

GRENADA COMMUNITY DEVELOPMENT AGENCY (GRENCODA)**Terms of Reference: Coral Nursery Supervisor****1. Position Information**

Project Title:	Community-based Coastal Ecosystem Management for Climate Adaptation in Selected Areas of Grenada
Procurement ID:	S2
Job Title:	Coral Nursery Supervisor
Duration:	12 Months
Expected Start Date:	November, 2017
Working Nature:	Short term Consultancy
Location:	Grenada
Supervisor:	Grenada Community Development Agency (GRENCODA)

2. Background Information

The German Ministry for Economic Cooperation and Development (BMZ) is supporting the Caribbean Community (CARICOM) through a €12.9 million Coastal Protection for Climate Change Adaptation in the Small Island States in the Caribbean project over the next 5 years. The Project seeks to pursue the implementation of local adaptation measures for the sustainable improvement of coastal ecosystems relevant for climate change adaptation in Grenada, Jamaica, Saint Lucia, and St. Vincent and the Grenadines. The design of the Project is based on an agreement made between KfW (the German Development Bank) and the Caribbean Community Climate Change Centre (CCCCC) through the CARICOM Secretariat. The Project shall follow a bottom-up approach in which governmental and non-governmental institutions in participating countries can apply with proposals to pursue Local Adaptation Measures. The Local Adaptation Measures will be prepared by the participating organizations with support from the CCCCC.

3. Project Overview

The Grenada Community Development Agency (GRENCODA) is an NGO that envisions the development of a society based on principles of equity, social justice and inclusiveness. Its mission is

to provide guidance and support to rural individuals, families and communities, to improve their quality of life. GRENCODA has made a decisive contribution to the life of hundreds of rural folks, farmers, fisher folks, craft and small artisans, women and youth. Among its major accomplishments have been: Pioneering and formation of the Legal Aid and Counselling Clinic (LACC) 1988 and continuing; Creating a Student Assistance Programme (SAP) supporting poor families to access secondary and tertiary education for children/students, 1986 and continuing; Coastal Resource Management Project 1996 - 1997. Networking with local, regional and international organizations is part of the modus operandi of GRENCODA.

To improve adaptation to climate change, Grenada as a Small Island Developing States (SIDS) was instrumental in the establishment of the Caribbean Challenge Initiative (CCI) and pledged to protect at least 20% of its near-shore marine and coastal environment by 2020. Grenada has also produced and is in the process of implementing several policy directives and projects directed towards increasing resilience to climate change. GRENCODA through implementation of this project plans to enhance ecosystem services provided by coral reefs to reduce the effect of climate change on vulnerable coastal communities on Grenada's west coast by:

- a. Fostering the creation of an effectively managed MPAs on Grenada's West Coast
- b. Increased Public awareness of, and Community Resilience to the adverse impact of climate change

4. Objective of the Assignment

One component of this project is the setting up of a coral nursery and BIOROCK artificial reef structures in the reef area off Gouyave Bay, an area that is earmarked for a Marine Protected Area. Community volunteers will be selected and trained to fabricate, install and maintain the coral nursery and BIOROCK artificial reef structures over a period of 12 months (November 2017 – October 2018).

The objectives of the assignment are to:

- Facilitate the recovery of the acroporid coral in the reef area off Gouyave, through nursery grown corals on artificial structures.
- Foster environmental stewardship and awareness amongst the community of Gouyave especially with regard to coral reefs ecology.

5. Scope of Work

The Consultant will be responsible for supervising community volunteers in maintaining the coral nursery and artificial reefs over the project life and provide support to the overall Biorock and Coral Nursery Program. The work is to be undertaken by an individual (hereafter referred to as the consultant). The Grenada Community Development Agency (hereafter referred to as GRENCODA) acting through the Project Manager will provide support to the consultant to get the tasks outlined below completed. The consultant will be responsible for the management, development and administration of the coral nursery program including the setting up of coral nurseries at approved locations in the Gouyave marine protected area. All aspects of this program will involve a group of community volunteers.

Task 1: Prepare Work Plan

An inception meeting will be held between the consultant, GRENCODA and other partner agencies to (i) review and discuss the process for conducting the assignment; (ii) determine roles and responsibilities; (iii) identify preliminary background information related to the assignment, (iv) identify possible risks and mitigation measures; and (v) finalize a draft work plan and timetable prepared by the consultant. The final work plan will be prepared by the consultant and submitted for approval to GRENCODA. The work plan will guide this assignment to facilitate timely completion of all tasks and satisfactory end results.

Task 2: Develop and coordinate the coral nursery training program

The consultant will be working closely with the Grenada MPA Unit, Fisheries Division to develop and coordinate a twelve (12) month theoretical and practical coral nursery program for a group of selected community volunteers from the project area. This will include:

- Teaching volunteers to fabricate, install and maintain coral nursery ‘tables’ and ‘trees’
- Conducting marine conservation training for the group of selected volunteers over the project period.

Task 3: Establish a maintenance and monitoring plan for the coral nursery

The consultant will establish a monitoring and maintenance regime and methodology for continuous monitoring by community volunteers. This will include:

- Coordinating all logistics related to coral nursery maintenance and reef monitoring.
- Coordinating the monitoring and maintenance for Biorock artificial reef structures which will be deployed off Gouyave area as part of this project.
- Managing the activities of community volunteers assigned to the project, including supervision and preparation of rosters.

Task 4: Provide support for the procurement and storage of materials and supplies

The consultant will prepare and monitor orders for supplies and oversee all project equipment and materials relating to coral nursery by ensuring safe storage and maintenance.

Task 5: Implement coral nursery public awareness activities in project area

The consultant will assist with coral nursery public awareness activities including:

- Organizing and participating in presentations and field trips
- Conducting presentations at schools and community open air meetings in the Gouyave area.

Task 5: Prepare Progress Reports

The consultant will submit monthly progress reports to GRENCODA on activities conducted further to the tasks outlined in this ToR. These reports will provide relevant information on the location, extent and condition/health of the coral reefs within the area and can include maps, photos, videos etc.

6. Key Deliverables

Tasks	Output	Timeline
Task 1: Work Plan	<ul style="list-style-type: none"> Approve work plan 	One (1) month from start of contract
Task 2: Coral Nursery Training Program	<ul style="list-style-type: none"> Twelve (12) community volunteers from the Gouyave area trained to maintain and take care of coral nurseries. Four coral nurseries tables fabricated and installed in the Gouyave marine protected area. Twelve Biorock artificial reef structures are monitored and maintained according to approved standards. 	Start within three (3) months of of the contract, then progress report every three (3) months
Task 3: Maintenance and Monitoring Plan	<ul style="list-style-type: none"> Coral nurseries are maintained according to approved standards. Documented monitoring and maintenance regime and methodology for continuous monitoring. 	Start within three (3) months of of the contract, then progress report every three (3) months
Task 4: Public Awareness Activities	<ul style="list-style-type: none"> At least one (1) marine conservation activity, (theoretical or practical), is conducted with the group of community volunteers every week over the period of 12 months. 	Start within three (3) months of of the contract, then progress report every three (3) months
Task 5: Progress Reports	<ul style="list-style-type: none"> Monthly status reports, including monitoring once coral nurseries established. A final report at the end of the consultancy. 	Progress report every three (3) months and one final report in September 2018

7. Length of Contract

This consultancy is scheduled to commence on November 1, 2017 and will last for 12 months.

8. Value of Contract

Proposals to provide these services (including professional fees) described above, shall not exceed US \$18,000.

9. Qualifications

Execution of this Terms of Reference requires a consultant with the following qualifications:

- A bachelor's degree in marine biology, natural resources management, environmental science or other related field, with a good background in marine protected area management.
- At least 5 years in active management of coastal ecosystems and resources or other relevant professional experience in the Caribbean
- At least 2 years' experience working with coral nurseries (e.g. propagation, monitoring)
- Excellent knowledge of tropical coastal ecosystems, in particular coral reef ecology
- Experience in coastal species monitoring and/or protection
- Experience/training in BIOROCK artificial structures.
- Working knowledge of project management and finances
- PADI dive certification.
- Experience with boat handling, seamanship and safety at sea
- Excellent organizational, written, and verbal communication skills in English.
- Ability to communicate on a regular basis via phone, email and other electronic media (i.e. Skype, Zoom, GoToMeeting, etc.).

10. Application Submission Procedure

Individuals interested in providing the services described above should email (I) Letter of interest outlining your motivation and how your experience, skills, qualifications and professional networks fit with the required job description. (II) Curriculum vitae (including a description of their experience conducting similar assignments) (III) Contact details of three references to;

Ms. Ezra Campbell
Interim Project Manager
grencoda5cproject@gmail.com

Candidates applying for this consultancy shall meet a minimum score of 80% on the evaluation scale below.

#	Description	Weighting
<i>Minimum Technical Score - 80 points</i>		
A	A bachelor's degree in marine biology, natural resources management, environmental science or other related field, with a good background in marine protected area management.	10
B	At least 5 years in active management of coastal ecosystems and resources or other relevant professional experience in the Caribbean	15
C	At least 2 years' experience working with coral nurseries (e.g. propagation, monitoring)	15
D	Excellent knowledge of tropical coastal ecosystems, in particular coral reef ecology	10
E	Experience in coastal species monitoring and/or protection	10
F	Experience/training in BIOROCK artificial structures	10
G	PADI dive certification	10
H	Experience with boat handling, seamanship and safety at sea	5
I	Be a highly energetic, self-starting, and creative individual who can express/recognize ideas, opportunities, and communicate goals and objectives clearly.	5
J	Excellent interpersonal and communications skills, and experience working with community groups and organizations as well as governmental and non-governmental organizations.	5
k	Exemplary verbal and written skills in English and be proficient in Microsoft Office Suite of applications.	5
Total		100

Deadline for submission of application extended to: Tuesday 24th October, 2017