



Donor Funded Staffing Program

TOR No:	2017 - 174
Title:	Senior Fisheries Specialist
Grade:	GG
Division/VPU:	Environment Global Practice, GENDR
Duty Location:	Accra, Ghana
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

The World Bank's overarching mission is to reduce poverty, improve living conditions, and promote sustainable and comprehensive development in its developing member countries. It has established two ambitious goals to anchor its mission: end extreme poverty within a generation and boost shared prosperity. The World Bank aims to achieve these goals by providing loans, concessional financing, technical assistance, and knowledge sharing services to its developing member countries and through partnerships with other organizations.

Global Practice Context:

Sustainable environment and natural resources management (ENRM) is at the heart of the World Bank Group's (WBG) poverty agenda. Sustainable ENRM promotes a green, clean, and resilient world where natural resources – from forests to fisheries, freshwater, oceans, coastal zones and ecosystems – are managed to support livelihoods and strong economies. Sustainable ENRM builds a world better prepared for shocks and global challenges, helping countries limit their exposure to resource scarcity, more-volatile weather patterns, and the long-term consequences of climate change. Biodiversity and natural resources constitute the social safety net of the poor, representing a food bank and often their only source of livelihood.

The Environment & Natural Resources Global Practice (ENR GP) has been set-up to deliver on the opportunities, benefits and outcomes offered by enhanced management of the environment and natural resources. The ENR GP has close to 300 operations under management, representing close to \$7 billion, and a growing pipeline of new investments under active development.

The ENR GP has three broad and distinct functions:

1. Provides clients with lending and non-lending services aimed to support the GP's three core business lines, namely: (i) Forests, Watersheds and Sustainable Landscapes; (ii) Marine, Coastal and Aquatic Resources; and (iii) Pollution Management and Environmental Health. The GP's activities also include a focus on Clean and Resilient Growth through its work on environmental economics and support to institutional development.

2. Supports effective environmental risk management and sustainability by managing risk at the project level and creating opportunities to advance sustainable development, in part through the implementation of the Bank's environmental policies.
3. Works closely with other sectors, including by leveraging GEF grant financing, to mainstream environmental considerations into their policies, strategies, and operations.

Within ENR GP, the mission of the AFR units (GEN01 and GEN07) is to work with national and local governments, communities, regional and sub-regional organizations, and other development partners to improve sustainable management of natural resources in Africa. Regional and sub-regional operations represent an important and growing agenda for both GEN01 and GEN07. Amongst other things, GEN01 is responsible for overseeing the West Africa Regional Fisheries Program (WARFP) and TerrAfrica for sustainable land and water management. GEN07 is responsible for overseeing the South West Indian Ocean Fisheries Governance and Shared Growth Program (SWIOFish) and the West Africa Coastal Areas Program (WACA), inter alia.

Blue Business Line within the Africa Region:

Africa can leverage its rich marine and freshwater resource endowments and maximize sustainable and inclusive growth by investing in improved management systems and appropriate infrastructure. By 2030, global fish demand, driven by growing population and income, is expected to rise by 40 million tons, and to consistently continue growing over the coming decades. Currently, fisheries—including from freshwater—and aquaculture directly contribute \$24 billion to the African economy, representing 1.3% of the total African GDP in 2011.

The coastal zone is home to 31 percent of West Africa's population—and the figure is expected to rise. Across Sub-Saharan Africa, urban population growth is growing at an annual rate of 4 percent, almost twice the worldwide average of 2.1 percent.

Climate change will exacerbate the environmental stresses along the coast, increasing the socioeconomic vulnerability of coastal populations, especially the poor, whose well-being and livelihoods depend on the quality and quantity of natural resources

To harness the potential of marine, coastal and freshwater in Africa, the World Bank is investing in several programs. The West Africa Regional Fisheries Program (WARFP) and the South West Indian Ocean Fisheries Governance and Shared Growth Program (SWIOFish) are the two major programs focusing on fisheries. The possibility of designing a similar program for the countries belonging to the Regional Fisheries Commission of the Gulf of Guinea is being explored. The West Africa Coastal Areas Management Program (WACA) was established in 2015 in response to demand from countries in the region to manage their growing coastal erosion and flooding problems.

WARFP was launched in 2010. The WARFP supports sustainable contributions of fisheries to wider economic growth in eight West African nations (Mauritania, Cabo Verde, Senegal, Gambia, Guinea-Bissau, Guinea, Sierra Leone, Liberia and Ghana) and has already invested more than US\$174 million. With pro-active support of the Sub-Regional Fisheries Commission, the program achievements include drastic reduction of illegal fishing, improved livelihoods at pilot community led fisheries management sites and modernized governance framework. WARFP is being scaled up in the initial group of nine countries and could be expanded to more countries (e.g., Côte d'Ivoire).

This WACA program represents US\$ 1.3 million in technical assistance since 2014 and a large investment program is being prepared. WACA is designed to reduce the vulnerability of coastal areas and promoting climate-resilient integrated coastal management in West Africa. The program's mix of technical assistance and investments seeks to preserve and rehabilitate the natural coastal resources essential for livelihoods,

spur economic development and increase social welfare. WACA is also a convening platform to help countries obtain the finance and expertise they need to sustainably manage their coastal areas. It also serves as a forum within which countries and regions can share lessons learned.

The SWIOFish Program builds on the regional South-West Indian Ocean Fisheries Project launched in 2008. SWIOFish is active with direct investment of around US\$100 million in three countries (Comoros, Mozambique and Tanzania) and in a regional platform (12 countries). The program objective is to increase the economic, social and environmental benefits to SWIO countries from sustainable marine fisheries. It aims to reduce the degradation of fish stocks, increase fisheries-related GDP in participating countries, and increase benefits to individual households. All SWIOFC member countries are eligible to national financing, and the program will expand to three additional countries in the next months (Madagascar, Seychelles, Maldives) and later on to Somalia, Kenya, Mauritius and South Africa.

Nigeria has recently requested World Bank support for fisheries management, coastal management, and pollution reduction. An identification mission in the context of WACA has taken place, and options for assistance are being studied.

Finally, the possibility of a new regional program on fisheries in the Gulf of Guinea, which might focus on some or all of the countries that are members of the COREP regional fisheries commission (Cameroon, Gabon, Equatorial Guinea, São Tomé e Príncipe, Congo, Democratic Republic of Congo, Angola) and would entail support to the commission, is under review.

DUTIES AND RESPONSIBILITIES

The Sr. Fisheries Specialist will work under the supervision of the two ENR Practice Managers (GEN01 and GEN07), in close collaboration with the Africa blue economy team and the Task Team Leaders of the WACA, WARFP and Gulf of Guinea Programs. The Sr. Fisheries Specialist will assist the Task Team Leaders of the WACA, WARFP and Gulf of Guinea fisheries programs and carry out the following tasks:

- (i) For Ghana, Liberia and Sierra Leone, provide strategic advices and support to the Governments on sustainable management of their fisheries;
- (ii) Continue and expand the World Bank's collaboration with the Fisheries Committee for the West Central Gulf of Guinea (FCWC) and development partners in supporting the fisheries in Ghana, Liberia and Sierra Leone;
- (iii) Provide support to the WARFP team in the preparation of the next phase of the WARFP in Liberia and Sierra Leone;
- (iv) Provide support to the WARFP team in the supervision of the WARFP investments in Ghana, Liberia and Sierra Leone to achieve project intended results;
- (v) For Nigeria: As part of the WACA team, determine the needs of Nigeria in the area of fisheries governance, sustainability and value chain development; and assess whether and how to include fisheries in the scope of the WACA program.;
- (vi) For the future Gulf of Guinea program, as part of the team: explore interest of eligible countries for the program; identify development objectives, indicators and targets for the

program and individual projects to contribute to the Bank's corporate goals; design subsequent institutional arrangements and investments at regional and national levels.

- (vii) Provide advice on fisheries and blue economy related themes for development of Bank strategy such as SCDs, CPS and any other notes as required by the CMU;
- (viii) Support World Bank technical teams in supervising and preparing investments in the blue economy including on marine and inland fisheries, aquaculture, and coastal and marine planning in West Africa and along the Gulf of Guinea;
- (ix) Provide support to Bank teams on fisheries and coastal management policy issues, sector strategies, regulatory and institutional issues, and analytical work and other advisory services both at country and regional levels;
- (x) Continue and expand the World Bank's collaboration with technical and development partners in the blue economy of West Africa; and
- (xi) Promote integration of the blue economy within World Bank's country strategies and partnership framework and other policy notes.

Note:

The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

SELECTION CRITERIA

- Academic qualifications of a minimum of a Master's Degree (and with at least 8 years of relevant experience) in environmental, natural resources management, fisheries, or blue economy-related engineering, risk management, economics, or other discipline relevant to the job.
- Possesses in-depth understanding of Icelandic government resources in all areas of work related to environment, blue economy, and climate change.
- Sound knowledge of policy, technical, institutional and political economy issues in the environment and blue economy sub-sector, good understanding of, and prior experience with climate change models, adaptation, and the international agreements and financing instruments.
- Strong operational track record with demonstrated ability to undertake analytical work, review environmental sector policies, and proven track record of ability to integrate analytical work with operations.
- Demonstrated ability to leading task teams combined with practical delivery of events and communication material.

- Exceptional written and oral communications skills in English, with fluency in French and Portuguese desirable.
- Integrative Skills – integrating views and opportunities from environmental, and socio-economic sectors.
- Knowledge and Experience in the Development Arena - Influences the design and execution of major policy and/or research initiatives; conceives and promotes innovations in development policies, project design, organization and management to improve operational and sector work.
- Policy Dialogue Skills - Has a track record of supporting policy dialogue with country counterparts;
- Client Orientation - Translates insight into practice across disciplines, hierarchies, geographies and organizational units in service of clients.
- Drive for Results - Ensures successful implementation and delivery of key programs and projects, ensuring that outputs positively impact results.
- Teamwork (Collaboration) and Inclusion - Creates and a team climate of practical and innovative action, facilitating collaboration between competing interests and stakeholders.
- Knowledge, Learning and Communication - Demonstrates command of all forms of communication and presents in a clear, objective and engaging manner; ensures knowledge is captured and shared in a variety of ways.