



REQUEST FOR EXPRESSION INTEREST (REOI) (Individual Consultancy)

Country: Liberia

Name of Project: Liberia Integrated Fisheries Sector Strengthening Project (LIFSSP)

Loan No./Grant No.: 15809P

Date: January 16, 2026

Assignment Title: Recruitment of Individual Consultant for the Development of Aquaculture Regulations for Liberia

Reference No.: NAFAA/IFSSP/ICS/006/2025

The Government of Liberia through the National Fisheries and Aquaculture Authority (NaFAA) has received financing support from the OPEC Fund for International Development (OPEC Fund) towards the implementation of the “Liberia Integrated Fisheries Sector Strengthening Project (LIFSSP)”, and intends to apply part of the proceeds towards eligible payment under the contract for the recruitment of an individual consultant to develop the Aquaculture Regulations of Liberia.

NaFAA, through the LIFSS Project, is soliciting the services of a qualified individual consultant to develop a comprehensive aquaculture regulation, leveraging on the current Fisheries and Aquaculture Regulation, which will provide a clear, modern, and enforceable framework for sustainable aquaculture development in Liberia. The regulation to be developed is expected to strengthen governance in the aquaculture sector as well as safeguarding environmental and fish health standards, supporting responsible investment and commercialization, enhancing food safety and market access, and aligning with international best practices and national legal frameworks. This consultancy is expected to last for Six (6) months, with payment structure based on satisfactory completion of agreed deliverables.

The detailed Terms of Reference (TOR) for the assignment can be obtained from the address below and can be found at the following websites:

- www.nafaa.gov.lr
- www.emansion.gov.lr

NaFAA, through the LIFSS Project, now invites eligible individual consultants to indicate their interest in performing the Services. Interested Individual Consultants should provide updated Curriculum Vitae (CV) and relevant documents indicating that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria include the following qualification:

- Advanced university degree (Master's or PhD) in Aquaculture, Fisheries Management, Environmental Law, Natural Resource Governance, or a closely related discipline,
- At least ten (10) years of relevant professional experience in aquaculture governance, regulatory development, fisheries policy, or related fields.
- Proven experience in the development of aquaculture or fisheries regulations, policies, or legal frameworks for governments, regional bodies, or international development organizations, along with strong knowledge of international aquaculture standards and guidelines, including those of FAO, WOAH, Codex Alimentarius, and relevant regional instruments.
- Technical expertise in aquaculture production systems (freshwater and/or marine), biosecurity, fish health management, environmental safeguards, and licensing and compliance procedures, as well as experience conducting multi-stakeholder consultations and facilitating regulatory processes in developing-country contexts.
- Experience working in West Africa or in similar socio-economic and institutional contexts is highly desirable, as well as familiarity with Liberia's fisheries, aquaculture, and environmental governance frameworks.
- Excellent writing and communication skills in English.

Applications and CVs will be evaluated against the following criteria:

Criteria	Maximum Points Allotted
General Qualification of the Proposed Individual Consultant	30
Adequacy of the Consultant's expertise and experience	50
Experience in the region	15
Language (Proficiency in English)	5

Expressions of Interest/Applications not obtaining a minimum score of 75% will not be shortlisted.

The attention of interested individual consultants is drawn to Section G and Appendix II of the OPEC Fund's Principles of Procurement of Goods, Works and Services setting forth the OPEC Fund's policy on conflict of interest.

An individual consultant will be selected in accordance with the Individual Consultant Selection (ICS) method set out in the OPEC Fund's Procedures for the Procurement of Consulting Services.

Further information can be obtained at the address below during office hours, i.e. 0900 to 1600 hours GMT.

Expressions of interest must be delivered in a written form to the address below (in person, or by mail, or by fax, or by e-mail) by Friday, February 13, 2026 @ 4:00PM GMT.

Liberia Integrated Fisheries Sector Strengthening Project (LIFSSP)

National Fisheries and Aquaculture Authority

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TERMS OF REFERENCE

1.0 Background

Global aquaculture has entered a transformative phase, reshaping aquatic food systems worldwide and redefining the balance between farmed and captured fisheries. According to the Food and Agriculture Organization (FAO), aquaculture production surpassed capture fisheries for the first time in 2022, reaching a total output of 130.9 million metric tons, including 94.4 million metric tons of aquatic animals. This accounted for approximately 51 percent of the global aquatic animal supply, underscoring aquaculture's expanding contribution to food security, nutrition, employment generation, and economic growth, particularly in low- and middle-income countries where demand for affordable animal protein continues to rise.

In Liberia, aquaculture remains an emerging subsector with considerable untapped potential to contribute to national food security and rural livelihoods, yet its current scale of production remains modest. Findings from the 2023 Aquaculture Frame Survey conducted by the National Fisheries and Aquaculture Authority (NaFAA) identified 1,704 fish ponds across 160 rural communities, covering a total pond area of 113.9 hectares, of which 1,125 ponds (73.3 hectares) are actively in use. Production is dominated by Nile tilapia (*Oreochromis niloticus*) and African catfish (*Clarias gariepinus*), with estimated annual output of approximately 2,000 metric tons, well below national demand for fish and fishery products.

Despite Liberia's abundant freshwater resources, favorable agro-climatic conditions, and growing domestic demand for affordable fish protein, the growth of the aquaculture sector is constrained by structural and institutional challenges. These include the absence of a clear and comprehensive legal and regulatory framework, reliance on low-input and low-productivity production systems, limited technical capacity and extension services, weak licensing, compliance, and monitoring mechanisms, and inadequate biosecurity, environmental management, and fish health standards. Collectively, these constraints limit productivity, discourage private investment, and increase environmental and disease-related risks.

To unlock the sector's full potential and enable sustainable, inclusive growth, there is a critical need to establish a modern, comprehensive, environmentally responsible and science-based aquaculture regulatory framework aligned with international best practices and Liberia's national development priorities. In this context, the Government of the Republic of Liberia, through financing from the OPEC Fund for International Development (OFID) under the Liberia Integrated Fisheries Sector Strengthening Project (LIFSSP), intends to recruit an Individual Consultant to lead the development of the Liberia Aquaculture Regulation, providing a robust legal and governance foundation for responsible aquaculture development.

2. Objectives of the Assignment

The objective is to establish a comprehensive aquaculture regulation, leveraging on the current Fisheries and Aquaculture Regulation that provides a clear, modern, and enforceable framework for sustainable aquaculture development in Liberia by strengthening governance, safeguarding environmental and fish health standards, supporting responsible investment and commercialization, enhancing food safety and market access, and aligning with international best practices and national legal frameworks.

3. Scope of Work

1. Conduct a comprehensive literature review and situational analysis by examining existing national legislation relevant to aquaculture including fisheries, environmental protection, water resources, land tenure, biosecurity, and food safety laws, assessing the institutional mandates and coordination roles of NaFAA and other relevant ministries and agencies, reviewing applicable regional and international aquaculture regulatory frameworks and standards, and analyzing findings from the 2023 Aquaculture Frame Survey and other sector assessments to inform evidence-based regulatory design.
2. Conduct a SWOT analysis of the current fisheries and aquaculture regulation of 2020 to identify weaknesses within the regulations, including gaps in coverage, unclear mandates, overlapping institutional roles, weak enforcement provisions, and limited applicability to small-scale and emerging aquaculture systems. The analysis should also assess constraints related to institutional capacity, human resources, logistics, and financing that affect implementation.
3. Undertake inclusive stakeholder consultations with public institutions, private sector actors, fish farmers, academic and research institutions, civil society organizations, and development partners to identify regulatory gaps, implementation challenges, and growth opportunities, and to ensure broad participation, transparency, and stakeholder ownership of the regulatory process.
4. Facilitate national and regional consultative workshops to validate key findings, build consensus on regulatory priorities, and gather practical inputs on licensing, compliance, enforcement, and sector development needs from diverse stakeholder groups.
5. Draft a comprehensive Aquaculture Regulation that clearly defines scope and terminology, establishes institutional arrangements and mandates, and sets out an effective aquaculture licensing and permitting system covering farm establishment and operation, hatcheries and seed production, and feed production and importation.
6. Develop science-based technical and environmental standards within the regulation, including requirements for farm siting and construction, water use and quality management, species approval and genetic management, environmental impact assessment, effluent control, ecosystem protection, and climate and environmental safeguards.
7. Incorporate robust biosecurity, fish health, and disease management provisions, including zoning and compartmentalization approaches, disease surveillance, reporting and response mechanisms, and import and export health certification requirements aligned with international standards.
8. Establish provisions for food safety, traceability, monitoring, and enforcement, covering harvesting, processing, inspection, compliance monitoring, sanctions, penalties, and administrative procedures to ensure effective implementation and regulatory credibility.
9. Lead validation, finalization, and approval support processes by presenting the draft regulation for stakeholder review, integrating feedback into a final version, and supporting NaFAA in preparing a Cabinet-ready submission package, including executive summaries and policy notes, to facilitate formal government approval and adoption.

4. DELIVERABLES

The Consultant will produce the following deliverables:

1. Inception Report for Feasibility Assessment;
2. Situational Analysis Report

3. Draft Aquaculture Regulations
4. Stakeholders Consultation Report
5. Revised Draft Aquaculture Regulations
6. A Cabinet-Ready Final Aquaculture Regulations and a Policy Brief

The preparation and delivery of the above documents will be organized and presented in four steps, as follows:

1. Inception Report submitted within 2 (two) weeks of contract signing. The Consultant will submit an Inception Report detailing the methodological approach for the entire assignment covering all items under "Scope of Work". The Inception Report will inter alia describe the methodology, verification, field work with project stakeholders and beneficiaries, and analysis. The Inception Report will provide a list of the available/collected information, identify studies to be carried out and timeline to fill in the gaps. It will comment on the TOR and propose changes / clarification (if any) to the TOR. This Inception Report will be subject to review and comment by the NaFAA and the OPEC Fund for International Development. The Consultant will revise the inception report based on those comments. The final Inception Report will be submitted to the NaFAA after incorporation of comments.
2. Situational Analysis Report will be submitted 2 (two) months after contract signing. The report will detail the current gaps and limitations of the aquaculture legal framework in Liberia. The report will be subject to review and comment by the NaFAA and the OPEC Fund for International Development. The Consultant will revise the situation analysis report based on those comments. The final Situational Analysis Report will be submitted to the NaFAA after incorporation of comments.
3. Draft Aquaculture Regulation submitted **4 (four) months** after contract signing: the Consultant will prepare a Draft Aquaculture Regulation covering all tasks under the assignment. After submission of the draft regulation, a presentation shall be disseminated to the Client for obtaining feedback. The Client's comments on the draft final regulation will be incorporated in the final report.
4. Final Aquaculture Regulation and a Policy Brief submitted **6 (Six) months** after contract signing: this deliverable should include all the review comments and suggestions by the client, OPEC Fund for International Development and other relevant stakeholders. The Regulation will be prepared in the English language.

5. SCHEDULE

The entire process is expected to take approximately six (6) months. The Consultant is requested to submit an implementation schedule based on the requirements of these Terms of Reference.

6. Institutional Arrangements

The Consultant shall work under the overall supervision of the Project Implementation Unit (PIU) of the Liberia Integrated Fisheries Sector Strengthening Project (LIFSSP), in close coordination with the Director-General of the National Fisheries and Aquaculture Authority (NaFAA). NaFAA shall provide access to relevant documentation, facilitate stakeholder consultations, and support the organization of meetings and

workshops as required. The assignment is expected to be carried out primarily on a remote basis, with periodic in-country missions undertaken as necessary and subject to agreement.

7. Qualifications and Experience

7.1 Required Qualifications

The Consultant shall possess an advanced university degree (Master's or PhD) in Aquaculture, Fisheries Management, Environmental Law, Natural Resource Governance, or a closely related discipline, and shall have a minimum of ten (10) years of relevant professional experience in aquaculture governance, regulatory development, fisheries policy, or related fields.

7.2 Required Experience

The Consultant shall demonstrate proven experience in the development of aquaculture or fisheries regulations, policies, or legal frameworks for governments, regional bodies, or international development organizations, along with strong knowledge of international aquaculture standards and guidelines, including those of FAO, WOAH, Codex Alimentarius, and relevant regional instruments. The Consultant shall have demonstrated technical expertise in aquaculture production systems (freshwater and/or marine), biosecurity, fish health management, environmental safeguards, and licensing and compliance procedures, as well as experience conducting multi-stakeholder consultations and facilitating regulatory processes in developing-country contexts. Excellent analytical, drafting, and communication skills are required.

7.3 Preferred Qualifications

Experience working in West Africa or in similar socio-economic and institutional contexts is highly desirable, as is familiarity with Liberia's fisheries, aquaculture, and environmental governance frameworks.

8. CLIENT RESPONSIBILITIES

The client, NaFAA, will provide timely access to available data, reports and information, and to relevant personnel of NaFAA and officials of government institutions with important roles in achieving the objectives of this term of reference. NaFAA will also provide a favourable work environment and logistical support for the consultant, and support/facilitate stakeholder consultations. NaFAA will review all draft regulations and provide comments and suggestions to enable the consultant to finalize the regulation.

9. CONSULTANT RESPONSIBILITIES

The Consultant will effectively deliver the services as stipulated in the scope of works and ToR. The Consultant will carry out the services in the best interest of the Client, the GoL represented by NaFAA, with reasonable care, skills and diligence in line with sound professional, administrative and financial practices. The Consultant will be responsible to the client for the execution of the contract according to the terms and conditions spelled out therein. Consultant will organize presentations and dissemination events to enable the monitoring of progress and study results by the relevant NaFAA personnel.

10. PAYMENT SCHEDULE

Payment will be made according to the following schedule:

- (i) 10% after signing the contract and upon submission of an advance payment guarantee
- (ii) 30% after submitting the Inception report
- (iii) 40% after submitting the draft regulation
- (iv) 20% after submitting the final regulation

All the payments will be made only after acceptance of the reports and deliverables by the Client.

11. DURATION OF CONSULTANCY: Six (6) Months

12.0. LOCATION: Monrovia

13.0. PROCUREMENT METHOD: Individual Consultant