

**Call for Proposals
No. COI/AC/2019/012 (relaunching)**

Post	Communication Assistant / Graphic Designer
Category of post	Category 4: Staff
Immediate superior	Accountable to the Officer in Charge for fisheries at the IOC and under the supervision of the Technical Assistant of the project. He /She will operate in close collaboration with the IOC communication unit.
Place of work	ECOFISH Project –IOC, Ebène, Mauritius
Post funded by	European Union

1. Project Background

The contribution of the fisheries sector to the Agriculture GDP is estimated at 6% in Africa and the sector employs some 50.0 million people of which 12.3 million represents direct employment. According to the World Bank, on average, fish and fish products account for 18% of animal protein intake by African consumers and while men are usually involved in fishing activities, almost 60% of the fish processing and marketing activities are performed by women. More recent studies carried out by the EDF10 SmartFish programme show that for the IOC Member States, the contribution of the fishery sector to their economies reaches on average 15.6% of their agricultural GDP. Besides, small-scale fisheries (SSF) are of major importance as a backbone of livelihoods in rural coastal communities. Notwithstanding the fact that women account for over 45% of the workforce involved in small-scale fisheries, including collecting, processing, trading and marketing.

The supply from SSF is generally affected by huge post-harvest losses, while the discards of the bycatch of the industrial fisheries could also possibly significantly contribute to further diversification of the fisheries value chains. The potential of the modernisation of SSF into domestic semi-industrial fisheries remains however unexplored. The sustainable exploitation of untapped fisheries resources outside the traditional fishing grounds would improve the economic resilience of the fishers and possibly address increasing needs for fish consumption. Considering in particular the IGAD region where fish consumption is very low compared to other regions in Africa it needs awareness on nutrition and fish consumption.

Fighting against illegal, unreported and unregulated fishing (IUU) is yet another challenge faced by the region. So, in this Programme Estimate, much emphasis will be given to Monitoring, Control and Surveillance (MCS) operations within the context of the existing or reinforced fisheries management strategies and plans. The main objective is to promote cost-effective MCS strategies and plans in order to break the economics of IUU fishing at source.

There is a necessity to reinforce capacities in the legal and judiciary mechanisms so that the fishing pirates could be severely punished so as to raise the opportunity costs of these illegal activities. The problem of IUU is aggravated in the IGAD region. The maritime security has been restored with an efficient and deterring control of the piracy. However, such situation has become favourable to increased IUU fishing activities. In this context the MCS systems in place to deter piracy and IUU fishing should complete each other and develop synergies as foreseen in the EU-funded Maritime Security project. This Programme Estimate will endeavour to strengthen collaboration with other cross-sector programmes which are indirectly concerned with IUU fishing, for example Maritime

Security and Fisheries Crime and at the same time to bring more valuable information to the fishing community.

Therefore, the proposed activities under this Programme Estimate will support policies, and their implementation, at national and regional levels. The Programme Estimate is formulated in line with the new European Consensus on Development, aligning the Union's development policy with the UN 2030 Agenda for Sustainable Development: people, planet, prosperity, peace and partnership. Proposed actions would strengthen the role of women in fisheries management process through capacity development and empowerment in line with the EU Gender Action Plan 2016 – 2020.

Bearing in mind the cross-regional nature of the programme, activities are formulated to address the requirements of the Duly Mandated Regional Organisations (DMROs), Regional Fisheries Management Organisations (RFMOs) and Regional Fisheries Bodies (RFBs) in support of their actions at marine fisheries management and governance based on scientific and economic advice and combating IUU fishing. Besides, the Programme Estimate is also inspired from the actions of the previous EDF10 Smartfish programme.

The World Bank has supported several fisheries projects in the African region, including the South-West Indian Ocean Fisheries Project (SWIOFP), which finished on 31 March 2013. The SWIOFP, which brought together all the countries in the South-West Indian Ocean, including Kenya, Mozambique, South Africa, Seychelles, Comoros, Madagascar, Mauritius, France (non-beneficiary participant), Somalia (observer) and Tanzania, succeeded in reinforcing regional capacity in fisheries management, by setting up a network of fisheries researchers and managers and developing a regional management framework. The member States of the South-West Indian Ocean Fisheries Commission (SWIOFC/CPSOOI) have agreed to reform the Commission by changing its status of advisory body into that of a regional fisheries management organisation in the coastal States, which will allow it to take decisions concerning fisheries management and negotiate as a bloc with Distant Water Fishing Nations, among others.

Given the important achievements of the SWIOFP, the member states of the SWIOFC have agreed to strengthen their collaboration within the framework of a new programme, known as the South-West Indian Ocean Fisheries Governance and Shared Growth Program (SWIOFish Program).

The program will consist of a Series of Projects (SOP), over a 15-year period, using funding from the International Development Association (IDA), the Global Environment Facility (GEF/FEM) and other donors. Given the importance of sound fisheries management, the SWIO coastal states have decided to participate in the SWIOFish Program through a regional platform hosted by the SWIOFC and supported by the Indian Ocean Commission (IOC).

The first project under the Program, entitled SWIOFish1, aims to improve the coordination in exploiting fishery resources at regional level and reduce economic losses.

SWIOFish1 comprises four components: enhanced regional collaboration, improved governance of priority fisheries, increased economic benefits for the region derived from the priority fisheries and finally programme management and coordination. The IOC is responsible for the implementation of the first component and part of the last component of the project.

2. Project Objectives

ECOFISH Programme's overall objective is to enhance equitable economic growth by promoting sustainable fisheries in the Eastern Africa, Southern Africa and Indian Ocean (EA-SA-IO) region. The specific objective is to support sustainable management and development of fisheries in order to contribute to poverty alleviation, food and nutrition security, while addressing climate change resilience and enhancing marine biodiversity. The ECOFISH Programme is the successor of the EDF10 SmartFish programme and is funded under the 11th EDF cross-regional envelope of the Regional Indicative Programme for the EA-SA-IO Region 2014 – 2020 to the amount of EUR 28 million.

This Programme Estimate will endeavour to contribute to result areas 1 and 2 with focus on marine fisheries:

Result 1: Regional policies and institutional frameworks are enhanced to secure more sustainable fisheries management and contribute to marine biodiversity and climate resilience; and

Result 2: Strengthened capacity to prevent, deter and eliminate IUU fishing in the EA-SA-IO region.

The programme will support the implementation of measures contributing to the achievement of the objectives of the Duly Mandated Regional Organisations (DRMOs), Regional Fisheries Management Organisations (RFMOs) and Regional Fisheries Bodies (RFBs), i.e. the implementation of the fisheries management plans (Result 1), and the enforcement of appropriate legislation and improvement of compliance records (Result 2) notably in the fight against IUU fishing. This may involve support to joint regional Monitoring, Control and Surveillance Action Plans and implementation of conservation measures based on scientific evidence which would in turn contribute to strengthening international ocean governance.

The elaboration of this PE is the result of a consultative process with the five Duly Mandated Regional Organisations (DMROs) namely IOC, SADC, COMESA, EAC and IGAD and other relevant stakeholders. This PE is signed with the Indian Ocean Commission (IOC) in its capacity as the Regional Authorising Officer and will therefore act as the Contracting Authority for the procurement and grant procedures.

3. Duties of the Communication Assistant / Graphic Designer

Within the ECOFISH programme, under the supervision of the Officer in charge of IOC, the Team Leader, in connexion with the Communication and Visibility Expert of the Technical Assistance Team and under the orientations and in close collaboration with the Technical Assistance Team, the Communication Assistant / Graphic Designer will have the responsibilities, with the Key Expert Communication, of the implementation of Visibility of ECOFISH Programme.

She/he will be in charge of the following tasks listed (non-exhaustive):

- Identify key messages on sustainable fisheries to communicate to specific audiences.
- Design and communicate products based on these key messages for dissemination to identified target audiences, following the EU guidelines on communication and visibility (2018) and the policy of IOC in communication.

- Assist in developing and implementing the communication and visibility strategic plan for the ECOFISH programme, including liaising with media and implementing partners, in connexion with the communication expert of IOC.
- Develop and use communication media and tools to promote the visibility of ECOFISH programme by focusing on the use of innovative information and communication technologies.
- Provide communication support in planning and implementation of ECOFISH events and meetings.
- Assist in updating the ECOFISH website, in connexion with the website of the IOC.
- Assist in organizing a photos catalogue.

And any other tasks assigned by his/her supervisors.

A. Deliverables

- Concepts of key thematic messages on sustainable fisheries.
- Creative concepts of ECOFISH branded communication products.
- Graphic designs of final communication products such as fact sheets, brochures, leaflets, technical reports, posters, guides, banners, videos and promotional materials.
- Photos catalogue.
- Media database.
- Updated website.

And any other product that may be requested by IOC.

B. Reports

The Communication Assistant / Graphic Designer shall submit at the end of the month, the following reports:

- (i) Monthly report of the implemented activities.
- (ii) Monthly plan and schedule.

Any other report requested by the IOC.

4. Profile requirements.

Qualifications and experience:

- Minimum academic qualifications: Higher School Certificate
- A degree or diploma in communications, graphic design, journalism, public relations or marketing would be an advantage
- A minimum of two years' experience in developing communications materials, including at least 6 months of experience with the thematic areas of fisheries, or sustainable development in Eastern and Southern Africa and Indian Ocean region.

- Ability to conceptualize effective simple messages from technical information and tailor them to different target groups.
- Proven results in planning, designing and delivering branded communication materials with key messages to a wide clientele base including government institutions, NGOs and rural communities.
- Experience with private sector, government ministries or development organizations in production of creative communication outputs would be an advantage.
- Knowledge of publications production processes.
- Full computer literacy including Adobe Creative Suite.
- Experience with innovative internet-based technologies for communications.
- Proven social media and networking expertise.
- A portfolio of work available for review
- Full command of English and French.

Specific skills:

- Good knowledge and experience of communicating with diverse audiences, ideally in the EA-SA-IO region.
- Good understanding of fisheries or environment.
- Excellent design skills for communication products.
- Good digital communication and writing skills.
- Skills in advanced photography and video editing software are an asset.
- Event organization skills.
- Good public relations skills.
- Ability to work diligently and deliver high quality results on time.

5 Instructions to Applicants

5.1 Eligibility

Candidates must be nationals of Mauritius or citizen from other member states with official authorisation to work in Mauritius - (Valid work permit)

5.2 Applications

Each application shall include:

- A letter of motivation
- A curriculum vitae (CV) set out according to the model annexed to this call for applications
- Copies of academic and other tertiary qualifications
- A copy of the applicant's identity card or passport.

5.3 Additional information prior to the deadline for submission of applications

Should the need arise, the IOC will communicate any additional information concerning this call for applications through the IOC website www.commissionoceanindien.org before **Monday 16th March 2020**.

5.4 Deadline for submission of applications

Wednesday 25th March 2020 at 16:30 (Mauritian time)

Applications received after this deadline will not be considered.

5.5 Submission of applications

Applications may be sent by email, post or bearer, to the following address:

Human Resources department
The Secretariat-General of the IOC
BlueTower, 3rd Floor
Rue de l'Institut, Ebène, Mauritius
Tel: (230) 402 6100, Fax: (230) 465 6303
Email: hr@coi-ioc.org

For applications sent by post or bearer, the following information shall be inserted on the outside envelope:

- the address given above to which all applications must be submitted
- the reference for the call for applications to which the applicant is replying, in this case **COI/AC/2019/012**
- the applicant's name and country.

For applications sent by email, the application pack should be sent in a single pdf file attached to the applicant's covering email message.

5.6 Selection procedure

The selection procedure shall be as follows:

- A shortlisting of applications submitted within the prescribed deadline carried out by the IOC Secretariat General, assisted perhaps by a recruitment agency
- Shortlisted applicants undergo a selection process by either telephone conversation, Skype or face-to-face interview
- Organisation of a written exercise is needed.
- Approval of the results of the selection process by the competent authorities
- Notification sent to the chosen applicant.

It should be noted that the confirmation of recruitment of any applicant is subject to the following requirements:

- The chosen applicant meets the current requirements concerning medical fitness.
- The chosen applicant has not been found guilty of an offence involving his professional conduct by a judgement having the force of res judicata (that is, against which there is no further recourse).

5.7 Duration of contract

The first contract, including a probation period of 3 months, will be drawn up within the framework of the current work plan for the project, starting from the date of appointment for 2 years.

Depending on the satisfactory completion of the tasks assigned by the incumbent and on funds being available under the project, the contract will be renewed in line with the programme estimate of the project. It is to be noted that working contract can't be extended beyond the end date of the programme estimates of the ECOFISH project.

5.8 Remuneration

The basic salary at the time of appointment shall be determined according to the IOC salary scale and with respect to the applicant's qualifications and experience.

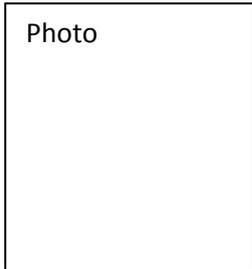
6 Evaluation of Applications

Each application that has not been rejected shall be evaluated according to the evaluation grid below:

	Maximum
Qualifications and competence	20
Overall professional experience	20
Specific professional experience	60
Total	100

Note: Only those applicants who have obtained a minimum score of 75/100 will be called for interview and eventually for specific exercise if need be.

Curriculum vitae



1. **Family name:**
2. **First names:**
3. **Date of Birth:**
4. **Nationality:**
5. **Civil status:**
6. **Gender:**
7. **Identity Card Number:** **Passport Number:**
8. **Address:**
9. **Telephone (Home):** **Mobile:**
10. **E-mail:**

11. Education: Secondary

Institution (Name and country)	Start date	End date	Qualifications obtained (for example, SC, HSC, GCE 'O' level, GCE 'A' level)

12. Education: Tertiary

Institution (Name and country)	Start date	End date	Qualifications obtained (Certificate, Diploma, degree, masters, doctorate)

13. **Other professional training**

Domain (Technical skills, personal development, etc.)	skills developed

14. **Professional experience**

Start date	End date	Post	Company / Institution/consultancy	Brief description of work performed

Note: Please begin with your current post.

15. **Specific experience in the region**

Start date	End date	Country	Actions

16. **Languages**

Language	Read	Spoken	Written	Comments

Note: Please rate your knowledge level on a scale of 1 (excellent) to 5 (rudimentary).

17. **Membership of professional associations**

Start date	Name	Address	Field of activity (Management, HR, research, etc.)	Personal benefit

18. **Referees**

Family name	First name	Post	Company / Institution	Contact details
Reason(s) for not giving any references:				

Note: The IOC reserves the right to contact the persons given as references. If you are unable to give any references, please give your reasons.

19. **Other relevant information**

Item (References of publications, etc.)	Details

Signature:

Date: