II. BACKGROUND

The Arafura and Timor Seas (ATS) is part of the North Australian Shelf large marine ecosystem (LME), which is a tropical sea lying between the Pacific and Indian Oceans and extending from the Timor Sea to the Torres Strait and including the Arafura Sea and Gulf of Carpentaria. The region is adjacent to the Coral Triangle, which hosts the world’s highest marine biodiversity and contains some of the most pristine and highly threatened coastal and marine ecosystems. At the regional scale, the ecosystems of the ATS play an important economic and ecological role in the littoral nations bordering the Arafura and Timor Sea: Indonesia, Timor-Leste, Australia, and Papua New Guinea.

The marine environment in the ATS region is in serious decline, primarily as a result of overharvesting and other direct and indirect impacts of anthropogenic stresses and global climatic changes. Fisheries in the ATS region represent an extremely complex productive, socioeconomic sector, with multiple actors, target species sought, and technology used. The main characteristics of depletion of shared ATS transboundary stocks by fishery were assessed as part of the ATS transboundary diagnostic analysis (TDA) in 2012. In addition to climate change, unsustainable harvesting, illegal unreported unregulated (IUU) fishing, and bycatch are having significant impacts on the populations of key marine species in the ATS region, particularly globally threatened coastal marine megafauna including migratory, rare, and threatened species of turtles, dugongs, seabirds/shorebirds, sea snakes, cetaceans, sharks and rays. Lastly, potential sources of marine pollution in the ATS region include marine debris, marine based pollution from oil and gas activities, as well as waste from fishing and shipping vessels.

ATSEA-2 is the 2nd phase of the GEF-financed, UNDP-supported ATSEA program, building upon the foundational results realized in the first phase of the ATSEA program, covering Indonesia, Timor-Leste, Papua New Guinea, and Australia. This 5-year project will support implementation of the following governance and environmental objectives of the ATS regional Strategic Action Program: (i) Strengthening of ATS regional governance; (ii) Recovering and sustaining fisheries; (iii) Restoring degraded habitats for sustainable provision of ecosystem services; (iv) Reducing land-based and marine sources of pollution; (v) Protecting key marine species; and (vi) Adaptation to the impacts of climate change.

ATSEA-2 will address factors that have constrained sustainable fisheries management in the ATS countries including overfishing, destruction of natural habitats and IUU fishing. This will be accomplished through the implementation and adoption of comprehensive and integrated ecosystem-based approaches to natural resource management and conservation at the national and regional levels. The Ecosystem Approach to Fisheries Management (EAFM) will be implemented on red snapper fishery at the regional level.

EAFM is an integrated and adaptive management process (i.e. development, implementation, monitoring, and review) in which stakeholder participation and a co-management approach play a central role in its implementation. This management plan has not yet been fully implemented by the stakeholders in the region due to lack of scientific information to support the plan, coupled with minimum consultations.
Objective: To develop an EAFM plan of red snapper for ATS that can be used as guide to implement SFM in the region

Outputs: EAFM baselines and plans for ATS region and Timor Leste; EAFM Training of Trainers (TOT); stakeholder engagement reports; rights-based management lessons and experiences in ATS region

Scope of Work

The project aims to identify the shortcomings and develop recommendations assisted with scientific data collection, and the integration of climate change consideration into fisheries management to address the problem. EAFM tools can also include bycatch reduction, gear technology improvements, and gear retention strategies to support the objectives of reducing pollution and threats to megafauna species. Thus, the Regional Project Management Unit is seeking to engage an organization/company to 1) develop EAFM baseline for red snapper fisheries in ATS region (regional study) and for Timor-Leste (national study), 2) develop EAFM plan based on the existing baselines, 3) hold EAFM TOT, 4) develop rights-based management approach to inshore red snapper fisheries, and 5) undertake stakeholder consultations including women and socially excluded groups.

Duties and Responsibilities

Scope of work 1: Developing two EAFM baselines of red snapper fisheries for regional level and Timor-Leste

1.1. Carry out desktop study on the existing red snapper fisheries management within ATS region in close collaboration with National Coordinating Units (NCUs) of Indonesia, Timor-Leste, and Papua New Guinea and partners in Australia.

1.2. Carry out profiling of the red snapper fishery, including conducting a stock assessment using a survey vessel as part of the regional study for ATS region.

1.3. Carry out (profiling) stock assessment and value chain assessment of the red snapper fishery in south coast of Timor-Leste water especially in Municípios Viqueque, Manatuto, and Manufahi.

1.4. Develop EAFM baselines for red snapper fisheries in ATS region (regional baseline) and Timor-Leste (national baseline) building on existing studies and plans at the national level and bringing regional perspective especially on transboundary issues and collaborative management amongst 4 countries.

Scope of work 2: Developing two EAFM Plans of red snapper fisheries for regional level and Timor-Leste

2.1. Identify and prioritize objectives and issues in implementing the plan through stakeholder consultations.

2.2. Develop objectives, indicators, benchmarks, and monitoring and evaluation tools.

2.3. Design a set of management measures to implement EAFM over the course of the ATSEA-2 project and harmonize SAP/NAPs implementation to the EAFM plan.

2.4. Develop the component in EAFM Plan for Timor-Leste on alternative livelihood to improve sustainability and economic viability of fishers targeting red snapper in Município Viqueque, support LMMA, conservation and ecotourism, reduce the bycatch in Município Manatuto, Lospalos, and Manufahi.

Scope of work 3: Facilitating regional EAFM TOT

3.1. Engage the services of FAO-certified EAFM regional training centers to deliver EAFM training to fisheries resource managers from Indonesia, Timor-Leste, and Papua New Guinea.

3.2. Work with NCUs to compile a list of resource managers who will be trained: at least 5 from Indonesia, 5 from Timor-Leste, and 5 from Papua New Guinea. Consider the gender balance in the participants.

3.3. Carry out the regional training of trainer in collaboration with the training centers and reputable trainers.

Scope of work 4: Developing strategy and roadmap to implement right-based management approach to inshore red snapper and mackerel fisheries

4.1. Coordinate with NPBs, related governments and stakeholders in Indonesia, Timor-Leste, and Papua New Guinea to identify and document existing right-based management approaches in these countries.
4.2. Organize a regional exchange visit for selected members of the working group to Australia to gain information on best practices and lessons learned in implementing rights-based management approach.

4.3. Develop strategy and roadmap to implement right-based management approach to inshore red snapper fisheries in at least one community in Indonesia, Papua New Guinea and one community in Timor-Leste in collaboration with NCUs.

**Scope of work 5: Undertaking public consultations involving relevant stakeholders to:**

5.1. Review and agree on the draft EAFM baseline for red snapper fisheries during the ATS Regional Steering Committee (RSC) meeting.

5.2. Review and agree on the EAFM Plan of red snapper fisheries in the ATS region through national consultations in coordination with NCUs in Indonesia and Timor-Leste, and Papua New Guinea and partners in Australia.

5.3. Review and agree on the EAFM Plan of red snapper fisheries for Timor-Leste.

**Scope of work 6: Final reports**

6.1. Finalize reports based on all inputs and comments gathered and submit the reports in English.

6.2. Submit a file storage (i.e. USB) containing soft copy of editable version of final reports, all presentations, photos and videos, and all data and calculations.

**Expected approach and ethical guidelines**

The consultant will be expected to observe full ethical guideline and approach during the field work (specifically) and throughout the process (generally) which will be designed and agreed during the methodology design stage. It is important for the consultant/company to keep in mind the following:

- Ensure that both the formal and informal environmental and socio-economic mechanisms are examined;
- Be aware of conflicts and gender sensitivities and adopt the principles and practices of participatory dialogue for all consultations;
- Respect local cultures and values and ensure behaviours of research team do not violate norms and values;
- Ensure adequate safety to those conducting and attending the consultations and other activities of the process;
- Ensure objectivity and independence by conducting the consultations in an impartial manner;
- Work with relevant government to identify participants for the consultations; and
- Pay attention to vulnerable groups throughout the process.

**Expected Outputs and deliverables**

The specific outputs/deliverables expected from the consultant are the following:

<table>
<thead>
<tr>
<th>Scope of work</th>
<th>Outputs &amp; Deliverables</th>
<th>Estimated no. of working day</th>
<th>Completion deadline</th>
<th>Payment amount</th>
</tr>
</thead>
</table>
| 1             | • Slides on EAFM baselines of red snapper fisheries for regional and Timor-Leste to be presented in RSC Meeting 2020  
• Draft reports on EAFM baselines of red snapper fisheries for the region and Timor-Leste | 25 | 30 Sep 2020 | 25% |
| 2             | • Survey/data collection on red snapper fisheries, including for stock assessment in Indonesia and Timor-Leste  
• Final reports on EAFM baselines of red snapper fisheries for the region and Timor-Leste  
• Draft EAFM plans of red snapper fisheries for the region and Timor-Leste | 55 | 31 Mar 2021 | 25% |
| 3             | • Report on public consultations on EAFM plans in Jakarta, Dili, Papua New Guinea, and Australia  
• Final EAFM plans of red snapper fisheries for regional and Timor-Leste  
• EAFM TOT  
• Exchange visit to Australia (site to be determined) | 50 | 31 Jul 2021 | 30% |
<table>
<thead>
<tr>
<th></th>
<th>Final report on EAFM training</th>
<th>20</th>
<th>30 Sep 2021</th>
<th>20%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Final report on exchange visit to Australia</td>
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<tr>
<td></td>
<td>Final report on rights-based management approach with strategy and roadmap to develop local bylaws for managing inshore red snapper fisheries in 3 countries</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Total</td>
<td>150</td>
<td>100%</td>
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</table>

### IV. WORKING ARRANGEMENTS

**Institutional Arrangement**
The Consultant will be reporting to Regional Project Manager in seeking approval and acceptance of the above-mentioned outputs.

**Duration of the Work**
Expected duration of work is from August 1, 2020 – September 30, 2021 for 150 working days. The detailed timeline should be developed by the consultant as part of the proposal.

**Travel Plan**
The Consultant is requested to travel at least to Bali, Jakarta, Dili, and Port Moresby to do the tasks, especially during data collection, assessment, and stakeholders’ consultations with NCU and National Project Boards, as well as RSC/SPF meeting. Travel and other coordination costs should be part of the consultant’s contract package.

**Reporting**
All forms of reports shall be developed in English, submitted in a file storage containing soft copy of editable version, all presentations, maps, videos and photos, and all data and calculations. The final report must have executive summary and power point presentation. For scope of work 1 and 2, two separate sets of reports on EAFM baseline and plan should be submitted for regional and Timor-Leste.

### V. REQUIREMENTS AND QUALIFICATIONS

**Qualifications of the Organization/Company:**
RPMU is seeking an organization/company, which can demonstrate:

1. At least 10 years experiences in relevant works of fisheries, EAFM assessment, bycatch mitigation, rights-based fisheries management or related fields.
2. Experience in engaging government, academe, private sector, and NGOs, and implementing multi-stakeholder engagement process leading to consensus, support and ownership of outputs/results.
3. Has proven established and stable partnerships with global institutions and private sector.
4. Experience working and partnering with various stakeholders such as governments, non-governmental organizations, local communities (e.g. fishing communities).

**Qualification of Key Personnel:**

1. Fisheries expert as team leader
   a. At least master's degree (PhD preferred) in fisheries, marine science, marine biology, coastal/marine resources management, or related fields.
   b. At least 10 years of relevant experience.

2. EAFM specialist
   a. Master’s degree in fisheries management, marine science, marine biology, coastal/marine resources management, or related fields.
   b. At least 10 years of relevant experience, especially EAFM assessment.

3. Rights-based fisheries management specialist
   a. Master’s degree in fisheries, marine science, anthropology, coastal/marine resources management, or related fields.
   b. At least 5 years of relevant experience, especially in rights-based fisheries management.
4. Data and knowledge management specialist
   a. Bachelor’s degree in fisheries, marine science, social science, coastal/marine resources management, or related fields.
   b. At least 5 years of relevant experience.
5. Fisheries assistants (could be more than one person)
   a. Bachelor’s degree in fisheries, coastal/marine resources management, or related fields.
   b. At least 3 years of relevant experience

Bidders should specify the amount of time key staff will spend to work on the project during the project period. Bidders are encouraged to review and propose their own staffing schedule to match project needs.

**Language requirement:**
- Fluency in English with excellent written communication skills, and strong experience writing reports is required.
- Ability to speak Bahasa, Portuguese, Tetum, and/or Tok Pisin would be an asset.

**Budget proposal:**
Bidders should describe the budget plan based on expected outputs, clearly showing logical framework or activity plan to achieve outputs.

### VI. SELECTION CRITERIA

**Cumulative analysis**
Company profile (relevant experience and qualifications) – 70%
Financial Proposal – 30%

<table>
<thead>
<tr>
<th>Technical proposal evaluation forms</th>
<th>Maximum Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bidder’s qualification, capacity and experience/expertise of the organisation (Reputation of Organization and Staff, General Organizational Capability, Relevance of specialized knowledge and experience)</td>
<td>200</td>
</tr>
<tr>
<td>Proposed Methodology, Approach and Implementation Plan (Understanding of the requirement, description of approach and methodology, assessment of the implementation plan proposed)</td>
<td>400</td>
</tr>
<tr>
<td>Management Structure and Key Personnel (Composition and structure of the team proposed, Qualifications of key personnel)</td>
<td>400</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1000</strong></td>
</tr>
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### VII. SUBMISSION OF TENDER

Applicants are requested to submit:
1. Duly accomplished **Letter of Confirmation of Interest and Availability**;
2. **Profile of the institution/organization** including experience with similar projects, and contact details (email and telephone number) of Coordinator/Team Leader;
3. **Detailed Curriculum Vitae** of key personnel, indicating relevant experience and contact details (email and telephone number);
4. **Brief description** of why the institution/organization considers itself as the most suitable for the assignment;
5. A description of the **methodology**, on how the assignment will be approached and completed; and
6. **Financial Proposal** that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs.

Applicants are requested to submit the tender and requirements via email to recruitment@pemsea.org with copy to the Regional Project Manager at infoatsea@pemsea.org. Kindly indicate the vacancy
reference number and title of requirement when applying (in the subject line) by email

**Additional Considerations**

Bid applications received after the closing date (**June 20, 2020**) will not be considered. Only those candidates that are shortlisted will be notified. Applicants from the ATSEA region are highly preferred.

For more information on ATSEA and ATSEA2, please visit [http://diktas.iwlearn.org/ATSEA](http://diktas.iwlearn.org/ATSEA); [www.id.undp.org](http://www.id.undp.org); and [www.pemsea.org](http://www.pemsea.org)