



Food and Agriculture
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VACANCIES ANNOUNCEMENT

The Benguela Current Convention invites applications from qualified and experienced candidates for the following positions:

1. National Project Coordinator (National Consultant 3 positions: Angola, Namibia & South Africa);
2. Communications and participation resource person;
3. Fisheries and fisheries community-based resilience resource person; and
4. Fisheries and fisheries communities planning assistant (National Consultant, 2 positions: Angola & South Africa)

Closing date: 5 May 2017

Full terms of reference of the positions and application process are available at the Benguela Current Commission website at <http://www.benguelacc.org>. **All applications must be emailed to ben@benguelacc.org**. Only short-listed candidates will be contacted.

Inquiry: Dr. Ben van Zyl, (ben@benguelacc.org), tel +264-64-406 901; fax +264-64-406 904.



Food and Agriculture
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Terms of Reference

Job title: FAO/BCC Climate Change project: National Project Coordinator (3 positions)

Duty Stations: Angola (Ministry of Fisheries, Luanda) Namibia (Swakopmund), South Africa (DAFF, Cape Town)

Commencement date: as soon as possible

Expected duration: 44 months, with no more than nine months of probation. This post will be ceased upon the completion of the project

Level: Patterson D5

Salary notch: N\$ 672,159.00 - 752,818.00 [Namibian Dollars, Total cost to company]

About the Benguela Current Convention (BCC)

The Benguela Current Convention was signed on 18 March 2013 in the town of Benguela (Angola) by the three Governments of Angola, Namibia and South Africa. It entered into force on 10 December 2015 and on 13 July 2016, it was registered with the Secretary-General of the United Nations in New York. The Convention is the first in the world to be based on large marine ecosystem concept. It is a ground-breaking environmental treaty that entrenches a permanent inter-governmental organisation. This Convention is the first in the world to be based on the Large Marine Ecosystem (LME) concept of ocean governance – a move towards managing transboundary resources at the larger ecosystem level (rather than at the national level) and balancing human needs with conservation imperatives.

The BCC is governed through the Ministerial Conference with its operational decision making body being the Commission, and has three permanent advisory committees which are the Ecosystem Advisory Committee, Finance and Administration Committee and the Compliance Committee. The BCC Secretariat, is based in the coastal town of Swakopmund and is headed by the Executive Secretary, is entrusted by the member states to lead the coordination of the BCC activities. Professional staff are recruited from Member States with gender equity at the forefront of the recruitment process.

The coordination by the Secretariat is guided by the signed Strategic Action Programme (SAP, 2015 – 2019) for the implementation of the BCC activities. The SAP has been translated into a five-year business plan to ensure the practical operational plan of the SAP. The Secretariat works with national, regional and international partners to coordinate research and capacity development programmes to provide Member States with best available scientific information and advice for management decisions related to the transboundary resources and issues. The core values of the BCC are: Integrity, Accountability, Transparency, Equity and Environmental sustainability.

A 5-year project “Enhancing Climate Change Resilience in the Benguela Current Fisheries System” project is a partnership between the Benguela Current Convention, the governments of Angola, Namibia and South Africa, FAO and the Global Environmental facility (GEF). The goal of the project is to build resilience and reduce the vulnerability to climate change of the marine fisheries and mariculture sectors within the BCLME through strengthening adaptive capacity and implementing participatory and integrated strategies in order to ensure food and livelihood security.

Specifically, the project objectives are:

- i) To ensure that climate change and variability are recognized as drivers of change in fishery social-ecological systems and that their effects are included in strategic and tactical governance and management;
- ii) To raise the profile of fisheries and mariculture in local, national and regional policies and programmes addressing development and climate change in order to ensure that the sector

- is able to make its contribution to development, and receive the necessary attention and resources to maintain and improve this contribution;
- iii) Through a structured vulnerability assessment identify the most vulnerable small-scale fisheries, communities and national or regional fisheries and mariculture, and improve the climate resilience of selected cases of these;
 - iv) To strengthen national and regional services for early warnings of extreme weather events and other climate-induced risks to fisheries;
 - v) To strengthen capacity throughout the region and amongst all stakeholder groups to assess the risks to their livelihoods and security imposed by climate change and to be able to ensure adaptation to address those risks.

The National Project Coordinator will work under the supervision of the Project Coordinator and in close collaboration with the Project Implementation Unit, the lead technical agency and the project focal point in their assigned country. He or she will have the following responsibilities and functions:

Each county will have a National Project Coordinator at the fisheries and mariculture government department who, under the supervision of the Project Coordinator, will be responsible for the project implementation and coordination in his or her country of assignment and who will work in conjunction with the BCC project implementation unit. He or she will have the following responsibilities and functions:

1. Represent the Project Coordinator and the project in the assigned country;
2. Supervise young Professional Officer;
3. Responsible for implementation, monitor and oversee all aspects of project implementation in the assigned country;
4. Work closely with the Project's partners in the assigned country and develop and maintain regular contacts and partnership with them;
5. Establish working relations with appropriate national, sub regional and regional agencies and groups in the assigned country to ensure effective implementation of project supported activities at the national level;
6. Represent the project in relevant meetings and conferences at the national and regional levels and facilitate coordination and integration where appropriate beneficial to the achievement of the Project's objectives;
7. Prepare 6 monthly national level progress reports;
8. Prepare final report of work rendered at the end of his/her assignment;
9. Perform other related duties as required.

Minimum Requirements:

1. A post-graduate degree in fisheries, environmental management, economics or a relevant social or natural science;
2. At least 4 years' professional experience in the marine sector;
3. Solid and demonstrated understanding of the management and governance aspects of the field of fisheries and the marine environment, including climate change and variability;
4. Proven capacity to work with and establish working relationships with medium to high-level government and non-government representatives;
5. Proven capacity as a team leader and team builder in developed and developing countries;
6. Experience in preparing project technical and financial reports for national and international donors; and
7. Excellent speaking and writing skills of one of the official languages (Portuguese / English) is a requirement and a working knowledge of the other official language of the BCC is desirable.



Food and Agriculture
Organization of the
United Nations



Terms of Reference:

Job title: FAO/BCC Climate Change project: Communications and participation resource person

Duty Stations: Swakopmund, Namibia

Commencement date: as soon as possible

Expected duration: 44 months, with no more than nine months of probation. This post will be ceased upon the completion of the project

Level: Patterson D2

Salary notch: N\$ 446,691.00 - 500,294,00 [Namibian Dollars, Total cost to company]

Eligibility: This position is open to all qualified applicants from the BCLME region (Angola, Namibia and South Africa).

About the Benguela Current Convention (BCC)

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The BCC is governed through the Ministerial Conference with its operational decision making body being the Commission, and has three permanent advisory committees which are the Ecosystem Advisory Committee, Finance and Administration Committee and the Compliance Committee. The BCC Secretariat, is based in the coastal town of Swakopmund and is headed by the Executive Secretary, is entrusted by the member states to lead the coordination of the BCC activities. Professional staff are recruited from Member States with gender equity at the forefront of the recruitment process.

The coordination by the Secretariat is guided by the signed Strategic Action Programme (SAP, 2015 – 2019) for the implementation of the BCC activities. The SAP has been translated into a five-year business plan to ensure the practical operational plan of the SAP. The Secretariat works with national, regional and international partners to coordinate research and capacity development programmes to provide Member States with best available scientific information and advice for management decisions related to the transboundary resources and issues. The core values of the BCC are: Integrity, Accountability, Transparency, Equity and Environmental sustainability.

A 5-year project "Enhancing Climate Change Resilience in the Benguela Current Fisheries System" project is a partnership between the Benguela Current Convention, the governments of Angola, Namibia and South Africa, FAO and the Global Environmental facility (GEF). The goal of the project is to build resilience and reduce the vulnerability to climate change of the marine fisheries and mariculture sectors within the BCLME through strengthening adaptive capacity and implementing participatory and integrated strategies in order to ensure food and livelihood security.

Specifically, the project objectives are:

- i) To ensure that climate change and variability are recognized as drivers of change in fishery social-ecological systems and that their effects are included in strategic and tactical governance and management;
- ii) To raise the profile of fisheries and mariculture in local, national and regional policies and programmes addressing development and climate change in order to ensure that the sector is able to make its contribution to development, and receive the necessary attention and resources to maintain and improve this contribution;
- iii) Through a structured vulnerability assessment identify the most vulnerable small-scale fisheries, communities and national or regional fisheries and mariculture, and improve the climate resilience of selected cases of these;
- iv) To strengthen national and regional services for early warnings of extreme weather events and other climate-induced risks to fisheries;
- v) To strengthen capacity throughout the region and amongst all stakeholder groups to assess the risks to their livelihoods and security imposed by climate change and to be able to ensure adaptation to address those risks.

The Communications and Participation Resource Person will work under the direct supervision of the Project Coordinator. He or she will have the following responsibilities and functions:

1. Develop and implement a communications plan for the project – including data and information collection and management, web-site maintenance and the overall outreach to all the stakeholders and target groups;
 - a. Preparation of communication plan;
 - b. Collection and design of database management of relevant vulnerability and adaptation practices for easy access to general public, policy makers and other target audiences;
 - c. Preparation of information materials and mechanisms for public information and dissemination;
 - d. Consolidation and preparation of background materials for workshops and meetings for the project;
 - e. Responsible in the coordination and preparation of the Project's periodic reporting (Administrative and technical);
 - f. Contribute to the design of a system for M&E and conduct regular monitoring and review of the execution of the components and sub-components' of activities;
 - g. Responsible for the publication and circulation of proceedings and other relevant information and background materials between BCC, FAO and national and international stakeholders;
 - h. Ensure the quality and flow of information in the project website and other ICT's;
 - i. Assist the Project Coordinator in creating awareness and disseminating target project information to the relevant audiences; and
 - j. Prepare final report of work rendered at the end of his/her assignment.
2. Provide support to the Project Coordinator and the PIU in all aspects of project implementation including:
 - a. Assistance in the organization and implementation of meetings and activities, including preparation of documents and reports for meetings and assist with the preparation of meeting documents;
 - b. Assisting the Project's partners in undertaking project activities and liaising with the Project's partners under the supervision of the Project Coordinator;
 - c. Collecting data and information and compiling reports for the project monitoring system;
 - d. Assistance in preparation of Annual Work Plans and technical reports as required;
3. Perform other related duties as required.

Minimum Requirements:

1. A graduate degree in communications, development communications or its equivalent;
2. Experience in communications planning and implementation;

3. Demonstrated interest in a career in the marine or climate change adaptation sector;
4. Capacity to work with and establish working relationships with project partners;
5. Excellent speaking and writing skills of one of the official languages (Portuguese / English) is a requirement and a working knowledge of the other official language of the BCC is desirable.
6. Ability to work with people from diverse backgrounds.



Food and Agriculture
Organization of the
United Nations



Terms of Reference

Job title: FAO/BCC Climate Change project: Fisheries and fisheries community-based resilience resource person

Duty Stations: Swakopmund, Namibia

Commencement date: as soon as possible

Expected duration: 44 months, with no more than nine months of probation. This post will be ceased upon the completion of the project

Level: Patterson D4

Salary notch: N\$ 609,129.00 - 669,352.00 [Namibian Dollars, Total cost to company]

Eligibility: This position is open to all qualified applicants from the BCLME region (Angola, Namibia and South Africa).

About the Benguela Current Convention (BCC)

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The coordination by the Secretariat is guided by the signed Strategic Action Programme (SAP, 2015 – 2019) for the implementation of the BCC activities. The SAP has been translated into a five-year business plan to ensure the practical operational plan of the SAP. The Secretariat works with national, regional and international partners to coordinate research and capacity development programmes to provide Member States with best available scientific information and advice for management decisions related to the transboundary resources and issues. The core values of the BCC are: Integrity, Accountability, Transparency, Equity and Environmental sustainability.

A 5-year project "Enhancing Climate Change Resilience in the Benguela Current Fisheries System" project is a partnership between the Benguela Current Convention, the governments of Angola, Namibia and South Africa, FAO and the Global Environmental facility (GEF). The goal of the project is to build resilience and reduce the vulnerability to climate change of the marine fisheries and mariculture sectors within the BCLME through strengthening adaptive capacity and implementing participatory and integrated strategies in order to ensure food and livelihood security.

Specifically, the project objectives are:

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- ii) To raise the profile of fisheries and mariculture in local, national and regional policies and programmes addressing development and climate change in order to ensure that the sector is able to make its contribution to development, and receive the necessary attention and resources to maintain and improve this contribution;
- iii) Through a structured vulnerability assessment identify the most vulnerable small-scale fisheries, communities and national or regional fisheries and mariculture, and improve the climate resilience of selected cases of these;
- iv) To strengthen national and regional services for early warnings of extreme weather events and other climate-induced risks to fisheries;
- v) To strengthen capacity throughout the region and amongst all stakeholder groups to assess the risks to their livelihoods and security imposed by climate change and to be able to ensure adaptation to address those risks.

The Fisheries and community-based resilience resource person will work under the direct supervision of the Project Coordinator. He or she will have the following responsibilities and functions:

1. Assist in the development and implementation of vulnerability assessments of Benguela fisheries and fisheries-communities and support the analysis and communication of assessment methodologies and results;
2. Support in the identification and implementation of climate resilience and adaptation options relevant to Benguela fisheries and dependent communities;
3. Support the development of climate change adaptation best practices guidance and documentation for the region;
4. Provide support to the Project Coordinator and the PIU in all aspects of project implementation including:
 - a. Assistance in the organization and implementation of meetings and activities, including preparation of documents and reports for meetings and assist with the preparation of meeting documents;
 - b. Assisting the Project's partners in undertaking project activities and liaising with the Project's partners under the supervision of the Project Coordinator;
 - c. Collecting data and information and compiling reports for the project monitoring system;
 - d. Prepare final report of work rendered at the end of his/her assignment.
 - e. Assistance in preparation of Annual Work Plans and technical reports as required;
5. Perform other related duties as required.

Minimum Requirements:

1. A post-graduate degree in fisheries or other relevant areas;
2. Demonstrated interest in a career in the marine or climate change adaptation sector;
3. Demonstrated understanding of the management and governance aspects of the field of fisheries and the marine environment, including climate change and variability;
4. Capacity to work with and establish working relationships with project partners including fisheries dependant communities;
5. Excellent speaking and writing skills of one of the official languages (Portuguese / English) is a requirement and a working knowledge of the other official language of the BCC is desirable; and
6. Ability to work with people from diverse backgrounds.



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Terms of Reference

Job title: FAO/BCC Climate Change project: Fisheries and fisheries communities planning assistant (2 Positions)

Duty Stations: Angola (Ministry of Fisheries, Luanda), South Africa (Daff, Cape Town)

Commencement date: as soon as possible

Expected duration: 44 months, with no more than nine months of probation. This post will be ceased upon the completion of the project

Level: Patterson D2

Salary notch: N\$ 446,691.00 - 500,294.00 [Namibian Dollars, Total cost to company]

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- iv) To strengthen national and regional services for early warnings of extreme weather events and other climate-induced risks to fisheries;
- v) To strengthen capacity throughout the region and amongst all stakeholder groups to assess the risks to their livelihoods and security imposed by climate change and to be able to ensure adaptation to address those risks.

The fisheries and fisheries planning assistant will work under the general supervision of the Project Coordinator and the direct supervision of the National Project Coordinator in their country of assignment. He or she will have the following responsibilities and functions:

1. Assist the National Project Coordinator in the assigned country in all aspects related to his or her responsibilities including:
 - a. Provision of support in all aspects of project implementation;
 - b. Assisting the Project's partners in undertaking project activities and, under supervision of the National Project Coordinator, developing and maintaining regular contacts and partnership with the them;
 - c. Support or, where requested, represent the National Project Coordinator in relevant meetings and conferences in the assigned country and facilitate coordination and integration to assist in the achievement of the Project's objectives;
 - d. Assist in collecting data and information relevant to monitoring and evaluation of progress in the project;
 - e. Assist in reporting on project meetings, workshops and other activities as required.
 - f. Prepare final report of work rendered at the end of his/her assignment.
2. Perform other related duties as required.

Minimum Requirements:

1. A graduate degree in fisheries, environmental management, economics or a relevant social or natural science;
2. Demonstrated interest in a career in the marine sector;
3. Demonstrated understanding of the management and governance aspects of the field of fisheries and the marine environment, including climate change and variability;
4. Capacity to work with and establish working relationships with project partners;
5. Excellent speaking and writing skills of one of the official languages (Portuguese / English) is a requirement and a working knowledge of the other official language of the BCC is desirable; and
6. Ability to work with people from diverse backgrounds and very good communication skills in Portuguese for the Professional based in Angola.