

1. Job Title	Fisheries Development Expert/Senior Advisor
2. Department	Ministry of Fisheries HQS
3. Assignment Location	Bosaso, Ministry of Fisheries Development
4. Grade Level	
5. Reporting To	The Director General, Ministry of Fisheries and Marine Resources
6. Supervisory Responsibility	The Director General will be directly responsible for the supervision of the Fisheries Development Expert/ Senior Advisor
7. Job Purpose	<p>The Fisheries Development Expert/Senior Advisor provides technical advice and support to the Ministry of fisheries, fisher folk and other fisheries stakeholders in the development and implementation of effective State fisheries management, research and networking arrangements to support sustainable development and management of coastal fisheries. The expert also works together with other state and non-state Fisheries Management Specialists in fulfilling the responsibilities of the position.</p> <p>The incumbent is a senior consultant appointed through a competitive process and is responsible for providing appropriate guidance on fisheries development issues to facilitate achievement of the goals of the ministry. He/ She shall be responsible for providing technical and professional backstopping to all the ministry's departments.</p>
8. Objectives of the Job	<ul style="list-style-type: none"> • Propose appropriate fisheries policy and legislative frameworks for sustainable management of coastal fisheries • Provide management advice to the directors of the various departments of the ministry on the wider subject of fisheries development and management. • Come up with modalities for sustainable financing of fisheries governance institutions for their effective and efficient operations • Propose ways and means of improving the attitudes, skills and knowledge of fisheries stakeholders to facilitate proper management of the sector. • Propose suitable strategies for improving fisheries infrastructure and services for enhanced socioeconomic status of fishermen, fish traders, fish processors, fish exporters and fish consumers. • Advice on how to improve fish handling, processing and marketing to guarantee safety and quality of fish products and increase value at all levels of the fish value chain • Providing advice to the ministry on the best practices for collaborative management of shared fish stocks

	<ul style="list-style-type: none"> • Provide technical advice on identification, prioritization, implementation, monitoring and evaluation of economically viable fisheries programmes, projects and activities.
9. Duties and Responsibilities	<p>The Fisheries Development Expert/Senior Advisor will be responsible for:</p> <ul style="list-style-type: none"> • Providing technical advice to the Directors of the various departments on the wider subject of fisheries management • Assist other ministry staff to prepare and implement work programs related to fisheries management. • Providing technical advice to fishermen to enable the fishermen to increase returns on investment through increased fish harvests • Providing technical advice to potential investors on investment options available in the fisheries sector • Advising fish processors and exporters on how to penetrate lucrative fish markets around the world. • Advising the ministry of Fisheries and marine resources on the most effective direct fishery controls that can be enforced to protect overfished or threatened fish stocks. • Guiding the Ministry of Fisheries and Marine Resources during development of species-specific fishery management plans. • Advising the ministry and other stakeholders on development and marketing of value added fish and fishery products • In collaboration with the various Directors in the Ministry, support the establishment of an effective and efficient fisheries data collection, compilation and dissemination mechanism in order to generate and share data that can guide management decision-making • In collaboration with the various Directors, support the establishment of an effective fisheries monitoring, control and surveillance strategy to stamp out all forms of illegal fishing practices. • Advice the ministry on how to strengthen licensing as a means of granting fishing rights to fisher folk and the mechanism for monitoring compliance with terms and conditions of issued licenses. • Conduct detailed analysis of scientific reports to provide and present simplified briefs. • Analyse and assess impact of existing, new or proposed national and regional fisheries management measures and arrangements on fisher folk's interests. • Provide and coordinate training on responsible and sustainable fisheries management including delivering national fisheries management workshops.

	<ul style="list-style-type: none"> • Assist with the preparation and supervision of technical and feasibility studies and assist in the development of Terms of Reference for consultants and contractors. • Foster effective relations with other fisheries managers and key stakeholders through networking
10. Deliverables	<p>The Fisheries Development Expert/Senior Advisor will be responsible for the production of the following deliverables:</p> <ul style="list-style-type: none"> • Proceedings of consultative meetings • Reviewed reports/synthesis reports • Written briefs to MOFMR and other stakeholders. • Proceedings of Training workshops • Review/Evaluation reports. • Networking Relationships • Capacity building programmes and reports • Fisheries monitoring and evaluation reports • Quarterly and annual progress reports • Updated Policies
11. Education	<ul style="list-style-type: none"> • A Degree in fish technology, fisheries management, natural resource management, fisheries science (or other related field) relevant to the demands of the role. • A Master's Degree in fisheries management will be an advantage
12. Experience	<ul style="list-style-type: none"> • At least 10 years' working experience in the field of fisheries management and management; • Experience in fisheries project formulation and evaluation. • Extensive knowledge of topical and emerging issues relating to fisheries management and development • Professional experience with small-scale fisheries in the context of the importance of fisheries, fish processing and fish trade in providing food and generating income
13. Skills Mix Requirements	Participatory management of small-scale fisheries, fishery management / aquaculture development based on the ecosystem for local food security
14. Key Behaviours/ Competency Requirements	<ul style="list-style-type: none"> • Commitment/Personal Accountability • Professional/Technical Expertise • Teamwork • Customer Focus • Effective Communications & Relationships • Leadership • Coaching and Development
15. Personal Attributes/ Competency Requirements	<ul style="list-style-type: none"> • Relevant Qualifications • Excellent Analytical Skills • Excellent Communication & presentation Skills • Results orientation

	<ul style="list-style-type: none"> • Ability to manage and work well in multi-disciplinary and multi-cultural teams. • Ability to work in an organized and systematic manner. • Ability to transfer information/knowledge to a non-technical audience • Recognizes and responds appropriately to the ideas, interests and concerns of others • Builds trust by displaying open, transparent and credible behaviour • Respects individual/ cultural differences • Utilizes diversity to foster teamwork • Ensures others understanding of, involvement in, and adaptation to a change process
16: Language Requirements	Proficiency in English Language and working knowledge of Somali language
17: Review/Approval Time	
18: Monitoring and Progress Controls:	