



"Investing in Seychelles' blue future"

"Enabling the Seychelles Marine Spatial Plan"

Terms of Reference

for

Assessment of artisanal semi-industrial shark fishery, Mahé Plateau

1. BACKGROUND

The Seychelles Conservation and Climate Adaptation Trust (SeyCCAT) is funding a project entitled "Enabling the Seychelles Marine Spatial Plan" which aims to support the development, implementation, and adaptive management of the Seychelles Marine Spatial Plan (SMSP) ¹ within the Seychelles Exclusive Economic Zone (EEZ).

In March 2020 Seychelles completed the designation of 30% of its territorial waters and EEZ as Marine Protection Areas. This process that began in 2014 has seen the area of Seychelles' territorial sea and EEZ waters protected increase from less than 1% to over 30%. Implementing and managing these areas will require significant additional effort, investment, and capacity in order to realize the conservation and sustainable use objectives of these protection areas.

The areas designated under the SMSP comprise two categories: **Zone 1** is a high biodiversity protection zone not suitable for resource extraction or seabed alteration, and **Zone 2** is a medium biodiversity protection and sustainable use zone, subject to management provisions in line with the objectives of the designated area. The geographic distribution and zoning of these marine protection areas fulfil Milestone 3 of the phased approach of the SMSP. The remainder of Seychelles' waters are classified as **Zone 3** and are designated as multiple use areas for economic activities within a framework of the long-term sustainability of natural resources. These include high value and/or high priority areas for the marine sectors that use Seychelles waters for economic, social and cultural benefits. For more information on the SMSP, please see www.seymsp.com.

¹ The Seychelles Marine Spatial Plan (SMSP) will be legally gazetted.

Significant additional effort, investment, and capacity are required to transition the Seychelles Marine Spatial Plan from the zoning to the implementation phase. SeyCCAT and the Government of Seychelles are supported by existing and new partners to achieve the conservation and sustainable use objectives of the marine protection zones of the SMSP, with SeyCCAT performing a grants management and a project coordination function.

2. OBJECTIVE & CONTEXT

Seychelles has a long history of shark exploitation, with sharks having high socio-economic importance. Historically, sharks were found to be largely abundant in Seychelles waters especially around the inner granitic island². However, the increase in exploitation over the years has led to significant declines in the population. Sharks in Seychelles are caught either as a target species by semi-industrial longline vessels and artisanal vessels or as by-catch by industrial purse seine and longline tuna vessels³.

In the 90's, the Seychelles Fishing Authority (SFA) put in place several legislations to address the decline in shark population. However, despite those legislations, further decrease in the population has continued to be observed. National concerns on the issue led to the creation of a National Plan of Action for the Conservation and Management of Sharks (NPOA-sharks) in 2007⁴. The NPOA provided a clear roadmap of actions to be implemented to ensure the sustainable management and conservation of sharks. In 2016, the NPOA was reviewed and a NPOA-sharks 2.0 was developed with new action plans to last up until 2020 when it was to be reviewed².

One issue that was identified in the NPOA-sharks was the lack of species-specific information on the nature of shark catches in the artisanal fisheries. In 2013, an intensive year-long study of the artisanal shark catch was conducted by a consultant under the GoS/UNDP/GEF project "Mainstreaming Biodiversity management into Production Sector Activities"². The 12-month survey consisted of monitoring and sampling of shark landings at the Victoria Market and other known landing sites on a weekly basis. Information on intact shark specimens was collected including species identification, length measurements and dorsal fin height. A total of 20 species were identified in the landings, of which 10 species made up 98% of the sampled catch. For these 10 species, morphological models that could be used to determine the total length from the interdorsal space measurements were developed². Other issues identified within the sharks fishery is the gap in data on the composition of sharks landed within the Seychelles semi-industrial longline fishery.

Given that 10 years have elapsed since the last survey, SFA has recognized the need for a new survey to be undertaken to assess the changes in shark catches over that time. SeyCCAT, in collaboration with SFA, seeks to recruit a **consultant to undertake an intensive 12-month survey**

² Green Island Foundation, "Fishing in the Seychelles: A Historical Baseline for Threatened Species in Artisanal Fishery."

³ Seychelles Fishing Authority, "National Plan of Action for the Conservation and Management of Sharks 2016-2020."

⁴ Seychelles Fishing Authority, "Seychelles National Plan of Action for the Conservation and Management of Sharks."

of the artisanal catch on the island of Mahé to assess the changes of shark catches since 2013. Alongside with a survey on the semi-industrial landings to provide a better understanding on the composition of sharks in the semi-industrial long line fishery. The consultant will identify species make-up, seasonality and catch demography of the artisanal and semi-industrial shark catch. The consultant shall assess trends in changes in the nature of the artisanal and semi-industrial shark catch and highlight key issues for priority action and provide strategic reference points for adaptive management.

3. SCOPE OF WORK

In accordance with the Covid-19 guidelines by the Seychelles Department of Health⁵ the consultant, will be required to carry out the following tasks:

- 1) Convene an initial meeting with the project team to discuss the implementation of the assignment including a detailed timeline and the scope of the assignment.
- 2) Review the 2013 survey methodology and update as needed for an intensive 12-month comparative survey of artisanal and semi-industrial shark catch. The final protocol and work plan to be approved by SFA. The priority will be to conduct assessments on Mahé, specifically Victoria Market, Victoria and Providence fishing port and other known artisanal and semi-industrial landing sites.
- 3) Prepare equipment list for the field work with quotes from reliable suppliers. This will be purchased by SFA prior to work commencing.
- 4) Conduct a desktop review of the any reports and activities on shark research carried out since 2013 and report on these findings.
- 5) Undertake an intensive survey of artisanal and semi-industrial shark catch over a period of 12-months on Mahé, specifically Victoria Market, Victoria and Providence fishing port, and other known landing sites on a weekly basis. Data collection should make provisions to:
 - a. Identify species make-up based on any relevant identification guides.
 - b. Whenever possible record length measurements and dorsal fin height. Length measurements should include but not be limited to total length, interdorsal space, precaudal length and fork length.
 - c. Collect any addition measurements which is relevant to the shark species being identified.
 - d. Elaborate seasonality and catch demography of the artisanal and semi-industrial shark catch, incorporating findings from the desktop study as may be relevant.
 - e. Assess trends in change in the nature of the artisanal shark catches over the last 10 years incorporating findings from the desktop study as may be relevant.
 - f. Collect data on any additional criteria agreed during the inception meeting with SFA.
- 6) Report on the findings from the field work, detailing the survey methods, data analysis, assessment results, and make recommendations for sustainable management of the fishery, highlighting key issues for priority action and provide strategic reference points for adaptive management.
- 7) Present findings and recommendations to the SFA for validation, consideration and approval

⁵ DoH guidelines for stakeholder meetings available from their website (<http://www.health.gov.sc>)

- 8) Facilitate one (1) stakeholder workshops to present findings and validate the final report and management recommendations. The Workshops will be held on Mahé, with costs being covered by SFA.
- 9) In consultation with SFA PR and Communications Officer, prepare communications materials (education and awareness for general public and fishermen through posters, newspaper article, infographics for social media, videos etc.) Design and printings costs will be covered by SFA.

4. DELIVERABLES

With reference to the scope of work, the consultant will be required to produce the following deliverables:

- 1) An Inception Report describing how the consultant plans to implement the assignment AFTER activity 3.1 above, when the scope of the assignment is clarified with the project team. This should include:
 - A detailed work plan with timelines elaborated for each activity as per the scope of work.
 - A survey protocol, including the expected outcomes, for approval by SFA.
 - An equipment list for the field work. Equipment costs will be covered by SFA
- 2) Prepare a report on findings from the desktop study, summarizing activities on shark research carried out since 2013
- 3) During the 12 month's field work, submit Quarterly reports summarizing the progress of the survey, including an excel sheet with raw data collected.
- 4) Following 12 month's field work, submit a draft report on the findings about the artisanal and semi-industrial shark fishery, detailing the survey methods, data analysis, assessment results and make recommendations for sustainable management of the fishery, highlighting key issues for priority action and provide strategic reference points for adaptive management, for review by SFA, and key Stakeholders. Attachments to the report will include all data files, and any data analytical method used.
- 5) PowerPoint presentation summarizing findings from the desktop review, 12-months survey and recommendations for consideration by SFA
- 6) A revised PowerPoint, as may needed, for one stakeholder validation workshop on Mahe. The cost of the workshop will be covered by SFA
- 7) A final stakeholder validated report on artisanal and semi-industrial shark fishery with recommendations to the NPOA Steering Committee. The report should incorporate feedback, as may be relevant, from stakeholders.
- 8) Communications materials (education and awareness for policy makers and fishermen through posters, newspaper article, infographics for social media, videos etc.) to be agreed during the inception meeting. Design and printings costs will be covered by SFA.

5. TYPE OF CONTRACT

This is a long-term national consultancy.

The consultancy is not limited to Seychellois applicants

6. DURATION AND TIMELINE

The assignment is expected to commence in November 2022 for a period of 19 months and end in May 2024.

The consultant will need to be based in Seychelles for the duration of the assignment to carry out minimum 4 days a week of site visit and sampling.

7. RESPONSIBILITIES AND REPORTING

The consultant shall report on any matter pertaining to the task directly to Mr. Rodney Govinden (Head of Department – Fisheries Research), who will be responsible for the effective implementation of the assignment. Guidance will also be provided by the SeyCCAT’s Projects Coordinator (PC) of the Oceans5 project to ensure that the work aligns with the objectives of the Oceans5 funded project entitled “enabling the Seychelles Marine Spatial Plan”

The consultant will also be expected to work in partnership with Ms. Stephanie Hollanda, Principal Fisheries Scientist and Ms. Maya Marday, Fisheries Scientist from the SFA Fisheries Research Section.

The Consultant will provide quarterly progress summaries, as elaborated in the deliverables above, to the SFA and will respond in a timely manner to queries and draft documents. Similarly, SFA will respond in a timely manner to queries and provide feedback on documents submitted within 10 working days.

8. QUALIFICATIONS AND SKILLS REQUIRED⁶

The consultant should have the following:

Qualifications and experience

- An advanced university degree (MSc, PhD) in fisheries science or a related marine science.
- At least 5 years of experience of proven professional experience in working with cartilaginous fish species.
- Experience in small-scale artisanal and semi-industrial fisheries management and management planning. Previous experience with shark fisheries in Seychelles is an asset.
- Extensive experience in the planning, implementation, analysis, and reporting of catch information.
- Understanding of marine environmental and resource management issues in Seychelles is necessary

Competencies and Skills

- Planning, coordinating, and organizing – Ability to establish priorities and to plan and coordinate work; proven experience in coordinating multi-stakeholder projects

⁶ Note that a scoring system is used, based on these criteria, to assess the technical skills of all applicants.

- Communications - Excellent communication skills and effective interpersonal and negotiation skills and a proven ability to promote teamwork among individuals and stakeholder groups that may not easily collaborate with each other, including, but not limited to senior Government officials, the private sector, managers, marine park rangers and scientific researchers
- Strong writing, presentation, and reporting skills
- Demonstrated examples of similar work undertaken
- Proven experience with regards to the fisheries sector in Seychelles is an added advantage
- Knowledge or experience working on donor funded projects is an advantage
- Fully Microsoft Office literate

Language

- Full proficiency in English is a requirement. Working knowledge of Seychelles Creole is desirable for communicating with fishermen.

9. APPLICATIONS

Applications may be submitted by email or as hard copies in sealed envelopes, sent or delivered to the address below. Applications must include the following:

- A cover letter describing experience and qualifications
- A full CV
- A sample of previous works similar to what is being requested in TOR
- A simple work plan or timeline. The template provided in Annex 1 may be used.
- A financial proposal linked to the work plan. The template provided in Annex 2 may be used.
- Mark proposals as **ARTISANAL AND SEMI-INDUSTRIAL SHARK ASSESSEMENT**

Proposals should be sent to:

Projects Coordinator

Seychelles Conservation and Climate Adaptation Trust (SeyCCAT)

Ocean Gate House, Room 109, Flamboyant Avenue, Victoria, Mahé, Seychelles

Tel (Office): [+248 4325806](tel:+2484325806) **Tel (mobile):** [+248 2590772](tel:+2482590772) **Tel(Office):** +248 4670300

Email: info@seyccat.org or etalma@seyccat.org or shollanda@sfa.sc

**NOTE: in line with the Covid-19 guidelines from Department of Health,
please book an appointment in advance for hand deliveries**

Closing Date: 3pm Seychelles Time on **24th October 2022** (Late submissions and/or incomplete applications will not be considered. Only short-listed applicants will be contacted).

ANNEX 1

TEMPLATE FOR THE PROPOSED WORK PLAN

The purpose of this template is to provide sufficient details for the proposal to be evaluated, enabling reviewers to see if how you intend to complete the job on time.

NAME: **TEL (248):**

WORK PACKAGE: ARTISANAL AND SEMI-INDUSTRIAL SHARK ASSESSEMENT

T.I.N:

CONTRACT DURATION:

(Please refer to TOR)

SCOPE OF WORK AND PROPOSED APPROACH:

(Please refer to TOR – elaborate your proposed approach and justify and changes being proposed)

LIST OF DELIVERABLES AND PROPOSED TIMELINE:

(Please refer to TOR – indicate number of days required for each, with breakdown by team members if relevant)

WORK PLAN WITH PROPOSED TIMELINE FOR EACH TASK (table to be revised as needed)

Tasks to be completed (See scope of work in TOR)	Proposed Timeline (months/weeks)										Number of days	Deadline for deliverable
	<i>Month 1</i>									<i>Month 17</i>		
Sign contract and submit revised/final work plan based on Inception meeting	X											
Etc...												

COVID-19 PRECAUTIONS BEING PROPOSED:

(Please refer to the most recent guidelines by Seychelles Department of Health)

ADDITIONAL NOTES IF RELEVANT:

ANNEX 2

TEMPLATE FOR THE FINANCIAL STATEMENT

The purpose of this template is to provide sufficient details for the proposal to be evaluated, enabling reviewers to see if the proposal is realistic to complete the job.

NAME: **TEL:**

WORK PACKAGE: ARTISANAL AND SEMI-INDUSTRIAL SHARK ASSESSEMENT

T.I.N:

ITEM DESCRIPTION	QUANTITY Days	UNIT PRICE Per day (CURRENCY)	TOTAL (CURRENCY)
1. Professional fees	DAYS		
2. Travel costs (if relevant)	DAYS		
3. Any other cost (<i>please itemize e.g. taxes</i>)			
Additional information The following costs will be covered by SFA: <ul style="list-style-type: none">• Equipment for field work• 1 stakeholder validation workshops on Mahé• Design and printing of communication material			
TOTAL COST (CURRENCY)			

Date:

Signature:

