



*"Investing in Seychelles' blue future"*

## **"Enabling the Seychelles Marine Spatial Plan"**

### **Terms of Reference for DEVELOPMENT OF A MANAGEMENT PLAN FOR DENIS ISLAND SUSTAINABLE USE AREA & REPORTING ON ITS IMPLEMENTATION**

#### **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) <sup>1</sup> 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 are in two categories: **Zone 1** which is a high biodiversity protection zone not suitable for resource extraction or seabed alteration, and **Zone 2** which is a medium biodiversity protection and sustainable use zone, subject to management provisions in line with the objective of the designated area. The geographic distribution and zoning of these marine protection areas fulfilled milestone 3 of the phased approach of the SMSP. The remainder of Seychelles' waters are classified as **Zone 3** - for multiple uses and economic activity 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.seymssp.com](http://www.seymssp.com)

Significant additional effort, investment and capacity is 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 project coordination function.

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<sup>1</sup> The Seychelles Marine Spatial Plan (SMSP) will be legally gazetted.

## 2. OBJECTIVE & CONTEXT

The SMSP has been designed to operate as a coherent whole to attain overarching national marine conservation and sustainable use objectives. The nature of the zones and the various protected areas within them, vary considerably and will require a variety of approaches to address national and site-based priorities respectively. To enable the informed and adaptive management of the MSP process however, it is essential that common crosscutting themes of management, monitoring, control and surveillance are identified and mandatory minimum common requirements and standards for all management plans established. This includes the data gathered, how it is managed, the format in which it is presented in reports etc. and various management protocols for matters as diverse as accounting and enforcement. Additional site-based priorities will form the second level of each management plan, but again should share the same management and monitoring approaches with all other plans that address the same issues (e.g., habitat types, usage scenarios, key threats etc.). This will ensure that a common baseline of management data will be compiled by all sites as well as compatible methodologies and datasets for equivalent sites. This standardized approach will enable systemic and site-based monitoring and evaluation of management measures and their informed adaptive management. It will also foster collaboration and exchange between agencies and Protected Areas and serve to build a common national capacity for MPA management.

In 2020, 31 km<sup>2</sup> of waters around Denis Island is classified as a Sustainable Use Area)<sup>2</sup> (see map in Annex 1). Through the Marine Spatial Planning process it is classified as a zone 2 area that is an area earmarked for medium biodiversity protection and sustainable uses. Denis Island, is privately owned and hosts a luxury resort with 25 chalets. The island is located 60km North of Mahé and hosts an array of marine ecosystems for seabirds, turtles, sharks and cetaceans.

Green Islands Foundation, through SeyCCAT, seeks to recruit a **consultant to develop, test and refine a Management Plan for Denis Island Sustainable Use Area**. The draft management plan template has been developed by Parks Work through a grant to SeyCCAT using an iterative process of stakeholder consultation (i.e. national MPA management agencies, and the ministries responsible for environment and fisheries invited) and is based on a review of best international and national practice. The Template is being trialled by 4 implementing partners under the Oceans 5 funded project at 5 sites, including GIF on Denis Island. The Trial commenced in September 2022 and will end in August 2023, with quarterly technical catch-up sessions. In addition to developing the plan, the consultant will need to assess implementation of the Management Plan for the remaining time under the trial period so as to enable a review and refinement of the template in the final phase of the Oceans5 funded project. This consultancy will also inform the finalisation of the template.

## 3. SCOPE OF WORK

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

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<sup>2</sup> SMSP zone 2 areas were gazetted as Areas of Outstanding Natural Beauty (AONB) but will be reclassified as Sustainable Use Areas under new NRC regulations in 2023.

- 1) Convene an initial meeting with the Ocean 5 project team, MACCE, SFA and SMSP core team to discuss implementation of the assignment including a detailed timeline, scope of the assignment.
- 2) Conduct a desktop review of the relevant literature to better understand the site usage, management requirements, potential challenges and opportunities, including a review of the relevant policies and legislation. To note that GIF conducted a data gap analysis and baseline assessment in 2022 and 2023. Please refer to the annex 2 which provides a list of available resources.
- 3) Review and update the existing draft Stakeholder Assessment of groups utilising the Sustainable Use Area, for both direct and indirect marine activities (e.g. recreational use, marine tourism, artisanal fishing, semi-industrial fishing, scientific research, conservation etc.). Using the SMSP Allowable Activities Table for zone 2 and any Regulations for allowable and non-allowable activities, as may be available/relevant, identifying which activities should be permitted, managed or prohibited.
- 4) Review the spatial distribution of types of use and identify potential boundaries for their integrity and relevance, while acknowledging the importance of key biodiversity areas.
- 5) Facilitate a stakeholder workshop to present the findings section 3.2, 3.3 and 3.4. The workshop can be held virtually, with costs covered by GIF.
- 6) Conduct follow-up consultation sessions<sup>3</sup> with key stakeholders of the Sustainable Use Area and incorporate their input pertaining to the sustainable management of the zone. Stakeholders should be included in identifying the main threats affecting their livelihoods and engaged in identifying mechanism to limit their impacts within the protected area, particularly if this is not addressed in legislations. Feedback from stakeholders should be used, if relevant, to update the data gap analysis carried out in 2022 to guide further sampling or research. Travel cost to Praslin and La Digue will be covered by GIF
- 7) Draft the Denis Island Sustainable Use Management Plan using the draft template developed by Parks Work under the SeyCCAT Oceans5 funded consultancy. This should:
  - a. Through consultation with the relevant authorities (e.g. SFA, MACCE) and stakeholders, ensure that protected area goals and objectives align with sector-use plans, where applicable, as well as addressing specificities of the protected area's category and SMSP policy, and the SMSP draft allowable activities in a Zone 2 and management considerations. Critically examine trade-offs and conflicts among candidate goals and objectives, ensuring that these are understood by stakeholders.
  - b. Identify and evaluate options for management measures (e.g. management strategy evaluation) that are responsive to agreed goals and objectives for the protected area, are proportionate to risk, and allow for robust regulation and control of economic uses as well as adaption to external threats (e.g. climate impacts).
  - c. In collaboration with co-management institutions and stakeholders, undertake prioritization and validation to select management measures. Review and adapt tools developed by C2O fisheries under the SWIOFish3 funded consultancy, to enable MPA co-management authorities to implement decision-making and undertake performance evaluation.
  - d. Make provisions for monitoring and evaluation of results in an adaptive management approach providing feedback to determine whether there should be revisions or

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<sup>3</sup> The SeyCCAT meeting room at Docklands can be made available for meeting is needed.

adjustments to the various elements of the plan, taking into account the evolving reality on the ground.

- 8) Presentation of the draft Management Plan to the GIF team, MACCE, SFA and SMSP team, to ensure the plan aligns with their respective objectives and any relevant legislation, before facilitating a stakeholder validation workshop. The Workshop will be held on Mahé, with costs being covered by GIF.
- 9) Finalise the Management Plan incorporating feedback, as may be relevant, from stakeholders.
- 10) Following the Oceans5 implementation trial period, recommend amendments, if any, to the management plan template. A reporting template is available. The deadline is 30<sup>th</sup> August 2023.

#### **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.
2. A technical report summarising findings of the desk top review as per the specifications elaborated in Section 3.2, 3.3 and 3.4
3. A draft Management Plan for Denis Island Sustainable Use Area
4. A draft report of stakeholder consultations, including notes from meetings and workshop, including an updated Stakeholder Assessment of groups utilising the Sustainable Use Area.
5. A review of the management plan template and recommendations for amendment (deadline: August 2023). A reporting template is available from SeyCCAT.
6. A final report of stakeholder consultations
7. A final stakeholder validated Management Plan for Denis Island Sustainable Use Area, incorporating feedback, as may be relevant, from stakeholders.

#### **5. TYPE OF CONTRACT**

This is a long-term local consultancy.

The consultancy is limited to Seychellois applicants.

#### **6. DURATION AND TIMELINE**

The assignment is expected to commence in May 2023, over a period of 11 months, and ends in March 2024.

## 7. RESPONSIBILITIES AND REPORTING

The consultant will be expected to be working in partnership with the MACCE, MFBE and SFA, SeyCCAT, Green Islands Foundation and Denis Private Island Co Ltd. The consultant shall report on any matter pertaining to the task directly to Wilna Accouche, GIF General Manager, who will be responsible for the effective implementation of the assignment.

Technical guidance may also be provided by the SMSP Project Manager, Helena Sims to ensure that the work aligns with the SMSP.

The SeyCCAT Projects Coordinator will oversee the contract deliverables for payment and may provide guidance to ensure alignment with other ongoing activities funded by the Oceans 5 grant.

## 8. QUALIFICATIONS AND SKILLS REQUIRED<sup>4</sup>

The consultant should have the following:

### Qualifications and experience

- MSc in environmental subject (essential), with a focus on marine conservation desirable.
- Minimum of ten years of experience working in marine conservation in the Western Indian Ocean with experience working in Seychelles (essential).
- Experience of working from management plans (essential) or developing management plans (desirable).

### Competencies and Skills:

- Strong (proven) understanding of marine protected area management (essential).
- Strong (proven) background in successful project management and leading successful projects (essential)
- Planning, coordinating, and organizing – Ability to establish priorities and to plan and coordinate work; proven experience in coordinating multi-stakeholder projects
- 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 protected area management in Seychelles is an added advantage
- Strong (proven) history of delivering outputs on time and to a high quality.
- Knowledge or experience working on donor funded projects is an advantage
- Fluency in English (essential); knowledge of Creole and/or French is an asset. Fully Microsoft Office literate

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<sup>4</sup> Note that a scoring system is used, based on these criteria, to assess the technical skills of all applicants.

## 9. APPLICATIONS

Applications may be submitted by email to the address below. Applications must include the following:

- A cover letter describing qualifications and experience pertaining to this assignment
- A full CV with two references
- A sample of previous works similar to what is being requested in TOR
- A simple work plan or timeline. The template provided in Annex 3 may be used.
- A financial proposal linked to the work plan. The template provided in Annex 4 may be used.
- Mark proposals as **GIF MNGT PLN**

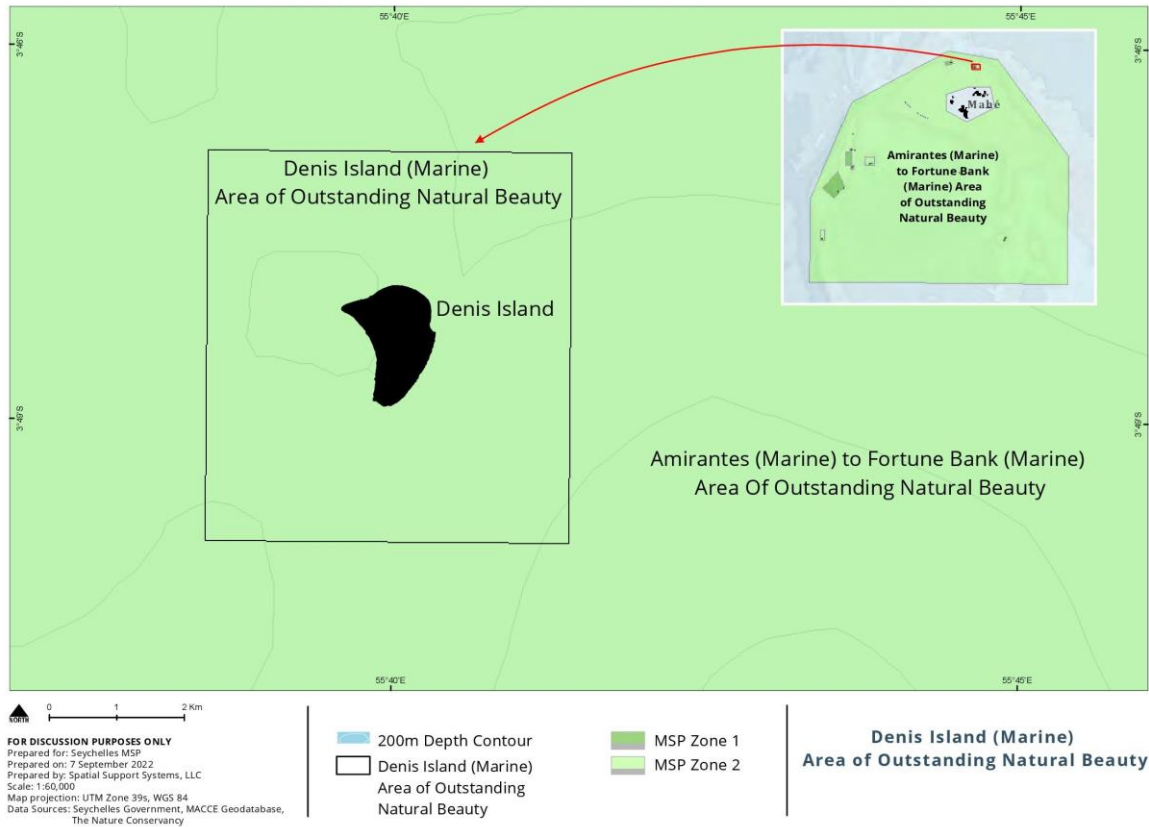
### Proposals should be sent to:

Projects Coordinator  
Seychelles Conservation and Climate Adaptation Trust (SeyCCAT)  
Ocean Gate House, Room 109, Flamboyant Avenue, Victoria, Mahé, Seychelles  
**Tel (Office):** +248 4325806 **Tel (mobile):** +248 2590772  
**Email:** [info@seyccat.org](mailto:info@seyccat.org) and [etalma@seyccat.org](mailto:etalma@seyccat.org) and [info@gif.sc](mailto:info@gif.sc)

**Closing Date:** 3pm Seychelles Time on **27<sup>th</sup> April 2023** (Late submissions and/or incomplete applications will not be considered. Only short-listed applicants will be contacted).

# Annex 1

## Map of Denis Island Sustainable Use Area



Additional layers (base maps, biodiversity maps, fisheries maps, marine infrastructure maps, use maps etc.) are available from the GIS Unit within the Ministry of Agriculture, Climate Change and Environment (MACCE), taking note that the resolution of some maps may be too low for fine scale mapping.

## **Annex 2**

Reference documents about the Denis Island Sustainable Use Area:

1. SMSP policy
2. SMSP nomination files for the Denis island Sustainable Use Area
3. Management Plan template developed by Parks Work
4. Financing Plan for the Denis Island Sustainable Use Area
5. Draft stakeholder assessment report
6. Baseline Surveys Reports - April & Nov 2022, April 2023
7. Draft Data Gap analysis 2022
8. Draft Management Plans for Zone 2 – Amirantes to Fortune Bank Sustainable Use Area (SWIOFish3 consultancy)

Key legislations:

9. Nature Reserves and Conservancy Act 2022
10. Fisheries Act 2023



**ANNEX 3**

**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:** GIF MNGT PLN **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 11</i>		
Sign contract and submit revised/final work plan based on Inception meeting	<b>X</b>											
Etc...												

**COVID-19 PRECAUTIONS BEING PROPOSED:**  
(Please refer to the most recent guidelines by Seychelles Department of Health)

**ADDITIONAL NOTES IF RELEVANT:**

**ANNEX 4**

**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:** GIF MNGT PLN

**T.I.N:** .....

ITEM DESCRIPTION	QUANTITY Days	UNIT PRICE Per day (CURRENCY)	TOTAL (CURRENCY)
1. Professional fees	DAYS		
2. Any other cost ( <i>please itemize e.g. taxes</i> )			
<b>Additional information</b>  The following costs will be covered by GIF: <ul style="list-style-type: none"><li>• 1<sup>st</sup> stakeholder consultation workshop (virtual)</li><li>• One-2-one stakeholder meetings</li><li>• 1 stakeholder validation workshops on Mahé</li><li>• Travel cost from Praslin and La Digue</li></ul>			
<b>TOTAL COST (CURRENCY)</b>			

Date: .....

Signature: .....