



Job Description

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| Country | Somaliland |
| Project Holder | Ministry of Livestock and Fisheries Development (MoLFD) |
| Project | Strengthening Artisanal Fisheries in Sanaag |
| Fund | Somaliland Development Fund Phase 2 |
| IFA Title | Master Fisherman (MF) |
| Duration | 6 months renewable contract based on performance |
| IFA No. | P101-142 |

1. Background to SDF

The Somaliland Development Fund (SDF) was established in 2012 to provide a single vehicle through which development partners could support Somaliland's development goals. The first phase of the SDF was implemented in 2013-2018 and supported the Government of Somaliland (GoSL) filling a critical gap through funding projects that are fully aligned to the National Development Plan (NDP) while at the same time recognizing the role of GoSL in the delivery of basic services.

The Somaliland Development Fund – Phase 2 (SDF2) covers the period 2018-2024. SDF2 is conceived as an inclusive economic development programme. It supports the GoSL in delivering infrastructure that is relevant for inclusive economic development. It focuses on sustainable investments that spur job creation and fast growth, while at the same time laying the foundation for long-term resilience and development, leading to a more stable and peaceful Somaliland. SDF2's ambitions are fully aligned with the NDP2 and reflect the priorities set out in Somaliland Vision 2030. Like in SDF1, all support will be aligned with government priorities as defined in Somaliland's second National Development Plan (NDP2) 2017-2021. The Fund Manager is responsible for the day-to-day management and administration of the Fund.

The objectives of the SDF2 are threefold:

- Support increased inclusive economic growth through investment in productive, strategic infrastructure to enhance economic growth and revenue generation.
- Strengthen and maintain the capabilities of the Government of Somaliland to prioritize and manage the sustainable and equitable development of Somaliland's infrastructure.
- Support strong government ownership of development priorities aligned with the National Development Plan.

2. SDF Funded Ministry of Livestock and Fisheries Development Project

The SDF has allocated funds to the Ministry of Livestock and Fisheries Development (MoLFD) for the implementation of Strengthening Artisanal Fisheries in Sanaag Project activities. The proposed project is further building on the investments made under SDF1 in Maydh as well as Maydh jetty which is currently under construction. The project will strengthen the capacities of fishing communities and support them to market their catch. The project contains three major outputs:

Output 1: Capacity development

The first output relates to capacity development of MoLFD to enhance its ability to initiate, deliver, and support the management of investments/projects. Crucial for economic development and value

for money being realized as result of the projects, will be the ability to select investments with comparative strategic economic and social advantage for diverse members of the population and which are resilient to current and future shocks (climate and otherwise). In summary, the project will provide capacity development to MoLFD to plan, implement and sustain the interventions related to fish production, preservation, and marketing.

Output 2: Community governance

The second output relates community engagement and seeks to strengthen capacity to participate in and sustain project activities by three current local fisheries Committees in Maydh, Hiis and Laasuurweyn as well as Rasmi Fishing Association. Ultimately, the three fisheries committee (cooperatives) and one association will be expected to be able to better manage marine resources. Under this output, the project will facilitate reorganization of the four-community structure(s) into sustainable as well as inclusive organisations.

Output 3: Improved production of artisanal fishing in Sanaag region

This component will strengthen the fishing value chain by investing in required software and hardware. As such fishing communities will be trained in techniques to increase production and as well as ensuring that it reaches the intended market whilst minimising post-harvest losses. This output will specifically address the following parts of the fish value chain: 1) increasing fish production, 2) fish handling and processing, 3) fish transport and marketing, 4) equipment and services and 5) support to fishers' associations. This role will contribute to efforts to increase the fish production and strengthen the fish value chain. It will do this with capacitating key stakeholders in increasing catch rate and improve quality resulting in improved value of fisheries products as well as generate more income.

3. General Description of the Role

The project seeks to train stakeholders, improve infrastructure for fish handling, and processing and organise cooperatives to increase harvest and reduction in post-harvest losses through the installed cold storage/ice making facilities. The combination of these actions will increase fish landed/harvested, resulting in increased incomes from fishing activity; hence, leading to an improved socioeconomic status of poor fishing communities. The project therefore wants to recruit a Master Fisherman to support fishermen in increasing their catch.

4. Key Tasks

The Master Fisherman will undertake the following tasks:

Main tasks:

- Assess training requirements of (existing and new) fishermen with crews to catch fish.
- Prepare trainings based on the assessment and taking into account the skill levels.
- Deliver trainings to fishermen with crews on:
 - improving their planning of fishing operations by identifying the right moment to fish with weather patterns, best fishing grounds and gear before going at sea.
 - using navigational aids such as marine radio, radar, GPS, sonar, etc.
 - improving fishing skills to increase their catch fish, learn new techniques in case required (depending on their level and need), the use of various fishing equipment and their maintenance such as gill nets, pots, traps, long lines trolling, diving, and trawls.
 - recording daily activities in vessel' logs, keeping accounts and maintaining records of catches.
 - sustaining fish quality by using hygiene best practices, learning how to work with hygiene equipment and performing basic cleaning duties on board of boats or vessels as needed.

- quality compliance requirements needed to meet local as well as international standards.
- improving safety at sea for crews, vessels, and fishing equipment (learn use of safety equipment).
- fishing for local and export market demands by engaging in catching high value fish such as grouper, snapper, seabream, emperor, king fish mullet, lobster and more.
- Promote the use of tested simple fishing methods and technologies to improve quality and value of fish products.
- Set-up a workplan with deliverables to achieve in 6 months.
- Support with technical and logistical activities required for the fishing equipment.
- Work on any other assignment as agreed with the PM and Technical Advisor.

5. Reporting and other relations

The MF will work under the supervision of the Project Manager and the SDF Sector Specialist.

6. Performance evaluation and contract extensions

- The first three months of the assignment will be a probation period.
- Key performance targets will be agreed for the probation period and every six months after the probation period before the contract is signed off.
- Performance appraisal will be conducted every six months and will be based on agreed performance objectives and individual deliverables. This will be signed off by both the PM and the focal point on behalf of the SDF Secretariat.

7. Duration and location.

The Master Fisherman will be issued with a 6-month contract. The main location is Maydh with travels to Hiis, Laasuurweyn and Erigavo.

8. Required Qualifications/Skills

- A Diploma in fisheries, related studies or certificate in food handling.
- Minimum of 5 years of experience working as master fisherman.
- Minimum of 3 years of experience in training fishermen with crews.
- Good command of spoken and written English and Somali.
- Ability to work outdoors and indoors in extreme weather conditions.

9. Payment

- A monthly salary will be paid to the Master Fisherman as part of the PMT payroll issued by the PMT and approved by the SDF Secretariat.
- Any other allowance will be in line with the Project Management Teams terms and conditions of service.