



The Ministry of Agriculture, Climate Change and Environment
Environment Department

Terms of Reference

FOR

Reclassification of pre-MSP Protected Areas (MPAs) according to Criteria presented in the Nature Reserves and Conservancy Act (2022) and Nature Reserves and Conservancy (Further Criteria for Classification of Protected Areas) Regulations, 2023.

1. BACKGROUND

The Seychelles Marine Spatial Plan (SMSP) initiative is a government-led initiative to achieve Seychelles' commitment to developing the blue economy, protect 30% of Seychelles' Exclusive Economic Zone (EEZ), address climate change adaptation, and effectively manage its entire EEZ. The purpose of the SMSP is to protect and preserve Seychelles' biodiversity hotspots while ensuring sustainable economic development in its EEZ. The SMSP initiative began in 2014 and has seen the protected areas of Seychelles' EEZ increase from less than 1% to over 30%. The 30% goal was reached in March 2020.

The SMSP is for the entire EEZ and MACCE aims for it to be a legally enforceable plan by 2024, effectively managing 1.35 million square km of Seychelles' marine waters. The plan is in accordance with international best practice, as it employs an ecosystem-based approach and a public, transparent and participatory process. The protected areas identified through the SMSP are in two zones in the SMSP zoning design: **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 area. The areas in Zones 1 and 2 were designated as 13 new marine protection areas under the National Parks and Nature Conservancy Act (1969) as Marine National Park and Area of Outstanding Natural Beauty (AONB) respectively. The AONB were re-classified as sustainable use areas under the new Nature Reserves and Conservancy Act (2022). The designation 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 SMSMP, please see www.seymssp.com. There are essentially two zone 3 areas, offshore, deep water and the inner islands zone 3 which is delineated by the Seychelles Port Fee Boundary. Within the Seychelles EEZ the pre-MSP MPAs maintain their designated protected area boundaries. They include those found within the inner islands and the Aldabra Special Reserve MPAs.

Protected areas (PAs) are key elements for biodiversity conservation and ecosystem services. The **Nature Reserves and Conservancy Act (NRCA) 2022** and the Nature Reserves and Conservancy (Further criteria for classification of Protected Areas) Regulations, 2023 provides the criteria that define a protected area and categorize protected areas through six categories based on the conservation objectives of the MPA. The defined criteria guide policy makers, decision makers, senior managers, agencies and other institutions involved in the establishment and management of MPAs. In the context of persons managing a Protected Area it is important for them to understand the categories, as the category to which their MPA will be assigned will guide planning and implementation towards management objectives.

In partnership with the Seychelles Conservation and Climate Adaptation Trust (SeyCCAT), the SMSMP initiative and the Blue Nature Alliance (BNA), MACCE is implementing a project entitled “Seychelles Marine Protected Area Network” which aims to support the development, implementation, and adaptive management of the Seychelles Marine Spatial Plan (SMSMP) within the Seychelles Exclusive Economic Zone (EEZ) via the setup of an Ocean Authority (SOA) through an Interim Governance Structure of an Ocean Agency.

2. OBJECTIVE & CONTEXT

The Ministry of Agriculture, Climate Change and Environment therefore seeks to recruit a **consultant to classify) pre-SMSMP Protected Areas (MPAs)** namely Aride Special Reserve, Cousin Special Reserve, Port Launay Marine National Park, Baie Ternay Marine National Park, Silhouette Marine National Park, Sainte Anne Marine National Park, Ile Cocos Marine National Park, Aldabra Special Reserve, Curieuse Marine National Park, Morne Seychellois National Park, Praslin National Park, Veuve Reserve, Mamelles, Booby Island, Boudouese, Recif, Etoile Nature Reserves and others as will be guided by the Department of Environment. A full list of Protected Areas will be provided at the inception meeting. The classification will be done according to the categories as prescribed under the Nature Reserves and Conservancy Act (NRCA) 2022 and the Nature Reserves and Conservancy (Further criteria for classification of Protected Areas) Regulations, 2023. The consultant shall prepare a clear and structured analysis of the circumstances of each PA and the justification for the proposed classification under the new Act. The consultant will also need to consult other key legislations such as the Wild Animals and Birds Protection Act (1961), the Fisheries Act (2014) and others.

3. SCOPE OF WORK

The **consultant**, will be required to carry out the following tasks:

- 1) Convene an initial meeting with the MACCE, SeyCCAT and SMSP team to discuss detailed work plan, implementation of the assignment, including a detailed timeline and scope of the assignment.
- 2) Review relevant policies, legislations and regulations pertaining to Protected Areas e.g., the Protected Area Policy, the Nature Reserves and Conservancy Act 2022, the Fisheries Act 2014, the Wild Animals and Birds Protection Act 1961 as guided by MACCE
- 3) Conduct and record meetings with persons managing the protected areas mentioned above
- 4) Together with the MACCE Legal Officer go over the steps needed to reclassify existing Protected Areas
- 5) Classify the pre-SMSP PAs according to the following categories prescribed in the NRCA 2022 as well as consult the Nature Reserves and Conservancy (Further Criteria for Classification of Protected Areas) Regulations, 2023
 - a. A Strict Nature Reserve
 - b. An Ecological Reserve
 - c. A National Park
 - d. A Protected Seascape
 - e. A Sustainable Use Area
 - f. A Transboundary Protected Area
- 6) Assist in the preparation of the designation orders for the Sites for submission to Attorney General's Office
- 7) Conduct a review, provide technical advice and make recommendations to the MACCE with respect to the Nature Reserves and Conservancy (Further Criteria for Classification of Protected Areas) Regulations, 2023.

4. KEY DELIVERABLES

With reference to the scope of work, the **consultant** will be required to produce the following deliverables as per the timeline agreed with the project team:

- Inception report including a detailed work plan, describing how the consultant plans to implement the assignment, including a detailed timeline and scope of the assignment in order to deliver on the following:
- Minutes of meetings held with persons managing the Protected Areas
- A draft report with detailed justifications on proposed classifications of the Pre-SMSP MPAs
- Designation orders for eight Marine Protected Areas according to their new categories

5. TYPE OF CONTRACT

This is a part time short term local contract under a service agreement with the Ministry of Agriculture, Climate Change and Environment (MACCE)

6. DURATION AND TIMELINE

The contract is for a period 45 days spread over 5 months from November 2024 until the end of February 2025

7. RESPONSIBILITIES AND REPORTING

The consultant will report to the Director General, Biodiversity Conservation and Management Division (BCM), who will supervise and validate outputs as per the agreed scope of work and deliverables. The consultant will report on the progress of tasks through routine bi-weekly reporting to the DG, cc Director Biodiversity Conservation.

8. QUALIFICATIONS AND SKILLS REQUIRED¹

The **Consultant** should have the following:

Qualifications and experience

- Master's degree or higher in MPA Planning and Management, marine biology, natural science, Ecology, environment, natural resource management or related discipline;
- At least 5 years of experience of working with the legal and regulatory aspects of Government Departments.
- Experience in working on marine protected areas, with preference for working in or with MPA management agencies;
- Experience in working in organizational development and/or capacity building for protected areas.
- A minimum of 5 years' proven experience in field of expertise and report writing.
- Experience with working in Seychelles and/or the Western Indian Ocean region would be advantageous.
- Experience in working in Seychelles and an understanding of Seychelles government processes

Competencies and Skills

- Understanding of the SMSP and the Seychelles Protected Area Network is essential
- Experience in or understanding of the environment sector
- Familiarity with (environmental) laws and legal frameworks in Seychelles and other countries of the region or other SIDS is an advantage.
- Demonstrable interpersonal skills and ability to maintain effective communications and relationships with different stakeholders.

¹ Note that a scoring system is used, based on these criteria, to assess the technical skills of all applicants.

- Ability to carry out underwater marine assessments
- Strong written, verbal and presentation skills are essential
- Ability to establish priorities and to plan and coordinate work; ability to effectively coordinate a multi-stakeholder project
- Strong analytical skills.
Fully Microsoft Office literate (Word, Excel, Outlook, and PowerPoint).

Language

- Full proficiency in English is a requirement
- Working knowledge of French and Seychellois Creole would be an advantage

9. REMUNERATION

Remuneration will depend on the qualifications and experience of the successful candidate.

10. APPLICATIONS

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

- a. A cover letter describing experience and qualifications
- b. A full CV
- c. A work plan, describing implementation plan of the assignment, including a timeline and scope of the assignment;
- d. Example of elective project experience in fields complementary to the Terms of Reference of this assignment
- e. Professional fees, linked to the work plan
- f. Tax Identification numbers (TIN) from the Seychelles Revenue Commission

Mark application as **Re-classifications of pre-msp consultancy**

Applications should be sent via email, or via physical submission, to:

Ms Diana Renaud
 Seychelles Conservation and Climate Adaptation Trust (SeyCCAT)
 Ocean Gate House, Room 109, Flamboyant Avenue, Victoria, Mahé, Seychelles
 Tel (Office): +248 4325806 Tel (mobile): +248 2632386
 Email: info@seyccat.org CC: drenaud@seyccat.org

Closing Date: 6 pm Seychelles Time (UTC+4) on **Monday 18th November, 2024** (Late submissions and/or incomplete applications will not be considered. Only short-listed applicants will be contacted for an interview).