MVR 1500/- (One Thousand Five Hundred Rufiyaa Only), and a special duty allowance that is 35% of the basic salary per month.

3. Field Officer is also entitled to a monthly supporting-co allowance of MVR 700/- (Seven 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.