

**Job Profile
Chief Technical Adviser (N1)
Support for Sustainable Coastal Fisheries**

Denmark-Myanmar Country Programme 2016-2020

Myanmar

Reference number: DK-05202-2018/MYA.01-W

1. Preliminary

1.1. Short background:

The Sustainable Coastal Fisheries Engagement (SCF) has a strong focus on introducing co-management for sustainable inshore fisheries in Myanmar with the objective of safeguarding marine resources and livelihoods dependent on coastal fishing. Hence, promoting a more sustainable, community-based and responsible exploitation of natural coastal and marine fish resources. This is pursued by assisting the Myanmar Department of Fisheries (DOF) in creating the necessary legal and regulatory framework and shift the mentality from an unsustainable and predominantly short-term revenue and growth-oriented policy paradigm for fisheries towards a sustainable long-term resource utilisation and pro-poor paradigm. In this context, the SCF engagement is piloting co-management arrangements between DOF and communities to improve the management of Myanmar's inshore fishery.

Support is linked with planned national efforts to combat Illegal, Un-reported and Un-regulated (IUU) fishing and to manage fishing capacities. Extensive collaboration with local small-scale fishermen and their representative organisations is being developed to set up co-management arrangements with local authorities and other stakeholders. There is a strong right holder/duty bearer aspect in the co-management approach and there is focus on support for local communities to organise and advocate for their rights as well as for government authorities to fulfil their obligations in this respect.

1.2. Purpose of memo:

This memo describes the main tasks involved in the position and the qualifications requested from candidates to the job.

1.3. Expected composition of the selection committee:

Applicants for the position will be selected for interview by representatives from the Royal Danish Embassy in Rangoon, Myanmar following consultations with representatives from the Department of Fisheries (DOF), who will also be represented at the job interview. The company supporting the Danish Ministry of Foreign Affairs and DOF in the recruitment (Mercuri Urval) will participate in the process by conducting personality tests and test interviews with the selected candidates, as well as taking part in the final interview. The final interview panel consists of representatives from the Danish Ministry of Foreign Affairs, DOF, and the consultant from Mercuri Urval A/S in charge of the recruitment process.

2. Denmark-Myanmar Country Programme 2016-2020

2.1. The programme in short:

The SCF programme started December 2016 with the signing of the Development Engagement between the Danish Embassy and DOF. Two technical advisers were mobilised

in January 2017. Originally, half of the pilot communities were located in Rakhine and the dire situation evolving during 2017 has impacted and delayed the implementation according to original plans. Status by mid-2018 is that progress on central level has been acceptable with respect to building capacities for programme implementation (not at least procurement) and paving the way for institutional changes, e.g. a pipeline with establishment of a dedicated Unit for Co-Management and one for Monitoring, Control and Surveillance (MCS). On the other hand human resources allocated from DOF has been scarce and has become an impediment for effective execution.

With respect to implementation of pilots there are now five active areas in Tanintharyi and recently three pilots in Rakhine have been re-activated after a long period on the hold due to the political and security situation. Mobilising and capacitating the pilot communities in the south is on-going with first pilots on joint patrolling between DOF and community representatives and demarcation of fishing free zones. Three consultancies have been initiated; on MCS approach, food and safety and creating the baseline for the pilots, respectively. The work plan for 2018/19 will involve procurement of major goods and tangible investments in local communities to improve management and fisheries value chains.

3. The Position

3.1. Title: Chief Technical Adviser (N1) on Fisheries Management

3.2. Place of service: Department of Fisheries (DOF), head office in Nay Pyi Taw, Myanmar. Frequent travel to project sites in State of Rakhine and Region of Tanintharyi.

3.3. Terms of employment:

Contract period: 2 years from January 7 2019 – December 31 2020. The position has an attractive remuneration package reflecting family status, contribution to a pension scheme, health insurance and reimbursement of school fees. The Embassy will supply unfurnished housing free of rental charge. Free removal of household goods.

3.4. Main purpose of the job:

The SCF Chief Technical Adviser will provide advice and guidance to DOF on the implementation of the Danish engagement on support for Sustainable Coastal Fisheries in Myanmar as well as institutional advice and support. It will involve advice for DOFs design, planning and pilot roll out of co-management of coastal fisheries in a number of districts in Myanmar as well as setting up a central Fisheries Co-management Unit in Nay Pyi Taw. The Chief Adviser will be daily counterpart to the DOF Program Director and to the Danish Embassy in Yangon, working closely with the Senior Technical Adviser provided by the Danish SCF Programme.

3.5. Area of responsibility/tasks:

- Work closely with the Department of Fisheries technical teams, based in Nay Pyi Taw and five target districts, on the technical and institutional aspects of the implementation of fisheries co-management and MCS in targeted communities,
- Provide technical support and guidance for DOF on design and implementation of co-management at all levels, on Union level in close dialogue with the Senior Technical Adviser. This involves advice for design of a new Fisheries Co-management Unit in Nay Pyi Taw, including strategy, organisational structure, staffing, operational plans etc. This

also involve the coordination and support for the new Monitoring, Control and Surveillance (MCS) Unit to be established un Union level as well,

- In dialogue with Nay Pyi Taw and the DOF at the State/Regional as well as at the District level, advise on the best use of technical assistance to the programme, including a pool of experts covering co-management and building community institutions, and specific technical aspects such as fishing technology, postharvest handling and processing, Monitoring, Control and Surveillance (MCS), food safety aspects, environment and habitat protection, etc.
- In coordination with DOF at Regional/State and District levels, identify and perform capacity assessment on potential local organisations and service providers to be contracted for local service provision,
- Advice DOF on relevant analytical work to support the implementation in the pilot communities, e.g. ecological and economic feasibility studies as well as conflict analyses
- Facilitate capacity development initiatives including local, regional and international cross learning programs, and assist in assessing training needs within fisheries management on all levels, especially within co-management and MCS, and advise DOF in formulating training programs
- Advice and assist on the involvement of the local private sector, especially within fisheries industries and relevant SMEs, in the efforts to management fish resources sustainable,
- Assist in identification and design of relevant livelihoods activities in local communities, on technical as well as financial aspects,
- With the Senior Adviser in Nai Pyi Taw advice DOF on the organisational and operational setup of an improved system for MCS, included implementation of increased efforts within the ten pilot areas with participation of local communities,
- Assist DOF in designing a feasible and targeted M&E programme, with local participation and strong focus on learning,
- Participate in and contribute to stakeholders' workshops and technical working group meetings at the Regional and State level,
- Support the implementation of the Real-Time Evaluation for the SCF programme to be conducted by the Evaluation Department of Danida,
- Prepare report on the progresses of the SCF implementation to the DOF management (DG level) monthly and quarterly to the Embassy of Denmark to facilitate flow of information and dialogue within the programme.

4. Demand Profile/Qualifications

4.1 Requirements and expectations concerning the formal qualifications of the candidate:

- An advanced degree in a relevant subject (economics, engineering, public finance management, natural resource governance or equivalent),
- Excellent technical knowledge of fisheries, in particular of tropical multispecies inshore fish communities and excellent knowledge of economic, social and cultural dimensions of fisheries,
- Strong track record working with fisheries management in developing countries, including involvement of local authorities, communities and the private sector and implementation of management efforts, e.g. seasonal restriction in fishing efforts and alternative fishing methods,

- Experience in working with government agencies and fishing communities, in depth knowledge of community based fisheries management/co-management approaches and lessons learned from these,
- Preferable knowledge on value chains within fisheries and practical experiences optimising these with a view on improved livelihoods (household income, jobs etc.) for local communities, reducing post-harvest losses, improving quality and market access,
- Proven ability to engage government stakeholders and working with and between government institutions as well as with other stakeholders within communities and civil society,
- Prior experience in South East Asia, experience in Myanmar would be an advantage,
- Excellent command of English, knowledge of Myanmar would be an advantage,
- Excellent computer skills.

4.2 Requirements and expectations concerning the personal qualifications of the candidates:

- Flexible, open-minded and energetic, conflict sensible.
- Ability to work in a political environment,
- Good contact, cooperation and not least communication skills,
- Strong networking skills and ability to engage government stakeholders and working with and between government institutions,
- Good management and coordination skills are essential,

5. Recruitment Procedures

5.1 How do you apply:

Information about the **mandatory** application procedure can be found at:

www.danidajob.um.dk. Reference number **DK-05202-2018/MYA.01-W** should be stated in the application.

5.2 Deadline for applications: 6 August 2018 at 12 noon (CEST).

5.3 Preliminary interviews and personal evaluation: 22-23 August 2018. Mercuri Urval will conduct a personal evaluation of selected candidates prior to the final interview.

5.4 Language test: The Ministry of Foreign Affairs has decided that all candidates called in for interview - except for those to whom the relevant language is mother tongue - shall be language tested in Denmark in the working languages of the duty station (i.e. French/English).

5.5 Presentation to the appointments committee: 10 September 2018.

5.6 Decision: A decision is expected during week 37

5.7 Expected commencement: January 7 2019