

## **CALL FOR EXPRESSIONS OF INTEREST**

### **Background**

The Pacific Islands Forum Fisheries Agency (FFA) traces its origin to the South Pacific Forum meeting in Port Moresby in 1978 which adopted a Declaration on the Law of the Sea and the establishment of a regional fisheries agency and outlined its functions. In recent years FFA has been translating its ad-hoc tuna fishery training into accredited qualifications offered through recognised higher educational training providers in the Pacific. These study programmes in fisheries range from competency-based TAFE qualifications to post-graduate courses. The Agency is responsible for assisting its 17 members to build and develop human resource capacity in sustainable tuna fishery management and development of the tuna fishery resources while maintaining operational enforcement and compliance with national laws and regional tuna fisheries arrangements.

### **FFA's Role for its Members**

FFA consists of the Forum Fisheries Committee (FFC) of officials and FFC Ministerial Meeting, which are its governing bodies, and a Secretariat. The Secretariat, with a current establishment of approximately ninety positions, is organised into four divisions: Fisheries Management, Fisheries Development, Fisheries Operations, and Corporate Services. FFA is led by an executive management unit headed by the Director-General.

The Vision of the Members of the Pacific Islands Forum Fisheries Agency is: “We will enjoy the highest levels of social and economic benefits for our people through the sustainable development of our fisheries resources”.

The Mission of the Forum Fisheries Agency is: “To support and enable our members to achieve sustainable fisheries and the highest levels of social and economic benefits in harmony with the broader environment”.

The work of the Agency is delivered through three programmes: Fisheries Management, Fisheries Development and Fisheries Operations. Each of these programmes have specific areas or topics that require training for effective implementation.

### **Fisheries Training**

The international trade based on fisheries in the Pacific region is dominated by migratory tuna and other large pelagic fishes, which are caught mainly by two types of fishing gear – purse seine and longline. In 2013, the fishery was estimated to yield 2.6 million tonnes of fish worth US\$6.3 billion at first sale<sup>1</sup>. In their communique of September 2015, Pacific Forum Leaders reaffirmed the central importance of increasing economic returns and ensuring the sustainable management of fisheries. Leaders further reaffirmed strengthening maritime surveillance and enforcement, noting the multi-dimensional nature of these issues. In tasking Fisheries, Economic and Foreign Ministers to undertake a joint comprehensive evaluation of the regional MCS and compliance regime, the inherent need for fisheries training, sharing technology and information cannot be emphasised enough.

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<sup>1</sup> Estimated by the Forum Fisheries Agency in 2014

Competency standards and curricula for the currently offered TAFE level Certificate IV in Fisheries Enforcement and Compliance study programme were developed by FFA staff in close consultation with relevant fisheries industries. This defines the important relationship between fisheries human capacity development at national and regional levels. It was an identified outcome of a training needs analysis undertaken by FFA within member countries in 2012. However this process took much longer than anticipated due to the additional workload placed on FFA staff.

In terms of market demand, there are over 300 fisheries officers employed at the national level within the region, excluding observers. Of these, only approximately 50 have completed an accredited competency-based fisheries study programme to date. It is anticipated that fisheries training programmes will need to be run annually for the first couple of years and then biennially thereafter. It is also anticipated that the number of fisheries officers required within the region will increase as management of oceanic fisheries requires greater enforcement to ensure sustainability.

Staff to run these programmes will consist of a mixture of FFA staff (qualified certificate IV trainers and assessors), recognised educational institute staff who have expertise in the subject matter and external trainers as and when required. As an example, there is an existing MOU between FFA and The University of the South Pacific (USP) for collaborative training and USP now offers the Certificate IV in Fisheries Enforcement and Compliance through Pacific TAFE. FFA staff to provide guest lectures in the programme are all experts in their field and have sound knowledge of contemporary issues within the MCS field. USP staff involved with teaching marine sciences and law are qualified and experienced to teach in related areas. External staff, with specialist skills and experience will be used as short-term lecturers.

Similarly, there are other competency-based programmes of study that FFA plans to work on to pass through the accreditation process for observers (4 qualifications); seafood market development; and fisheries trade, policy and investment appraisal training (1 qualification each). As these qualifications are offered to existing practitioners, there will be partial financial support in terms of scholarships for at least the first year that the programmes are offered.

## **Summary**

Existing ad-hoc training without accredited qualifications has been the practice in the past decade but this approach has failed to provide an acceptable solution to the need for ongoing capacity building in the Pacific region. FFA Members have called for greater recognition of the importance of fisheries training to meet the region's needs. It was identified that this could be achieved through accredited training courses that complement staff retention and succession planning. Anticipating that FFA staff will continue to provide guest lectures during delivery under the auspices of a recognised training institute, FFA staff trainers now have a minimum qualification of Certificate IV in Training and Assessing.

The multi-disciplinary and practical nature of much of our fisheries work demands partnerships that employ distinct approaches for successful delivery of training. Professional short courses allow the greatest flexibility in terms of timing, venue, participant selection and course content. This method can maximise the number of beneficiaries within a designated period. However only a certificate of participation can be issued due to the failure to meet

rigorous academic entry and assessment requirements. There is also limitation in coverage of topics and difficulty in ascertaining the level of knowledge and skills gained by each participant.

The ideal option of a certificate-based award results in a more structured approach to teaching and learning with potential for online learning platforms to be utilised on a more regular basis so that staff can continue to work while studying part-time. A recognised qualification also contributes towards career advancement as aligned with public service rules and regulations.

Recognised training institute's process of recognition of prior learning can offer recognised qualifications for students who have completed training courses and been assessed as competent to the satisfaction of the appropriate standards committees.

The region has made significant progress in implementing a new paradigm of fisheries training by changing the landscape from short courses to hybrid models of distance and flexible learning complemented by competency assessments.

### **Expression of Interest (EOI)**

An EOI is invited from interested candidates or Consultants who have capacity development qualifications or expertise in fisheries topics such as:

- fisheries management;
- fisheries trade and policy development;
- investment appraisal and fisheries economics;
- seafood safety and hygiene;
- fisheries observers;
- fisheries enforcement and compliance;
- investigate boarding and inspection;
- fisheries negotiations;
- evidence gathering and prosecutions;
- port and flag state measures to combat illegal fishing;

and with key working competencies in the development of competency standards, curriculum and training material according to TAFE or university standards and who preferably have very good people skills.

The consultancy function associated with the development of competency standards and/or curriculum and training material often consists of relatively specific fisheries areas or topics for which funding is secured at unpredictable intervals and involve aspects of training that FFA staff members with relevant expertise can contribute to but do not necessarily have the time to develop.

To accommodate this situation administratively, principally to avoid the situation where a formal contract is required to be tendered and executed on each occasion that consultancy work is required, successful bidders will be listed under a pool of approved suppliers and such work will in future be tasked by FFA under the provisions of this umbrella contract.

Prior to the commencement of any task commissioned under this contract, FFA and the Consultant will agree on a written summary Terms of Reference, work schedule, anticipated outputs and indicative budget for each such task, which shall be approved by Training

Advisor and counter-signed by the Director General or Officer in Charge. This shall be known as the "Tasking Note".

FFA will evaluate the EOI submissions received, and shortlist up to five consultants for our pool of “preferred suppliers”.

### **Terms of Reference**

The consultant will be a key member of an FFA team to design and develop competency standards, training curriculum and material (trainer guides and student resources) and will be required from time to time to provide expertise in the following:

1. Technical Support in Institutional Strengthening and Capacity Building of Pacific fisheries officers inclusive of observers, surveillance personnel or school leavers embarking on a career in fisheries;
2. Technical assistance in the scoping and developing of new study programmes. This includes the development of pertinent documents like lesson plans, assessment port folios or online content;
3. Provide technical assistance, advice and teaching inputs into FFA sponsored training programmes for capacity building and also for industry training relating to fisheries;
4. Provide strategic inputs into capacity building strategies and training plans for FFA member countries;
5. Provide strategic inputs in support of ongoing capacity building for observer programmes. This will include (but not be limited to) training, certification, management review and external audits of training providers;
6. Provide technical assistance at the national level to review and develop capacity building cost recovery and sustainability options; and/or
7. In consultation with FFA and members, develop content for potential e-learning on FFA Learnbook (an online Moodle-based learning platform) as required.

Note: All Non-FFA Staff Travelers are encouraged to source private travel insurance.

### **Evaluation and Assessment of EOI**

The evaluation will be in accordance with the following criteria:

<b>Evaluation Criteria</b>	<b>Weighting</b>
Capability and experience in the type of work	30%
Experiences of working in a Pacific Island or other Developing Country setting	25%
Expected cost of service per day	25%
Demonstrated skills including verbal and written communication	20%
Total	100%

### **Submission of EOI**

1. All EOI should be submitted together with all relevant documents and shall be in English.
2. Financial bids (cost of service per day) must be submitted on a separate piece of paper to your technical capabilities and work experience.

2. Submission of EOIs responding to this invitation should be received by 5pm on the **30th December 2016 (Solomon Islands time and date)**. Late applications will not be considered. Hard copy applications shall be sealed and should comply with the directions contained herein and addressed to: Procurement CP03/1617, Pacific Islands Forum Fisheries Agency, PO Box 629, Honiara, SOLOMON ISLANDS - Telephone (677) 21124 and Fax (677) 23995. –Submission of bids as electronic PDF files will be acceptable, sent by email to [procurement@ffa.int](mailto:procurement@ffa.int)

### **Award of Contract**

FFA reserves the right to accept any EOI, and to annul the solicitation process and reject all proposals at any time prior to award of any contract, without thereby incurring any liability to the affected Bidder(s) or any obligation to inform the affected bidder(s) of the grounds for such action. Unsuccessful bidders will be notified by email.

For further information regarding this invitation please contact FFA on email: [megan.streeter@ffa.int](mailto:megan.streeter@ffa.int)