



Terms of Reference

Vanuatu Port-Based Extension Officer - Improving uptake of by-catch mitigation measures for Species of Special Interest in the Pacific longline fleet through a port-based extension programme in Vanuatu

Project: PEUMP Programme: By-catch and Integrated Ecosystem Management Initiative: *Improving uptake of by-catch mitigation measures for Species of Special Interest in the Pacific longline fleet through a port-based extension programme*

Project Number: FJ205800

Reports to: Principal Compliance Officer – Vanuatu Fisheries Department **and** WWF Project Manager (WWF) – Monthly delivery updates

Date: 1st June 2021 – 1st August 2022 (14 Months)

Location: Port Vila, Vanuatu

Budget: Refer to Attachment 1

Project Background

WWF is implementing the project “*Improving uptake of by-catch mitigation measures for Species of Special Interest in the Pacific longline fleet through a port-based extension programme*” across Vanuatu and Fiji.

The project is funded by the Pacific-European Union Marine Partnership (PEUMP) Programme through the Secretariat of the Pacific Regional Environment Programme (SPREP) By-catch and Integrated Ecosystem Management (BIEM) initiative. A key objective of the BIEM initiative is to reduce the by-catch of threatened species such as sharks, marine turtles and seabirds in Pacific islands’ fisheries.

Fisheries by-catch, the unintended species caught or interacted with during fishing operations, can form a significant proportion of the catch in some fisheries and have a deleterious impact on the populations of these species. Species of Special Interest (SSIs), for example marine turtles, seabirds such as albatross, and shark species such as oceanic whitetip and silky sharks, can be significantly impacted through by-catch due to their low reproductive rates and long lifespans.

In the Pacific region, the Western and Central Pacific Fisheries Commission (WCPFC) has adopted binding Conservation and Management Measures (CMMs) to mitigate the impact of tuna fishing on these species. Elements of these CMMs apply to the longline fishery which is known to impact all SSIs but particularly turtle and seabird species. Non-binding guidelines for safe handling and release of SSI have also been developed.

In addition to the WCPFC CMMs, Pacific Island Countries (PICs) also apply fisheries management measures to the waters under their jurisdiction: their Exclusive Economic Zones (EEZs). PICs can, and often do, apply more rigorous management measures to operations within their EEZs. Outreach, education and training, also known as ‘extension engagement’ or ‘port-based outreach’, has improved the understanding and uptake of best practices in many fisheries and other primary industries in other countries. These outreach programmes with industrial fisheries have included workshops to discuss the latest scientific information related to the impacts of by-catch on SSIs and methods of by-catch mitigation with skippers including collecting information on SSI interactions and mitigation methods used by the vessel and demonstrations on how to use alternative mitigation methods. It also provides a valuable opportunity for skippers to give feedback on how by-catch mitigation measures work.

Given the success of the global outreach initiatives in other regions and countries, WWF in collaboration with SPREP and the Vanuatu Fisheries Department, are committed to implementing the Port-Based Extension Programme focusing on Vanuatu registered or Vanuatu flagged tuna longline fishing vessels that are based offshore or operating in Port Vila, Vanuatu.

Project Goal

To increase the uptake of by-catch mitigation techniques, especially related to Species of Special Interest in Vanuatu tuna longline fisheries by raising awareness, educating and building the capacity of longline skippers and their crews through a port-based extension initiative in Vanuatu.

Project Objectives:

1. The Vanuatu Port-Based Extension Officer will raise awareness, educate and build the capacity of longline skippers and their crews at ports and collaborate with other observer programs to:
 - a. Increase the understanding of the requirements of the relevant national government regulations and WCPFC CMMs that aim to reduce the bycatch and mortality SSIs in tuna longline fishing operations
 - b. Increase the uptake of proven by-catch mitigation techniques and tools on domestic and foreign longline vessels thereby strengthening the implementation of relevant national laws and/or WCPFC CMMs;
 - c. Increase the understanding of safe handling and release methods for SSIs using guidelines produced with WCPFC for sharks, turtles and seabirds including necessary equipment to facilitate this;
 - d. Improve data collection, accuracy and coverage of interactions between SSIs and tuna longline vessels that are based locally in Vanuatu and fish in-zone only;
 - e. Improve data collection, accuracy and coverage of interactions between SSIs and Vanuatu flagged tuna longline vessels and other foreign fishing vessels that fish in the Vanuatu zone but are based offshore (in Fiji);
 - f. Improve data collection, accuracy and coverage of interactions between SSIs and Vanuatu flagged tuna longline vessels that fish outside the Vanuatu EEZ (in other EEZs and in the high seas) ; and
 - g. Build rapport with the longline sector to enable ongoing and strategic engagement with the sector on broader fisheries management issues and initiatives.
2. Improve the management of the longline sector generally by integrating this initiative within National laws and policies and the FFA's Regional Longline Strategy.

The Extension Officer will be provided support on using existing materials and programmes focusing on longline SSI by-catch and the relevant WCPFC CMMs. The Extension Officer will develop an 'extension tool kit' in consultation with VFD, WWF and SPREP consisting of information on SSI that can be used with skippers and crews for onboard training, demonstration and potentially trials.

The specific activities and focus areas of the Extension Officer will be agreed with the Vanuatu Fisheries Department through the development of a workplan with them to ensure national priorities are addressed as well as regional priorities.

Using the Extension Officer Tool Kit, the Extension Officer will be expected to undertake port visits when longline vessels are in port, for example after unloading their catch or prior to departing. During the port visit, the Extension Officer would undertake direct engagement and discussion with the skipper and crews. The Extension Officer would complete awareness questionnaires with skippers and crew to support data collection on SSIs and collect information on interaction rates consistent with the data report required by national government laws and data rules. Translators will be used where necessary.

WWF-Pacific will provide overall programme coordination and management, technical advice and relationship management with implementing partners and stakeholders and will assume overall responsibility for the project budget. WWF will oversee the project in general, which includes, managing the budget, support for training, analysis of results, reporting, and information sharing back to the government.

VFD will physically host the Vanuatu Port-Based Extension Officer for the duration of the consultancy contract period. A desk and working space will be provided by VFD for the consultant to conduct his/her work. VFD will provide day-to-day direction and supervision of the consultant and will endorse project specific activity progress reports submitted to WWF in fulfillment of project specific reporting requirements.

Project findings will be compiled into a final report and shared with VFD and other relevant stakeholders. All data will be shared with VFD, WWF and SPREP.

The Role:

The Vanuatu Port-Based Extension Officer will:

- Be based in Vanuatu (Port Vila)
- Arrange for provision and development/translation of outreach/training materials to be used during PBO work with tuna fishing vessels and crew;
- Report to the Vanuatu Fisheries Department for day-to-day decision making during the 14-month extension programme;
- Ensure ongoing planning and liaison with relevant industry and government stakeholders to facilitate effective consultation and implementation of the project, through for example access to vessels and relevant data; development of work plans;
- Plan, organise and implement in port-visits of longline vessels in order to provide outreach material and train skippers and crew in the use of the mitigation measures, and collect and assess information on the use of bycatch mitigation measures;
- Keep accurate records, collect and curate data systematically and prepare brief outreach and activity progress reports for WWF;
- Provide excellent and timely communication with the Vanuatu BIEM Country Coordinator and the WWF project manager;
- Assist WWF with data analysis, report writing, and with the communication and outreach of results (which will be developed and approved in partnership with WWF's partners including SPREP).

Required competencies

- Availability for the entire duration of the project is mandatory
- Willingness to travel in-country is mandatory
- Excellent written and oral communication, networking and interpersonal skills, and be able to engage and communicate with a broad range of stakeholders of different nationalities, including fishing crew, industry and government representatives;
- Familiarity with survey tools (eg. Port sampling surveys, in-person interviews) and implementing surveys is preferred, but not mandatory
- Proven knowledge and understanding of offshore tuna fisheries in Vanuatu

- Knowledge of WCPFC and Vanuatu government policies and responsibilities on compliance and by-catch.
- Demonstrated ability to work unsupervised and within a specified budget.
- Excellent written and verbal communication skills in English and local languages; understanding of Chinese (Mandarin) will be an advantage.
- Experience using Microsoft Office, including Word, Excel, and Outlook
- Well-developed network of contacts in the Vanuatu tuna longline fishing and port sector
- Proven ability to manage project budgets and meet tight deadlines and manage competing priorities
- Ability to work autonomously, collaboratively as part of a remote internationally dispersed team
- Must have own reliable laptop, mobile phone and access to the internet

Compensation and duration

This is a full-time contract position commencing **June 2021** for a period of 14 months (extension may be required if necessary). **Please note you must be available for the entire duration of the project to be eligible for this position.**

The gross fee for this contracted position is USD 1,600/ per month. When required to travel for project purposes, travel costs (including fuel and food) will be covered as a stipend in addition to the monthly fee. You must have a computer and mobile phone of your own for use in this project (no compensation will be given to replace any damaged or affected technology or costs associated with their use).

Subject to COVID-19 restrictions, it is envisioned that the port-based extension initiative will commence in June 2021 and finish in August 2022. All workshops will be carried out in accordance with WWF-International and Vanuatu Government infection prevention protocols and Social Safeguards Policies.

Apply and contact

Applications addressed to the WWF-Pacific Human Resources Officer, should be sent via email with the subject ‘Consultancy: Vanuatu Port-Based Extension Officer’ to ppo.hr_recruit@wwfpacific.org by close of business, 14 June 2021:

In your application, please include:

- Resume/CV with name and contact details of 2 professional referees
- One to two-page cover letter explaining how you meet the requirements of this role, where you are based, and your ability to commit to the full duration of the project

For any questions about this position, please contact:

Duncan Williams, Programme Manager, WWF Pacific - Sustainable Fisheries and Seafood Programme Marine: dwilliams@wwfpacific.org

Appendix 1

Project: PEUMP Programme: By-catch and Integrated Ecosystem Management Initiative: Improving uptake of by-catch mitigation measures for Species of Special Interest in the Pacific longline fleet through a port-based extension programme

Project Number: FJ205800

Date: 1st June 2021 – 1st August 2022 (14 Months)

Location: Port Vila, Vanuatu

Budget: \$22,400 USD (Gross Salary, local travel)

Draft Budget

Expense	Unit	Qty	Unit cost (\$USD)	Total (\$USD)
Salary	Gross Monthly salary	14	\$ 1,600	\$ 22,400
VFD support		14	\$ 400.00	\$ 5,600.00
Stipend	Monthly stipend (work related local travel, meals eg. taxi fare) (Unit cost 20days*\$25/day)	14	\$ 500.00	\$ 7,000.00
Total				\$ 35,000.00