Republic of Mozambique

MINISTRY OF THE SEA, INLAND WATERS AND FISHERIES

NATIONAL DIRECTORATE OF OPERATIONS

Sustainable Rural Economy Project

(SREP)

TERMS OF REFERENCE FOR CONTRACTING A CONSULTING FIRM FOR TECHNICAL ASSISTANCE TO THE NATIONAL DIRECTORATE OF OPERATIONS AND THE NATIONAL FISHERIES ADMINISTRATION

Maputo, December 2021	
Object of Consulting	Technical support to MIMAIP in the Monitoring, Control and Surveillance (MCS) component
Contract duration	48 months
Place of Implementation	MAPUTO - ADNAP and DNOP
Funding source	IDA D812-MZ Grant
Project ID	Project P174002- SREP
Contracting Entity	Blue Economy Development Fund (ProAzul)
Type of contract	Time Based
Indicative Effort of the Key Technical Team	88 Staff-Months
Contract Reference	MZ-PROAZUL-232393-CS-QCBS

1. GENERAL CONTEXT

The Republic of Mozambique is characterized by a long coastline with an area of about 520 km² of maritime waters and a coastline of 2,780 km in length that is subdivided into territorial sea that extends from the baseline to 12 nautical miles, 24 miles contiguous zone and Exclusive Economic Zone (EEZ) comprising an area of 200 nautical miles, corresponding to about 216 million m² of continental waters, where more than two-thirds of the population lives in coastal areas and near the large bodies of inland waters .

Within the scope of the powers of the Ministry of the Sea, Inland Waters and Fisheries with regard to the exercise of the State Maritime Authority over the Sea, Inland Waters and Fisheries pursuant to paragraph a) of article 2 of Presidential Decree No. 17/2015 of 25 March, which defines and attributes powers to the Ministry of the Sea, Inland Waters and Fisheries, to propose the definition of policies and strategies for maritime surveillance and control of living and non-living natural resources.

The Monitoring, Control and Surveillance System (MCS) brings together three pillars that comprise the collection of information, monitoring of the activity, including the formulation of measures for its exercise and verification/control and surveillance of the fishing activity, of which the implementation of the MCS includes the marine, land and air components, one of the tools used being the Fishing Vessel Monitoring System (VMS), a component widely used worldwide. This system can be supported with other tools such as Automatic Identification Systems (AIS), Satellite Image System, Radio Frequency Identification Cameras (RFID), including specialized Vessel Traffic Services (VTS), radar surveillance of the seas and pollution tracking mechanisms.

The country still faces challenges for the improvement and operation of the MCS system. In fact, there are still problems of Illegal Non-Regulated and Not Reported (IUU) fishing, poor monitoring of fishing from the availability, systematization, analysis, processing, crossing and dissemination of data and statistical information from various sources, which has resulted in taking of management decisions and measures based on distorted information or with little credibility.

The results of the two strategic MCS studies, essentially oriented towards aspects of monitoring and surveillance of fisheries, are based, firstly, on an analysis of the risks of the various fisheries, which concludes the risks are high, mainly in coastal and for fisheries targeting demersals and small pelagic species, both for industrial fishing (especially foreign-flagged licensed vessels) and for artisanal fishing (with the widespread use of illegal gear, non-compliance with closed areas and periods and capture of illegal species). In addition to these direct risks to resources, the number of licenses for artisanal fishing, which is one of the main management tools, was considered to be very low.

The diagnosis of the tools currently implemented to limit the risks of these fisheries identifies numerous deficiencies that can be grouped by theme, namely:

a) Deficient inter-institutional coordination MIMAIP- SPAE- DPAEP;
b) The imperfection of the institutional organization;
c) Lack of operational documents for effective and efficient implementation of fisheries management plans.
d) General lack of surveillance plans and lack of analysis of the dynamics resulting from patrols carried out in the form of campaigns;
e) Diffuse responsibilities / competences of State institutions, mainly at the local level and within the scope of MCS, as a result of the recent process of administrative decentralization in the country,
f) Non-adaptation / adjustment of Monitoring and Evaluation (M&E) Mechanisms (collection of operational data, licensing of the artisanal fleet, etc...);
g) Inadequate financing system for the surveillance component;
h) Deficient structure / organization of the national center for Monitoring, Control and Suveillance of fisheries, with an impact on the coordination of fisheries surveillance activities at national, regional and international levels;
i) Deficient training program for fisheries inspectors;
j) Assistance in the preparation of documents or memos at the national, regional and international level)
k) Weak operational capacity (of DNOP) associated with insufficient human capacity; and,
l) Lack of clarity on the role of CCPs (Community Fisheries Councils) in fisheries monitoring and surveillance activities.

The main objective of the 3 axes of strategies proposed by the study is to strengthen the monitoring and surveillance activities of artisanal and industrial coastal fishing and are based on i) Strengthening the surveillance system at national, provincial, district and community level; ii) Ensure a persuasive legal framework capable of eliminating IUU fishing activities; iii) Develop international and regional cooperation in order to also ensure better surveillance in the Mozambique EEZ.

The study also proposed a roadmap and a five-year plan for implementing the MCS strategy, based on key decision points to be taken by different national actors. Some of these measures require strong and clear political will in terms of organisation, staff management, funding and guidance. Some actions started to be implemented under the SWIOFish1-MZ project, such as the organization of surveillance missions in coastal areas, the provision of surveillance kits and the improvement of catch data collection. Others are at an initial stage, such as the creation of a surveillance database and the development of a specific plan to combat illegal fishing gear in artisanal fishing.

It is also important to point out several opportunities arising from the legal and institutional reform at the level of MIMAIP and also the result of regional cooperation in terms of the Governance of fisheries resources, namely:

- MIMAIP has recently integrated the (new) National Institute of the Sea (INAMAR) into its structure, where the fishery surveillance component could be reframed;
- The Indian Ocean Commission's Ecofish project (EU project), in which Mozambique is involved, took on periodic surveillance activities through regional patrols of the respective EEZs of the States concerned (maritime patrols, regional VMS, etc.);
- The progress expected in the next two years in contracting and operationalizing the SADC Fisheries Monitoring Control and Surveillance Coordination Center (MCSCC) and
- Signing and operationalization of co-management agreements for fisheries accessible to artisanal fisheries, approval and implementation of local management plans for artisanal fisheries, and the establishment of community surveillance.

Due to the complex technical nature of the MCS component, the limited technical capacity of human resources available at MIMAIP and the urgency of implementing management/monitoring and surveillance activities within the scope of a sustainable rural economy project (SREP), MIMAIP intends to contract a provider services with established credentials in this area to support the efficient operation of this component (MCS) and strengthen the technical capacities of DNOP and ADNAP, entities responsible for monitoring and inspecting fisheries in Mozambique.

1.1. The SREP Project

In order to materialize its vision and objective, the Government of Mozambique, through MIMAIP, supported by the World Bank (WB), one of its strategic partners, between 2016 and September 2021 implemented the SWIOFish1-MZ project[1], whose area of intervention covered Sofala, Zambézia and Nampula. With 3 components[2], aimed at improving the governance of the country's main fisheries resources.

To consolidate the initiatives initiated by SWIOFish1-MZ, this year the Government approved the Sustainable Rural Economy Project (SREP)[3], also structured in 3 components[4], covering 20 Districts of five (5) target Provinces, namely: Nampula, Zambézia, Tete, Sofala and Manica. This project aims to improve the income of target communities on a sustainable basis and based on the resilience of natural resources.

Specifically, SREP will focus its intervention on a) improving value addition and market access for fishery products, b) improving fishing monitoring, control and surveillance (MCS) indices, c) supporting the implementation of initiatives for co-management of local fisheries and conservation of coastal ecosystems, and d) institutional capacity building, policy reform, and inter-institutional and sectoral harmonization and coordination.
With a view to ensuring the achievement of the objectives set out in sub-paragraphs a "b", "c" and "d" referred to above, MIMAIP, through ProAzul as the coordinating entity of the fisheries component of the project, want to hire a service provider (SP) to support the fisheries administration (ADNAP/DNOP) in pursuing its mission within the framework of good governance of fisheries resources, as well as in achieving the results and indicators defined by the project and necessary sustainability.

2. OBJECTIVES UNDER THE CONTRACT

2.1 overall goals

The consulting services of the (SP) to be contracted will be focused on (i) development of the technical capacities of ADNAP and DNOP, (ii) support and monitoring of ongoing or planned actions within the scope of MCS and on the identification of other necessary initiatives; (iii) promoting synergies with other entities and/or ongoing activities at national, regional and International level, (iv) identifying and implementing policies related to the monitoring and surveillance strategy, providing continuous capacity building; and, (v) support the implementation of strategies and activities related to the Monitoring, Control and Surveillance of national and foreign fleets

2.1.1 Specific Objectives

2.1.2 Scope of work of the SP to be hired

In the context of supporting and strengthening the functioning and institutional capacity of DNOP / ADNAP

a) Facilitate the restructuring, organization, consolidation and operationalization of the MCS system.
b) Ensure the operationalization of the Fisheries Monitoring, Control and Surveillance system, including the decentralization of SIMAIP to the District level;
c) Support DNOP/ADNAP in the implementation of ongoing or planned activities within the scope of MCS and in the identification of other necessary initiatives.
d) Facilitation of training/qualification of DNOP/ADNAP technicians in the systematization, analysis, treatment, crossing and dissemination of statistical information on fisheries from various sources and scope of MCS.

e) Support DNOP/ ADNAP in all processes that may prove necessary within the scope of fisheries MCS.
f) Support the implementation of the MCS activities of the SREP and MozNorte program among other projects;

At the organizational level:

a) Clarify responsibilities between the different institutions responsible for the MCS;
b) Identify the different sources of funding for fisheries surveillance actions;
c) Ensure the best integration of DNOP in the newly created institution (INAMAR)[5] responsible for the surveillance component;
d) Support the internal organization of the fisheries surveillance component in the new institution (INAMAR), including surveillance services at central and local levels;
e) Support the preparation of annual operating and investment budgets for surveillance services (central and local level); and
f) Support the implementation of administrative and accounting management procedures at the level of surveillance services. (Central and local level).

At the operational level:

2.1.3 Fishing surveillance

a) In the management of different instruments and means of surveillance of fishing activities (VMS, e-PSM, logbook, surveillance reports, ERS, AIS etc)
b) In the design of detailed annual work plans and/schedules and respective budgets for DNOP and ADNAP.
c) Support the coordination and implementation of operational operations of fisheries surveillance missions (Air-Sea-Fishing Port and inland waters) covering the three sub-sectors;
d) Support the preparation of the short-medium and long-term Sustainable Financing Plan in MCS;
e) Develop and implement the MCS Strategy Action Plan with clear objectives and indicators
f) Finalize and implement the National Action Plan to prevent and eliminate illegal Unreported and Unregulated Fishing (NAP-IUU);

[5] During the process of development of these TORs, competences of DNOP were transferred to INAMAR. Activities that are directly related to DNOP in the TOR might be understood as INAMAR's.

g) Develop and implement the mechanisms of protocols and memorandums of understanding for cooperation with other institutions to ensure their participation in fisheries surveillance activities at national, regional and international levels.

h) Develop a guide for monitoring and supervising industrial, semi-industrial and artisanal fisheries surveillance activities;

i) Elaborate the mechanism for the implementation of the Integrated Fisheries Monitoring and Surveillance Database (SIMAIP, VMS, ENTRY/EXIT;

j) Support the development of a guide for the implementation of relevant standard operating procedures, monitoring and surveillance;

k) Develop detailed strategic plans for certain objectives. (Strategy for Combating Whips and Other Harmful Fishing Arts and Practices in Artisanal Fishing) among others;

l) Support the analysis of fishing infringement proceedings in the field of industrial, semi-industrial and artisanal fishing;

m) Support national, regional and international cooperation in fisheries surveillance;

n) Support training/training in the use of tools to identify the technical characteristics of the means of specific surveillance (VMS, ERS, AIS e-PSM, among others);

o) Support the preparation and implementation of surveillance plans for missions, national and regional;

p) Support handling and maintenance supervision, installation of equipment, materials, including patrol boats;

q) Support the chartering process of national, regional and international patrol vessels;

r) Support the operation and management of nautical means of fisheries surveillance;

s) Support the risk analysis of different fisheries;

t) Support the design of strategic plans and annual surveillance activity reports;

u) Support the implementation of policies related to the MCS strategy and provide appropriate capacity building through on-site workshops.

v) Support the preparation and coordination and implementation of national and regional surveillance missions;

w); Ensure the implementation of the Port State Control Measures and the global registration of fishing vessels (e-PSM);

x) Support the implementation of operational surveillance activities and various National, Regional and International instruments in the field of MCS signed by Mozambique;

aa) Based on the current SIMAIP Database, support training/training, development and application of an integrated and secure information system that allows:

- Propose improvements in the implementation of SIMAIP;
- Produce analytical reports for management and surveillance
- Support in database management (SIMAIP, VMS, ENTRY/EXIT);

bb) Support the instruction of fishing infringement proceedings (PPI's) and in the framework of the legal framework of the Fisheries Law, with regard to the exercise of sea fishing, with greater focus in particular on artisanal fishing.

2.1.4 Fishing monitoring

With regard to the specific component of fisheries monitoring, under the responsibility of the National Fisheries Administration (ADNAP), this technical assistance should provide technical and legal support in this area, among others:

a) Support and implement development of regulations on technical and control measures in accordance with fisheries management plans
b) Support the design and implementation of a data crossing mechanism of several MCS instruments (Decennial Sheets, Fishing Board Diaries, Discharge Reports, Surveillance Reports, ERS, VMS Export Data);
c) Support actions that contribute to the improvement of filling in the Fishing Logs and in the design and implementation of the electronic logbook;
d) Train technicians in bio-economic analysis of catches;
e) Support and train technicians in the procedures for filling out comparability forms for the certification of national fishery products to be exported to the USA;
f) Support the development of the most effective operational and administrative procedures for the licensing of artisanal fishing, including organizational aspects of fisheries at the local level;
g) Support the development of a strategy for the removal of beach trawls;
h) Support the determination of more effective ways to identify and mark fishing gear authorized and licensed to operate;
i) Support the updating of the terms and conditions of fishing licenses;
j) Support the operational implementation of various international instruments and commitments in the field of fisheries management (IOTC, SWIOFC, ECOFISH);
k) Support and train the use of specific fisheries monitoring tools (VMS, ERS, AIS);
l) Support the identification of automatic monitoring mechanisms for Kapenta fishing vessels;
m) Support the design of a mechanism for the collection, analysis and dissemination of artisanal fisheries statistics; and,
n) Propose improvements in the implementation of SIMAPE.

Based on the current SIMAIP Database, support training/training, development and application of an integrated and secure information system that allows:

- Propose improvements in the implementation of SIMAIP;
- Produce analytical reports for management and surveillance

Support in database management (SIMAIP, VMS, ENTRY/EXIT

3. METHODOLOGY

The Service Provider's (SP) approach under this contract shall be based on the Studies of MCS Strategy focusing on fisheries surveillance and fisheries management, involvement and participation of key actors in MCS operation and better articulation with other actors involved in fisheries management and surveillance.

The SP should also capitalize on the positive experiences initiated under the SWIOFish1-MZ and CRCC projects, thus ensuring the expansion of successful processes to other areas of the country and benefiting the objectives pursued in the context of this contract.

At the beginning of the assistance, you will prepare a work plan that covers the entire hiring period. The work plan will be approved by the DNOP/ ADNAP, and afterward and appreciated by the World Bank cooperation partners and the MCS consultant.

During the contract period, the consultant will work under the guidance of the National Director of Operations at DNOP and the Director of the National Fisheries Administration ADNAP-IP

4. RESULTS / CONSULTING PRODUCTS

During the term of the contract, technical assistance should improve the implementation of fisheries monitoring and surveillance activities in Mozambique, provide an important transfer of knowledge to technicians from fisheries management services and surveillance services and ensure that they are able to develop their activities efficiently and in accordance with the mandate of the respective institutions.

Technical support should give institutions a new impetus by enabling them to fulfill their main objectives relating to fisheries monitoring and surveillance activities in line with the other components of MCS activities.

✓

4.2 Reports

The Service Provider (SP) must report to the entities responsible for surveillance (DNOP) and fisheries management (ADNAP) in particular to its Directors and designated contact persons. The formal communication must be copied to the ProAzul coordination. In this routine scope, the Service Provider (SP) must present:

a) **Annual report**It should contain a summary and description of all activities carried out during the previous 12 months, including quantitative and qualitative assessments of the main objectives and activities, lessons learned, results and risk management issues, and the operational and financial performance of the DNOP institutions/ ADNAP, must contain, in addition to the analysis of the last period, a

detailed analysis of the entire activity and an executive summary, among other issues addressed in the report must include:

b) **Quarterly progress report**: This report must objectively indicate the results achieved in each quarter in relation to the objectives of the key activities, as well as the perspectives for the following quarter.

These reports must be submitted to DNOP and ADNAP Monitoring, with the knowledge of the ProAzul coordination unit, two weeks after the corresponding periods.

The consultant firm may propose limited changes to the list of expected delirables in light of the methodology proposed for task implementation. These proposals should be clearly identified in the the technical proposal.

Table of expected deliverables

Products / DNOP	**deadlines**
Detailed work plan and respective implementation schedule with clear objectives and indicators, during the term of the contract	20 (twenty) days after signing the contract
MCS Strategy action plan and its implementation, with clear objectives and indicators developed.	1 (One) month after signing the contract
Training plan for surveillance agents with the respective detailed content modules with clear objectives and indicators elaborated	3 (three) months after signing the contract
National, regional and international surveillance activity plan including the effective participation of Mozambique in regional surveillance initiatives (joint patrols) prepared	3 (three) months after signing the contract
Periodic technical assistance reports with clear objectives and indicators, perspectives and challenges elaborated	3 (three) months after signing the contract
Guide to ensure the management of different instruments and means of surveillance of fishing activities (VMS, e-PSM, ERS, AIS decennial sheets, Fishing Board Diaries, discharge reports, ERS, VMS export data etc.) prepared	3 (three) months after signing the contract

Ensure that a MCS strategy review report is submitted	3 (three) months after signing the contract
Task implementation progress reports with clear ToR objectives and indicators prepared	3 (three) months after signing the contract
Short-, medium- and long-term sustainable financing plan for industrial, small-scale semi-industrial MCS components with elaborated clear objectives and indicators.	3 (three) months after signing the contract
Updated National Plan to Combat IUU Fishing.	3 (three) months after signing the contract
Analytical report, with concrete indicators, on the implementation of the MCS action plan with clear objectives and indicators	3 (three) months after signing the contract
Partnership mechanism for cooperation with other National, Regional and International institutions;	3 (three) months after signing the contract
Mechanism for managing the different instruments and means of surveillance of fishing activities (VMS, e-PSM, ERS, AIS decennial records, Fishing Board Diaries, discharge reports, ERS, VMS export data, etc.) and the analysis of information.	3 (three) months after signing the contract
Mechanism for operationalization and management of nautical means of fisheries surveillance	3 (three) months after signing the contract
Enforcement agents are trained in the use of specific surveillance tools (VMS, ERS, AIS e-PSM, among others	3 (three) months after signing the contract
SIMAIP database, support the design, development and application of an integrated and secure information system	3 (three) months after signing the contract
Products / ADNAP	**deadlines**
Detailed work plan and respective implementation schedule with clear objectives and indicators, during the term of the contract	20 (twenty) days after signing the contract
Licensing strategy for artisanal fishing elaborated with clear indicators that allow the increase of licensing levels for artisanal fishing	3 (three) months after signing the contract
Plan to improve the completion of the Fishing Logs	3 (three) months after signing the contract

Update of the terms and conditions of fishing licenses, taking into account regional and international guidelines	3 (three) months after signing the contract
Mechanism for cross-checking data from various MCS instruments (Decennial Records, Fishing Logs, Discharge reports, ERS, VMS export data) implemented;	3 (three) months after signing the contract
Regulation on technical and control measures in accordance with fisheries management plans, in particular	3 (three) months after signing the contract
Training plan / capacity building for technicians in fisheries monitoring matters with the respective detailed content modules	3 (three) months after signing the contract
Strategy for removing beach seines	3 (three) months after signing the contract
Plan to identify and tag fishing gear that is legal and licensed to operate;	3 (three) months after signing the contract
Design and implementation of the electronic logbook;	3 (three) months after signing the contract
Training package for technicians in bio-economic analysis of catches	3 (three) months after signing the contract
Specific reports with indicators that demonstrate the growth of fishing gear licensing and fisheries management.	3 (three) months after signing the contract
Progress reports on implementation of contract tasks and objectives	3 (three) months after signing the contract
Periodic technical assistance reports with clear objectives and indicators, prospects and challenges	3 (three) months after signing the contract
ADNAP technicians qualified and trained in order to respond fully to the activities	3 (three) months after signing the contract

5. NATURE AND DURATION OF THE CONTRACT

The contract will have a duration of 48 months with a clause for ADNAP and DNOP to evaluate the performance of technical assistance after the first 18 months of starting their functions and according to the criteria established in these terms of reference, if the performance of the PS is considered unsatisfactory after the 18th month, the contract will be automatically terminated for just cause and without the right to any compensation.

The technical support must be concentrated as much as possible in the initial period of the contract and, it is necessary the permanent presence of two specialists, one with a technical profile from the surveillance area acting as a team leader, the other specialist with a profile oriented towards management / monitoring of fisheries.
In addition to the 2 specialists, the firm must provide additional technical assistants according to the needs identified in the actions to be carried out.

6. CRITERIA FOR AGREEMENT MID-TERM EVALUATION

At the end of the 18th month of the contract, ProAzul, DNOP and ADNAP, IP will carry out an assessment of the PS's performance level regarding the tasks and goals established in the contract. The evaluation criteria are presented in the table below:

DNOP Evaluation Criteria
Detailed work plan and respective implementation schedule with clear objectives and indicators, during the term of the contract drawn up at 100%
At least over half 75% satisfactory performance of the activities of the structural and functional reorganization of the surveillance area
Training plan/Capacity of surveillance agents in MCS matters, with the respective detailed content modules to meet internationally accepted standards,National and Regional in terms of activities, for foreign fleet, and with increasing involvement of related institutions (content, results)
Operational Implementation Mechanism of the various international instruments and commitments in the field of MCS signed by Mozambique in at least 100%
At least 75% ensured the management of the different instruments and means of surveillance of fishing activities (VMS, e-PSM, ERS, AIS decennial sheets, Fishing Board Diaries, discharge reports, ERS, VMS export data, etc.)
Updated the National Plan to combat IUU fishing with clear objectives and indicators 100% achieved and implemented

Medium and long-term sustainable Financing Plan for industrial, semi-industrial and small-scale MCS components (content, results) carried out in 75%
Protocol and memorandum of understanding for cooperation with other institutions to ensure their participation in fisheries surveillance activities carried out by at least 75%
Prepared and implemented specific strategic plans for patrols to combat harmful arts, whip and chin straps in at least 75%
Mechanism for managing the different instruments and means of monitoring fishing activities (VMS, messages, mandatory vessel reports, ERS, etc.) and the analysis of the corresponding information in at least 75%
Mechanism for operationalization and management of nautical means of fishing surveillance carried out in at least 75%
Strategy for implemented ensure that fishing is carried out in compliance with fishing legislation, with a view to preventing the occurrence of Illegal, Unreported and Unregulated (INN) fishing Carried out in at least 50%
MCS Strategy action plan, PA action plan/Strategy and licensing with clear objectives and indicators elaborated and implemented by at least 75%
Develop and maintain an efficient and adequate fisheries surveillance system by at least 75%
100% on-time transmission of activity reports
Given the multi-sector nature of the sectorr ADNAP/DNOP ensure good and permanent collaboration
At least 75% beach seines registered in each District, proven to be deactivated;
at least 75% SIMAIP database, support the design, development and application of an integrated and secure information system
Given the multi-sector nature of the sectorr ADNAP/DNOP ensure good and permanent collaboration
ADNAP Assessment Criteria
Fishing gear licensing increased by at least 75% in relation to the number of gears registered for each District
Strategy for the removal of beach trawls designed and at least 50% trawl gear removed in the 1st year (2022)
Completion of Fishing Board Diaries in the industrial fleet above 75% of the fleet
Updated Fishing License Terms and Conditions
Regulation on the technical and control measures in accordance with the management plans for surface shrimp, demersal fish from rocky bottoms and deep-sea crustaceans.
Mechanism for cross-checking data from various MCS instruments (Decennial Records, Fishing Logs, Discharge reports, ERS, VMS export data) implemented;
Training plan / capacity building for technicians in fisheries monitoring matters with the respective detailed content modules designed.
Plan to identify and mark fishing gears legal and licensed to operate designed, and 50% of fishing gears marked by district

Design and implementation of the electronic logbook in at least 25% of the industrial fleet (experimental phase) in the 1st year (2022)
Training package to train technicians in bio-economic analysis of catches designed.

This list of evaluation criteria will be adjusted for the subsequent period, and without additional contractual costs. It will be formalized through the addendum to the contract or signature of a specific agreement and will be subject to an evaluation in the 18th month of the contract.

A positive evaluation of the PS's performance will be the basis for the continuation of the contract for the remaining period, and an interruption of services due to unsatisfactory performance, as long as it is not motivated by third-party action, will not entitle you to compensation. Mitigation measures will be agreed whenever necessary.

7. KEY TECHNICAL TEAM

The consultancy must be carried out by a firm with logistical capacity and qualified staff with experience to carry out the work in a coordinated manner and simultaneously in the 2 areas, fisheries surveillance and monitoring. This team will consist of two specialists described below. However, the consulting firm may propose additional technical staff if deemed necessary to carry out the activities, and these will not be evaluated and the indicative effort of the contract will be calculated only based on the key technical team.

Description	Minimum Academic Qualifications Required	Minimum required professional experience	Communication skills
✓ **Fisheries Surveillance Specialist (Team Leader)**	✓ Holder of a postgraduate diploma in the maritime sector or equivalent, with a minimum of 10 years of demonstrated experience in MCS and, more specifically, in the coordination of fisheries surveillance missions at national and international levels and in the management	✓ Experience in the area of Monitoring, Control and Surveillance (MCS) with emphasis on Monitoring, Control and Surveillance (industrial and artisanal fleet) including participatory surveillance and activities carried out in the last 5 years; ✓ Experienced in designing statistical data collection systems (industrial, semi-industrial, recreational	✓ Fluent in English. Meaningful fluency in Portuguese will be highly preferred; ✓ Knowledge of the spoken and written Portuguese language; and, ✓ Proven experience of working with RFMOs will be considered an advantage; ✓ Good editorial skills and knowledge of IT tool; and, ✓ Full English proficiency is a requirement, while good knowledge of Portuguese will be considered an added advantage.

	of monitoring centers of fisheries; ✓ Demonstrate proven knowledge in the elaboration and application of Industrial Semi - Industrial and artisanal fishing regulations; ✓ Demonstrate practical training experience in different aspects of fisheries surveillance; ✓ Demonstrate good experience in the	and sporting and artisanal, including appropriate mechanisms for their analysis, production of reports and dissemination of information; ✓ Experienced in designing and analyzing monitoring programs on board fishing vessels; ✓ Experienced in the systematization and evaluation of data collected through the means of monitoring fishing vessels ✓ Ability to monitor and evaluate the	✓ Fluent in Portuguese; ✓ Ability to guide training sessions and on-the-job training for technicians ✓ Possess good communication and interpersonal skills; and,

	management and control of tuna fisheries, shrimp fisheries; ✓ Good knowledge of using common computer software; ✓ Working on projects financed by the World Bank is an asset; ✓ Having a good knowledge of MCS in the South West Indian Ocean region will be an advantage; ✓ Able to provide on-the-job training to staff working on	implementation of fishing rights projects as well as the measures contained in the Management Plans for Fisheries on surface shrimp, demersal fish from rocky bottoms and deep-sea crustaceans, ✓ Experience of working in the field of fisheries with other government partners, cooperation and participation in consortia; ✓ Proven experience in modern technologies aimed at monitoring and	

	DNOP activities at central, provincial and local levels; ✓ Having worked and recommended in MCS on projects financed by the World Bank is an advantage; ✓ Possess good communication and interpersonal skills; and, ✓ Demonstrated high capacity for analysis and reporting; ✓ Have experience in managing and organizing the MCS and have at least 10 years	surveillance of fisheries (satellite tracking systems, information and data management, etc.); ✓ Knowledge of national and regional fisheries policy, strategies and legislation.	

	of experience in the areas of fisheries monitoring and surveillance (both industrial and artisanal) including surveillance; participatory; ✓ Have experience in the technical management of offshore and coastal nautical resources and in the accounting and logistics management of a fisheries monitoring center; ✓ Have proven experience in all modern technologies suitable for monitoring and		

	surveillance of fisheries (satellite tracking systems, information and data management, etc.); ✓ Have experience in fisheries economics; ✓ Have experience in public financing, namely in financing MCS operations; ✓ Have experience in designing and drafting national fisheries regulations and national action plans to prevent and		

	eliminate IUU fishing in a context similar to that of Mozambique; ✓ Previous sub-regional (Southwest Indian Ocean) experience in MCS or similar experience would be an asset; ✓ Knowledge of the MCS environment and fishing activities in Mozambique is also an asset;		
✓ **Fisheries Monitoring Specialist**	✓ The PS must hold a postgraduate degree in fisheries biology or similar, with at	✓ Fisheries management specialist, playing the role of team leader. This one consultant must have: ✓ University course (Master's degree is an	✓ Fluent in English. Meaningful fluency in Portuguese will be highly preferred; ✓ Knowledge of the spoken and written

	least 10 years of demonstrated experience in fisheries management and monitoring at national and international levels and in the management of monitoring centers for fisheries activities; ✓ Demonstrate proven knowledge in drafting and enforcing semi-industrial and artisanal industrial fishing regulations;	advantage) in one of the following scientific areas: fisheries biology, fisheries science, fisheries economics or related fields. Master's is an advantage; ✓ Demonstrated experience in drawing up natural resource management plans and knowledge of fisheries governance; ✓ Experience in managing a multidisciplinary team; ✓ Knowledge of facilitation mechanisms capable of leading to a consensus among the various stakeholders; ✓ Strong knowledge of the fisheries with a view to reaching agreement on the preliminary aspects for the	Portuguese language; and, ✓ Proven experience of working with RFMOs will be considered an advantage; ✓ Good editorial skills and knowledge of IT tool; and, ✓ Full English proficiency is a requirement, while good knowledge of Portuguese will be considered an added advantage. ✓ Fluent in Portuguese; ✓ Ability to guide training sessions and on-the-job training for technicians ✓ Possess good communication and interpersonal skills; and,

	✓ Demonstrate practical experience of training and capacity building in different aspects of fisheries monitoring; ✓ Demonstrate good experience in managing and monitoring fisheries in general (craft, semi-industrial and industrial and recreational and sporting) ✓ Demonstrated high capacity for analysis and reporting.	development of the management plan; and, ✓ Have knowledge in matters of ecosystem approach to Fisheries. ✓ At least 10 years of experience in operational management and organization of fisheries surveillance (surveillance specialist) and 10 years of experience in fisheries management / monitoring; ✓ Have proven experience in the technical management of nautical resources; ✓ Experience in managing the logistics of a fisheries surveillance center and local control services;	✓

	✓ University course (Master's degree is an advantage) in one of the following scientific areas: fisheries biology, fisheries science, fisheries economics or related fields. Master's is an advantage; ✓ Demonstrated experience in drawing up natural resource management plans and knowledge of	✓ Experience in fisheries control and training in surveillance techniques; ✓ Experience in inspecting artisanal fisheries in a co-management context would be an asset; ✓ Proven experience in all modern technologies suitable for monitoring; ✓ Fisheries control and surveillance (satellite vessel tracking systems, information and data management, electronic fishing records, etc.); ✓ Experience in management and administrative procedures relating to access to resources (enrollments, licenses, professional cards);	

	fisheries governance; ✓ Knowledge of facilitation mechanisms capable of leading to a consensus among the various stakeholders; ✓ Strong knowledge of the fisheries with a view to reaching agreement on the preliminary aspects for the development of the management plan; and, ✓ Have knowledge in matters of	✓ Experience in implementing a fisheries management plan; ✓ Experience in fishing economy; ✓ Have proven experience in developing technical fishing regulations; ✓ Experience in the area of public financing and more particularly in financing MCS operations; ✓ Proven practical experience in developing web-based databases using relevant programming languages; ✓ Experience in surveillance in the sub-region or similar area would be an asset; ✓ Knowledge of the MCS environment in Mozambique and the	

	ecosystem approach to Fisheries.	region would also be an asset; ✓ Good writing skills and computer knowledge are required for all specialists; and ✓ Good writing and conversation skills in English and Portuguese stop experts.	
✓	✓	✓	✓

8. SUPERVISION AND MONITORING

The management and technical and operational coordination of this contract is the responsibility of DNOP[6] and ADNAP, IP, as entities responsible for the Monitoring and surveillance of which each of the institutions, within their competences, guarantees the pursuit of the objectives of the contract to be signed.

The supervision of the financial execution of the contract is the responsibility of the Blue Economy Development Fund, IP (ProAzul) as the trustee of the SREP project on behalf of MIMAIP.

9. RELEVANT DOCUMENTS FOR THE CONSULTING

Among other relevant documents, the documents listed below must be analyzed by the consultant in the context of the provision of contracted services and ADNAP, DNOP IP will be responsible for organizing and ensuring their access to technical assistance.

i. MCS Study and Strategy;
ii. Maritime Policy and Strategy;
iii. Fisheries Law;
iv. Conservation Law;
v. Law of the Sea;
vi. Fisheries Master Plan;
vii. General Regulations for Marine Fisheries (REPMAR);
viii. Regulation Establishing the Legal Regime for the Use of Maritime Spaces (REJUEM);
ix. Pebane and Moma artisanal fisheries management plan;
x. Sustainable Rural Economy Project (SREP) and relevant report;
xi. Project Performance Indicator Target Monitoring Matrix First Project for Shared Growth of Southwest Indian Ocean Fisheries;
xii. MozRural Sustainable Rural Economy program document and relevant accompanying reports; and,
xiii. Other documents that prove to be relevant.

10. ADDITIONAL PROVISIONS

[6] During the process of development of these TORs, competences of DNOP were transferred to INAMAR. Activities that are directly related to DNOP in the TOR might be understood as INAMAR's.

1. The contractor must, obligatorily, carry out the activities of MCS and Fisheries Management, in order to ensure the sustainability of the initiatives in order to reach the objectives outlined in the scope of the contract.
2. The contractor will be responsible for paying all costs associated with technical assistance, including the costs of fieldwork logistics and consultation workshops, which must be included in the financial proposal, relating to this contract and in accordance with the national legislation that governs this type of contracting.
3. The project must provide a budget to fund studies and monitoring of MCS activities and fisheries management.