



**MINISTRY OF AGRICULTURE, CLIMATE CHANGE AND
ENVIRONMENT**

TERMS OF REFERENCE

Assignment title	Development of Management Plans for sustainable use areas (MSP Zone 2)
Contract duration, type	15 months, lump-sum
Assignment location	Seychelles
Procurement type, market approach	Consultancy firm, open, international
Procurement method	Cost and Quality-based Selection
Financed by	P155642 Third South West Indian Ocean Fisheries Governance and Shared Growth Project (SWIOFish3)

BACKGROUND

The Republic of Seychelles is a tropical archipelago of 115 islands in the Western Indian Ocean, consisting of a total land area of 444 km² and an Exclusive Economic Zone of over 1.37 million km². The country is endowed with rich biodiversity and is a global biodiversity hotspot. Marine tourism and fisheries are significant contributors to the local economy, both relying on healthy marine ecosystems. In consideration of the importance of conserving marine resources and a growing concern for climate change impacts, the Government of Seychelles is committed to a Blue Economy agenda and a 30% marine protection goal.

The Seychelles Marine Spatial Plan (MSP) Initiative was initiated in 2014 and is a process that is focused on building resilience and sustainable use of marine ecosystems at the scale of the entire Exclusive Economic Zone (EEZ). The overall goal for the MSP Initiative is to develop an integrated marine plan to optimise the sustainable use and effective management of Seychelles' marine environment while improving the social, cultural and economic wellbeing of its people. The MSP Initiative is a Government-led process, with planning and facilitation by The Nature Conservancy (TNC). In order to develop a comprehensive marine plan, the process enables input from a diverse array of stakeholders, encompassing commercial fishing, tourism and marine charters, biodiversity conservation, renewable and non-renewable energy, and maritime transport, safety and security authorities.

The plan has identified zones for marine protection that meet high and medium biodiversity objectives (15% of the EEZ each in each zone). The former zones are designated as no-take marine protected areas (MPAs), where extractive uses are prohibited, while the latter zones will be designated as sustainable-use MPAs where economic use and extraction will be regulated to meet conservation objectives. In February 2018, the first phase of the process was completed with the creation of two new protected areas covering a total area of more than 15% of the EEZ, some 200,000 km². In April 2019, Milestone 2 was completed with 26% of the EEZ then designated as protected areas. In March 2020, Milestone 3 was achieved and the goal of gazetting 30% of Seychelles' marine environment for conservation or sustainable-use was met. As part of the MSP process a list of allowable activities (Annex 1) is being developed with the stakeholders that will help guide the sectors that will operate in the protected areas. The allowable activities will constitute the initial, baseline set of management measures to be integrated in each MPA management plan, and will be transposed into legally enforceable regulations. As implied, the allowable activities determine what economic or recreational activities can occur in an area (e.g. types of fishing gears), rather than specifying the levels of use (e.g. how many fishing gear units). Levels of use will largely be determined from sector-use plans, from which measures will feed into protected area plans.

The Third South West Indian Ocean Fisheries Governance and Shared Growth Project (SWIOFish3) is part of the broader SWIOFish program launched by the World Bank in February 2015, which adopts a regional and long-term approach to supporting the South West Indian Ocean countries in sustainably developing their fisheries sector. In Seychelles, SWIOFish3 is supporting the expansion of sustainable-use marine protected areas and improved management of priority

fisheries, which includes support towards the implementation of the MSP and sustainable management of the EEZ.

With support from the SWIOFish3 project, the Ministry of Agriculture, Climate Change and Environment (MACCE) is now recruiting a consultancy firm or consortium to develop the first set of management plans for sustainable-use MPAs designated under the MSP.

GOAL & OBJECTIVES

The goal of this assignment is to prepare management plans for a pre-determined set of sustainable-use marine protected areas that will enable for a cost-effective and replicable transition from protected area designation to implementation across MSP zone 2 areas. The specific objectives of the assignment are to:

1. Elaborate the structure and core content required under the MSP for sustainable-use MPA management plans that aligns with best practice, provides for regulation of allowable activities, and enables integration with economic sector-use plans
2. Define robust decision-making tools and monitoring frameworks for integration in management plans that are responsive to the management plans objectives and measures, quantify pressures and impacts, and are built on parsimonious sets of common and plan-specific ecological, social, economic indicators
3. Prepare management plans, regulatory frameworks and plan implementation budgets for pre-determined sustainable-use MPAs through a highly consultative and stakeholder-driven process and involving co-management institutions
4. Based on lessons learned, establish a process framework and guidelines for transition from designation to implementation across sustainable-use MPAs

SCOPE OF WORK

The assignment will focus on three pre-determined sustainable-use MPAs, namely the Zone 2 areas of Amirantes to Fortune Bank, Farquhar Archipelago and Cosmoledo and Astove Archipelago (Table 1; Figure 1).

The criteria for selection of the three areas included:

- Presence of pending or operational coastal management plans (e.g., Outer Island Project) to demonstrate modalities for integration;
- Presence of existing economic sector-use management plans (e.g. Mahe Plateau) in order to demonstrate modalities for integration;

- Consideration of existing grant-funded projects for other Zone 2 areas to ensure harmonisation, complementarity and cost-effective use of resources;
- Representation of shallow and deep habitats;
- Stakeholder relationships and existing management structures;
- Existing or pending sector guidelines and policy, and
- Co-management arrangements for the preparation of management plans.

Table 1. MSP Milestone 3 Zoning Design ver. 5.45 for Nomination File (Date: 10 December 2019)

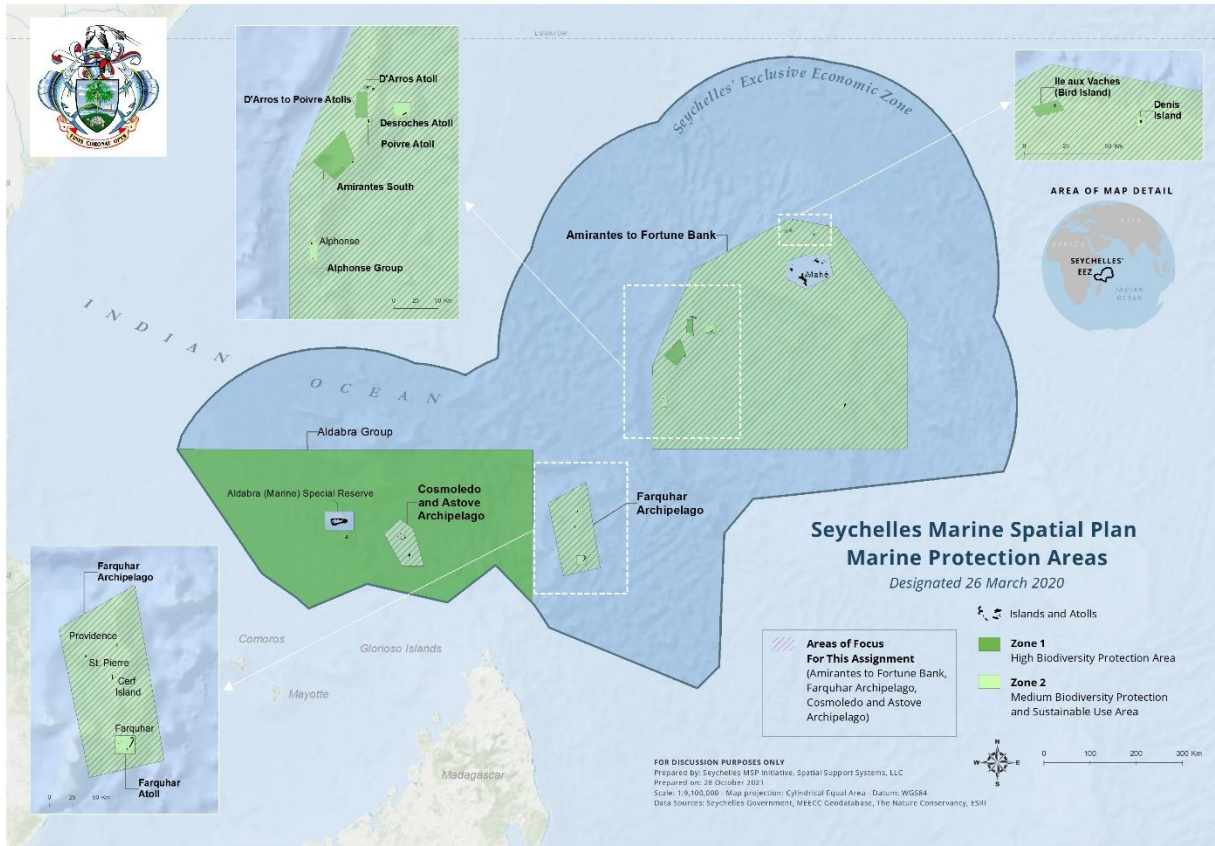
	Zone 1 Areas: (Marine) National Park¹	km²	% EEZ
1	Bird Island (Ile aux Vaches)	106	0.008
2	D'Arros Atoll	25	0.002
3	D'Arros to Poivre Atolls	370	0.027
4	Amirantes South	1,335	0.1
5	Aldabra Group	201,235	14.89
	Total Zone 1	203,071	15.03
	Zone 2 Areas: Area of Outstanding Natural Beauty²	km²	% EEZ
1	Amirantes to Fortune Bank (<i>this assignment</i>)	217,589	16.1
2	Denis Island	31	0.002
3	Desroches Atoll	333	0.03
4	Poivre Atoll	56	0.004
5	Alphonse Group	215	0.02
6	Farquhar Archipelago (<i>this assignment</i>)	14,482	1.07
7	Farquhar Atoll	415	0.03
8	Cosmoledo and Astove Archipelago (<i>this assignment</i>)	5,321	0.39
	Total Zone 2	238,442	17.6
	Total Zone 1 and Zone 2	441,513	32.7

Figure 1. Map indicating zone 1 and zone 2 marine protected areas across the Seychelles EEZ and locations of the three pre-determined sustainable-use MPAs that are the subject of this assignment. Note that inserts depict nested, coastal areas that have existing management plans (e.g. Farquhar

¹ National Parks and Nature Conservancy Act

² National Parks and Nature Conservancy Act; temporary category for biodiversity and sustainable use areas

Atoll) or zone 1 areas nested within zone 2 areas will be subject to a separate management planning process (e.g. Ile aux Vaches).



Site Description

The three areas are designated as Area of Outstanding Natural Beauty (AONB), under the National Parks and Nature Conservancy Act (1969) as an interim measure pending The Nature Reserves and Conservancy Bill, which will create and allow for transfer of those and other Zone 2 areas to a designation category of Sustainable Use Area.

Area 1: Amirantes (Marine) to Fortune Bank (Marine) AONB

Name: Amirantes (Marine) to Fortune Bank (Marine) AONB		Size: 217,589 km ²
Milestone: 3	Zone: 2	Percent of EEZ: 16.1%
Primary Objective:	To expand for protection and sustainable uses. Medium biodiversity protection status for high diversity of habitats and species in deep and shelf waters from the Amirantes to Fortune Bank and provide important economic opportunities for sustainable uses that support Seychelles' Blue Economy and climate change objectives.	

Geographical Description:	The area is an expansion of the Amirantes (Marine) to Fortune Bank (Marine) Area of Outstanding Natural Beauty gazetted in Milestone 2. This area will be re-designated to include waters from the Amirantes Group east to Fortune Bank.
Existing Marine Designations:	African Banks Protected Area Boudeuse Island Nature Reserve Etoile Nature Reserve Areas to be Avoided, Mahé Plateau, International Maritime Organisation Foreign Fishing Prohibited Areas #1 (Mahé Island and Seychelles Bank): 63,891 km ² Foreign Fishing Prohibited Areas #2 (Platte Island): 2,377 km ² Foreign Fishing Prohibited Areas #3 (Coëtivy Island): 2,950 km ² Foreign Fishing Prohibited Areas #4 (Fortune Bank): 2,406 km ² Foreign Fishing Prohibited Areas #5 (Amirantes Islands): 17,285 km ²
Ecological Description:	Deep water marine habitat covers 80% of this area and includes canyons, guyots, seamounts, plateau, slopes, and plains. This area includes “Fred” seamount and ocean currents develop clockwise (SE) and counter-clockwise (NW) currents during monsoon seasons. The 200 m drop-off and upwelling areas are used by pelagic marine life (whales, sharks, seabirds, pelagic fishes). Species associations with marine habitats include demersal fish, invertebrates, cetaceans, turtles, sharks, rays, and seabirds. Shallow habitats include seagrasses, submerged reef flats and bank lagoons.
Summary of Biodiversity Representation:	Contains 67 biodiversity features. Contains 38 of 44 habitat conservation features and 29 of 38 species conservation features: 9 birds, 12 cetaceans, 15 deep water, 18 shallow water, 1 BirdLife IBA, seagrasses, turtle nesting and foraging habitats, 1 WIOMER site. Cetacean distribution overlaps 100% of area - 11 species. WIOMER covers 46%. Seagrasses cover 7%. High species and habitat biodiversity area with high overlap with pelagic birds and mammals
Economic Description[#]	Artisanal, semi-industrial longline, industrial purse seine and longline fisheries occur in this area. High value to industrial purse seine and semi-industrial fishing. Marine charters, sport fishing, other marine recreation and tourism including for deep sea fishing and dive tours in shallow waters and drop-off locations within 20 km of 200m depth contour. Commercial shipping traffic passes between Mahé Plateau and African Banks. PetroSeychelles has active and expired licensed blocks as well as applications on Mahé Plateau.
Possible New Future Uses:	Land-based aquaculture has been proposed in some areas of the Amirantes (Seychelles Fishing Authority).
Comments	This area was gazetted in Milestone 1, expanded and re-designated in Milestone 2. Expanded and proposed to re-designate in Milestone 3.

[#]: Existing economic uses prior to MPA designation and may be subject to change upon confirmation of allowable activities

Area 2: Farquhar Archipelago (Marine) AONB

Name: Farquhar Archipelago (Marine) AONB	Size: 14,482 km ²
Milestone: 3	Zone: 2
Primary Objective:	To expand marine protection for representative habitats and species in the Farquhar Group.
Geographical Description:	This area corresponds to the Providence, Farquhar and St. Pierre, and Wizard Reef Foreign Fishing Prohibited Area (Fisheries Act). This area does not include the Farquhar OIP boundary.

Existing Marine Designations:	Foreign Fishing Prohibited Areas #7 (Providence, Farquhar and St. Pierre, and Wizard Reef): 14,897 km ²
Ecological Description:	This area includes the waters between the atolls in the Farquhar Group. This area contains 6 shallow water habitat types and contains atolls well known for healthy populations of lagoon and reef fish. In deep waters, it includes canyons, seamount and mountains; complex benthic topography in areas surrounding Farquhar and includes Bulldog Bank, Wizard Reef, and part of the Anton Bruun Rise. A westward, equatorial current flows along the bottom portion of the Seychelles EEZ.
Summary of Biodiversity Representation:	Contains 47 biodiversity features. Contains 19 of 44 habitat conservation features and 28 of 38 species conservation features: 8 birds, 13 cetaceans, 9 deep water, 6 shallow water, 1 BirdLife Important Bird and Biodiversity Area (IBA), seagrasses, turtle nesting and foraging habitats, 1 WIOMER site. 100% overlap with all cetaceans except Sei whale at 52% and Risso's dolphin at 99%. WIOMER covers 90%. Seagrasses cover 2%. Frigatebird foraging covers 8%. Continental slope covers 78%, Canyons cover 18%, abyssal depths 12%. The area contains 42% of atoll sea level rim and 23% of atoll sea-level lagoon in Seychelles is found here.
Economic description #:	Artisanal fishing, sport-fishing, fly-fishing, petroleum exploration and development, tourism (yacht charters, diving). May be an important area as "safe harbour" for artisanal fishing in Outer Islands. Tourism at Farquhar, Providence and Cerf islands. Tourism accommodation and radar station on Farquhar was destroyed by cyclone and rebuilt.
Possible New Future Uses	Limited seismic surveys in this area and there is some interest in future surveys or exploration. Future geological scientific research proposed by PetroSeychelles for regional seismic surveys with Madagascar.
Comments:	Very high support for Farquhar in a Zone 2 to support both conservation and sustainable uses in this area.

#: Existing economic uses prior to MPA designation and may be subject to change upon confirmation of allowable activities

Area 3: Cosmoledo and Astove Archipelago (Marine) AONB

Name: <i>Cosmoledo and Astove Archipelago (Marine) AONB</i>		Size: 5,321 km ²
Milestone: 3	Zone: 2	Percent of EEZ: 0.39 %
Primary Objective:	To expand marine protection for representative habitats and species in the pelagic waters around Cosmoledo and Astove Islands.	
Geographical Description:	This area boundary corresponds to the Cosmoledo and Astove Foreign Fishing Prohibited Area #8 (Fisheries Act). The area is approximately 400 km west of Farquhar.	
Existing Marine Designations:	Foreign Fishing Prohibited Area #8 (Cosmoledo and Astove Islands): 5,321 km ² . Radar station on Astove.	
Ecological Description:	This area represents pelagic waters and shallow waters surrounding the Cosmoledo and Astove atolls. This area contains 2 shallow water habitat types. In deep waters, it includes canyons, continental slope, and abyssal plains and hills. Overlaps with WIOMER and BirdLife Important Bird Areas. A westward, equatorial current flows along the bottom portion of the Seychelles EEZ. The reefs of Astove are the most spectacular in Seychelles (IDC), and have been named "the most spectacular in the world" by underwater photographer Stan Waterman. Green turtles breed on Astove. Cosmoledo is the largest seabird colony in Seychelles (Skerrett).	
Summary of Biodiversity Representation:	Contains 40 biodiversity features. Contains 15 of 44 habitat conservation features and 25 of 38 species conservation features: 5 birds, 13 cetaceans, 6 deep water, 4 shallow water, 1 BirdLife IBA, turtle nesting and foraging habitats, 1 WIOMER site. 100% overlap with	

	all cetaceans except Orca at 95%. WIOMER covers 100%. Canyons cover 7%, continental slope covers 92% and abyssal features cover 22%. Identified as a blue whale breeding area and as a historical humpback whale breeding area. This is a grouper spawning area. A small amount of mangrove habitat is found here.
Economic Description#:	Minimal artisanal fishing. Sport-fishing, tourism (yacht charters, diving). High value destination for sport-fishing. Independent tour operators and IDC view this area as high value. May be an important area as “safe harbour” for artisanal fishing in Outer Islands. Radar stations to monitor vessel traffic are on Astove.
Possible New Future Uses	Tourism development on Cosmoledo and Astove Atolls in the IDC Development Plan (2018-2023).
Comments:	Waters surrounding Astove were explored during the Nekton Expedition, April 2019. New deep water coral habitats were located and submersible transects indicated very high biodiversity compared to other islands or atolls in the EEZ. Reports of illegal fishing have been noted surrounding Astove, especially on the eastern side along the drop-off.

#: Existing economic uses prior to MPA designation and may be subject to change upon confirmation of allowable activities

ASSIGNMENT TASKS AND ACTIVITIES

The assignment will comprise five main components of activities and tasks.

Component 1: Process and governance modalities

- Consult with MACCE and the MSP core team on developing a process framework for management plan preparation, encompassing confirmation of timelines, stakeholder identification (encompassing public and private sectors, civil society and NGOs), consultation plans, inter-agency cooperation, roles and responsibilities, including those of MSP bodies, and validation and approval processes.
- Ensure that the process framework is anchored by the operating principles established by the Seychelles Marine Spatial Planning Policy (2020) pertaining to processes for developing management plans, and is further informed by best practice for MPAs (e.g.^{3,4,5}).
- In collaboration with MACCE, the MSP Core Team, relevant agencies and stakeholders, identify options and considerations for the potential overarching governance structures and co-management arrangements for each of the three sustainable-use MPAs
- For each of the three sustainable-use MPAs, convene the co-management institutions, or interim version thereof, to specify their roles and responsibilities in the preparation of management plans.

³ Management planning resources, an annotated bibliography. C Besancon 2017

⁴ UN Environment (2019): Enabling Effective and Equitable Marine Protected Areas – guidance on combining governance approaches. Authors - Jones PJS, Murray RH and Vestergaard O.

⁵ <https://www.iucn.org/theme/protected-areas/resources/iucn-wcpa-best-practice-guidelines-protected-area-managers-series>

Component 2: Context, data assimilation, indicators and tools

- Collate and review relevant policy, legislation and literature for the three protected areas and develop context for the management plans.
- Source and assimilate existing environmental, ecological, social and economic data pertaining to the three protected areas, securing original datasets where possible, and develop a user-friendly database and data management framework for each area (MACCE will support any requirements for data sharing agreements). Source GIS data layers for the three protected areas through the MSP data custodian.
- Data gathering will be informed by the allowable activities for each of three protected areas (Annex 1), particularly in terms of social and economic data.
- In parallel to component 4, convene and lead technical working groups, as determined by the process framework and linked to the objectives and expected outcomes of the MPA, to identify a parsimonious set of candidate environmental, ecological, social and economic indicators for:
 - o quantification of ecosystem or socioeconomic changes;
 - o assessment of ecosystem status and threats, and
 - o performance monitoring and adaptive management.
- Define core data collection, monitoring protocols and indicators common to all sustainable-use protected areas, and options for data collection, monitoring protocols and indicators that can be adopted on the basis of ecosystems or sector uses specific to each area.
- Develop candidate decision-making tools (including defined triggers or thresholds and considering spatially-defined GIS rules) based on core indicators and those specific to plan objectives, management measures and allowable activities to support adaptive management of each of the protected areas. Test decision-making tools through working groups comprising stakeholders and technical experts, as defined by the process framework.
- Develop heuristic tools to enable MPA co-management authorities to implement decision-making and undertake performance evaluation.

Component 3: Templates and structure of management plans

- Confirm with MACCE and key stakeholders an agreed template detailing the structure and content of management plans and associated documents or tools (e.g. data management, monitoring protocols, performance monitoring and reporting formats).
- The template will include core sections common to all plans while allowing for integration of area-specific sections and content (e.g. in relation to overarching sector-use plans). The template will adhere to best practices for marine protected area plans (key considerations in terms of structures and scope provided in Annex 2) and also consider the potential for alignment with other plan formats under development in Seychelles (e.g. Oceans5 supported project by SeyCCAT)

Component 4: Management plans and regulations

- Prepare management plans according to the MSP process framework and adopting the template defined in component 3.
- Through consultation with the relevant authorities (e.g. SFA) and stakeholders, ensure that protected area goals and objectives align with sector-use plans, where applicable, as well as addressing specificities of the protected areas and MSP policy. Critically examine trade-offs and conflicts among candidate goals and objectives, ensuring that these are understood by stakeholders.
- Identify and evaluate options for management measures (e.g. management strategy evaluation) that are responsive to agreed goals and objectives for the protected area, are proportionate to risk, and allow for robust regulation and control of economic uses as well as adaptation to external threats (e.g. climate impacts). In collaboration with co-management institutions and stakeholders, undertake prioritization and validation to select management measures.
- Refine, validate and integrate decision-making tools for selected management measures.
- If zoning occurs with any of the three protected areas during planning, reassess the governance and co-management arrangements.
- Based on the template and through consultation with relevant authorities, integrate management measures from sector-use (operational) management plans or legislation, and provision for requirements stemming from pending sector-use plans.
- In collaboration with relevant authorities, assess legislative requirements and assist in drafting of regulations for allowable activities and agreed management measures with Government legal representatives.
- Make provisions for monitoring and evaluation of results in an adaptive management approach providing feedback to determine whether there should be revisions or adjustments to the various elements of the plan, taking into account the evolving reality on the ground.
- Using a template common to management plans, undertake a budgeting exercise to determine the set-up and recurrent costs of plan implementation. Identify options for revenue generation and sustainable financing.

Component 5: Capacity building, communication and awareness

- Conduct a training needs assessment for MPA authorities, co-management institutions and other stakeholders or agencies specified in the process framework. The assessment should be conducted upon completion of the process framework but updated as necessary depending on finalized plan measures and other relevant content.
- Based on outcomes of the needs assessment, undertake training for MPA authorities, co-management institutions and other stakeholders or agencies specified in the process

framework. Accompanied by training manuals (see ‘Deliverables’), the training will focus on management plan implementation, monitoring, performance evaluation and adaptation, as well as on technical aspects of the plan, such as measuring indicators and operating decision-making tools.

- Based on lessons learned from preparing the three management plans under this assignment, revise the process framework, develop guidelines and training materials that can support the preparation of management plans for other sustainable-use MPAs.
- Prepare a time-bound communication and awareness strategy and non-technical materials to inform stakeholders and MPA users of the purpose and measures under the management plans.

DELIVERABLES

The key deliverables will be as follows:

Number	Deliverable
D1	Inception report
D2	Report on process framework and governance structures
D3	Management plan template
D4	Technical report on data collection, monitoring protocols, indicators, decision-making tools, including associated deliverables (e.g. databases)
D5	Management plan for Area 1, training manual, brief on legislative requirements and budget
D6	Management plan for Area 2, training manual, brief on legislative requirements and budget
D7	Management plan for Area 3, training manual, brief on legislative requirements and budget
D8	Generic process framework, guidelines and training materials for plan preparation
D9	Communication and awareness strategy, non-technical communication materials
D10	Compendium of stakeholder consultation and workshop reports
D11	Completion report

ASSIGNMENT DURATION AND TIMING OF ACTIVITIES/DELIVERABLES

The expected assignment duration is 15 months between March 2022 and June 2023, according to proposed schedule of key activities and deliverables below. Consultant technical proposals and agreed methodologies will further detail the timeline and allow for periods of Client review and approval of deliverables.

Activities (Deliverable)	Deadline or period of work
Signing of contract	Mar 2022
Inception meetings (teleconference or in person) and inception report (D1)	Apr 2022
Consultations to develop process framework and governance modalities	Apr-Jun 2022

Development of context, data assimilation, indicators and tools	Apr-Oct 2022
Development of template and structure of management plans	Apr-Jun 2022
Submission of report on process framework and governance structures (D2)	End Jun 2022
Submission of approved template and structure of management plans (D3)	End Jun 2022
Submission of technical report on data collection, protocols, indicators, tools (D4)	Mid-Oct 2022
Consultations to prepare management plans	Jun-Dec 2022
Submission of draft management plans (D5, D6, D7)	Dec 2022
Review and validation of management plans	Jan-Feb 2023
Submission of final management plans	End Mar 2023
Preparation of communication and awareness strategy and materials	Feb-Apr 2023
Submission of generic process framework, guidelines, training materials (D8)	Apr 2023
Submission of communication and awareness strategy and materials (D9)	Apr 2023
Submission of compendium of stakeholder consultation, workshop reports (D10)	May 2023
Submission of completion report (D11)	May 2023

SUPERVISION RESPONSIBILITY

The consultant will report to the Principal Secretary, Department of Environment, MACCE, or a nominated staff. The consultant will provide regular progress updates and will respond in a timely manner to queries and draft documents.

CONSULTANTS QUALIFICATIONS AND EXPERIENCE

For this assignment, MACCE is seeking a company (or consortium) with the following profile and specific qualifications:

- Company profile demonstrating at least 10 years proven experience in the field of marine protected area design, preparation of MPA plans, evaluation of MPA plan performance, and review and adaptation of plans
- Demonstrable expertise marine ecosystems, socio-ecological system (including small and large-scale fisheries) and climate adaptation research, or application and practice related to these fields for MPA design and management
- Knowledge and experience of Seychelles protected area system and marine spatial planning initiative would be advantageous

The Company will comprise, at a minimum, key experts holding the following qualifications and experience:

- Key expert 1: Master's degree or higher in marine natural resource management or conservation planning, or related fields, with at least 10 years of proven experience in marine protected area design, preparation of MPA plans, or review and adaptation of plans
- Key expert 2: Master's degree or higher in marine natural resource management or conservation planning, or related fields, with at least 7 years of proven experience in MPA implementation and control and surveillance approaches

- Key expert 3: Master’s degree or higher in marine natural resource management or conservation planning, or related fields, with at least 10 years of proven experience in the development of data management systems, indicator-based monitoring programs, decision-making tools or performance management systems for marine conservation or natural resource management
- Key expert 4: Master’s degree or higher in media and communications, conservation, education, or related fields, with at least 7 years proven experience in developing education and awareness campaigns for conservation or marine natural resource management.
- The recruitment of locally-based key or non-key experts, or inclusion of local companies in a consortium, would be highly advantageous.

Key experts should possess:

- Strong analytical, report writing, oral communication skills and ability to work with minimal supervision.
- Excellent interpersonal skills for interacting with government and other stakeholders, and in facilitating stakeholder engagement.
- Full proficiency in English is a requirement and working knowledge of French and Creole would be advantageous.
- Experience with working in Seychelles and/or the Western Indian Ocean region would be advantageous.

Application Process

The Department of Environment is now inviting prospective consultants to indicate their interest in providing the services. Applications shall consist of a cover letter, company profile and curriculum vitae of Key Experts. The deadline for submission of application is **Friday 25th February 2022 at 15h30** and should be clearly marked using the Subject Line “**Development of Management Plans for sustainable use areas (MSP Zone 2)**”. Interested applicants may obtain further details and a full TOR by submitting an email enquiry to Mrs. Meggy Tirant on meggy.tirant@gov.sc of SWIOFish3.

The procurement process will be conducted according to the World Bank guidelines for selection and employment of consultant, Ed 2011 revised July 2014 and the services contracted through the Department of Blue Economy (SWIOFish3 Coordination on behalf of Government).

World Bank policy requires that consultants provide professional, objective, and impartial advice and at all times hold the client’s interests paramount, without any consideration for future work, and that in providing advice they avoid conflicts with other assignments and their own corporate interests. Consultants shall not be hired for any assignment that would be in conflict with their prior or current obligations to other clients, or that may place them in a position of being unable to carry out the assignment in the best interest of the Borrower.

Completed EOIs should be delivered by email:

Mrs Marie May Muzungaile
Director General
Biodiversity Conservation and Management Division
Department of Environment
Ministry of Agriculture, Climate Change and Environment
Seychelles

Email: m.mjeremiemuzungaile@env.gov.sc and cc: meggy.tirant@gov.sc

Annex 1: MSP Zoning Design DRAFT Allowable Activities Zone 2

Updated: 14 November 2019. *A–Allowable; C–Conditional; X–Prohibited. See Code Table for superscripts.*

Sector s	Marine Activity	Zone 2 Milestone 1	Zone 2 Milestone 2	Zone 2 Milestone 3	Notes or Comments Milestone 3
<i>Fishes</i>	<i>Aquaculture Development Zone (ADZ)</i>	C ^{1,5}	C ^{1,5}		
	<i>Aquaculture Inshore Zone</i>	C ^{1,5}	C ^{1,5}		
	<i>Aquaculture Land-Based Zone</i>	C ^{1,5}	C ^{1,5}		

Sector s	Marine Activity	Zone 2 Milestone 1	Zone 2 Milestone 2	Zone 2 Milestone 3	Notes or Comments Milestone 3
	<i>Aquaculture Offshore Zone</i>	C 1,5	C 1,5		
	<i>Artisanal Fishing (multiple gear types)</i>	C 1,5	C 1,5		
	<i>Fly Fishing, blue water</i>	C 1,5,12	C 1,5,12		
	<i>Fly Fishing, lagoon</i>	C 1,5,12	C 1,5,12		
	<i>Industrial Pelagic Longline</i>	C 13	C 1,5,13,17		
	<i>Industrial Purse Seine (free school)</i>	C 13	C 1,5,13,17		
	<i>Industrial Purse Seine (floating objects, FAD)</i>	X	C 1,5,13,17	X (coastal)	
	<i>Industrial Purse Seine (supply vessel)</i>	C 14	C 1,5,13,14,17	X (coastal)	
	<i>Recreational Fishing</i>	C 1,5	C 1,5		
	<i>Semi-industrial Hand Gathering</i>	C 1,5	C 1,5,17		
	<i>Semi-industrial Hook & Line</i>	C 1,5	C 1,5,17		
	<i>Semi-industrial Longline</i>	C 1,5	C 1,5,17		
	<i>Sport Fishing (multiple activities)</i>	C 1,5,7,12	C 1, 5, 7, 12		
<i>Subsistence Fishing</i>	C 1,2,5	C 1,2,5			
Maritime Infrastructure	<i>Ballast and Bilge Dumping</i>	X	X		
	<i>Bunkering at sea</i>			X	<i>Activity added in Apr 2019</i>
	<i>Commercial shipping</i>	C 5,8	C 5,8		
	<i>Desalination, boat-based</i>	<i>Not discussed</i>	A		
	<i>Desalination, land-based</i>	C 1,3,5	C 1,3,5		
	<i>Disposal, dumping, dredge spoils</i>	X	X	X	
	<i>Dredging, coastal</i>	C 1,2,3,5	C 1,2,3,5		<i>for essential access to lagoons</i>
	<i>Ferries and Transportation</i>	C 1,5	C 2,5		
	<i>Fisheries Patrols and Surveillance</i>	A 15	A 15		<i>All surveillance allowable</i>
	<i>Ports, Marinas, Wharves, Jetties</i>	C 1,2,3,5	C 1,2,3,5		
	<i>Reclamation</i>	X	X		
	<i>Renewable Energy, deep water thermal</i>	X	X		<i>DOWA, OTEC, other</i>
	<i>Renewable Energy, solar (marine)</i>	X	X		
	<i>Renewable Energy, tidal</i>	C 1,2,3,5	C 1,2,3,5		
<i>Renewable Energy, wind (offshore)</i>	C 1,2,3,5	C 1,2,3,5			
<i>Renewable Energy, wave</i>	C 1,2,3,5	C 1,2,3,5			
<i>Underwater Cables</i>	C 1	C 1,3,5		<i>With exclusion buffer</i>	
Non-renewable & prospecting	<i>Bioprospecting Development</i>	C 1,3,5	C 1,3,5		
	<i>Deep-sea Mining</i>	X	X		
	<i>Petroleum Geophysical Surveys, Exploration</i>	C 1,3,8	C 1,3,8		<i>How close to the islands?</i>
	<i>Petroleum Exploration, Drilling</i>	C 1,3,5	C 1,3,5		
	<i>Petroleum Development, Production, Extraction</i>	C 1,3,5	C 1,3,5		<i>Methane is incl.</i>
	<i>Sand Mining</i>	X	X		
Tourism & Recreation	<i>Anchorage and Mooring Buoys</i>	C 1,2,4,5	C 1,2,4,5	C 1,4,5	<i>Remove #2?</i>
	<i>Cruise ships</i>	C 1,3	C 1,3,4, 11		
	<i>Floating structures</i>	C 1,3,4,5	C 1,3,4,5		
	<i>Marine charters, licensed hire craft</i>	C 1,2,5, 16	C 1,5,11, 16		
	<i>Motorised Activities</i>	C 1,2,5, 16	C 1,5,11, 16		<i>Jet ski management</i>
	<i>Non-Motorised Activities</i>	C 1,2,5	C 1,2,5		
	<i>Tourism Accommodation, marine</i>	C 1,3,5	C 1,3,5		
<i>Tourism Accommodation, terrestrial</i>	C 1,3,5	C 1,3,5		<i>See relevant activities</i>	
Research	<i>Bioprospecting Research</i>	C 5,6	C 5,6		
	<i>Scientific Geophysical Surveys, Research</i>	C 1,3,5,6,8	C 1,3,5,6,8,9	C 1,3,5,6,8	<i>Remove #9</i>
	<i>Scientific Research and Monitoring</i>	C 5,6	C 5,6,8,9		
	<i>Hydrographic Surveys</i>	C 5,6	C 1,3,5,6,8,9		

Annex 2: Minimum template and content of Zone 2 Management Plans

Chapter/Section	Content
1	Overview
2	MPA site context (including threats and pressures)
3	Governance
4	Administration and resourcing
5	MPA values
6	MPA goals and objectives
7	Management measures (including allowable activities and decision-making rules)
8	Zoning and management plan units
9	Compliance and enforcement
10	Education and awareness raising
11	Monitoring, evaluation and learning
12	Adaption