

COMMUNITIES FOR FISHERIES

Environmental Justice Foundation (EJF)
5 Johnson Compound, Tubman Boulevard, Congo Town, Monrovia

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Consultancy to conduct business development and management training for the Collaborative Management Associations (CMA) in Liberia

Project title: Communities for Fisheries: Creating skilled, capable and effective community co-management associations to secure legal and sustainable fisheries in Liberia.

Scope of work: Grand Cape Mount, Grand Bassa, Grand Kru, and Margibi counties, Liberia

Duration: August – September 2024

Expected start date: August 19, 2024

1. Background/project description

The Environmental Justice Foundation (EJF), in partnership with the National Fisheries and Aquaculture Authority (NaFAA), with funding from the European Union “*Creating Skilled, capable and Effective Community Co-management Associations to Secure Legal and Sustainable Fisheries in Liberia*” known as Communities for Fisheries. The project seeks to reduce illegal fishing and improve the sustainability of fisheries by expanding and strengthening community co-management associations, creating effective capacity for community monitoring and reporting of illegal, unreported and unregulated (IUU) fishing.

The project is expected to deliver a set of targeted and interlinked economic, social, and environmental benefits, as well as contribute to food security and marine resource management. It will also promote a set of innovations, together with partner institutions and organisations, that will help create better IUU monitoring and reporting by strengthening the capacity of CMAs.

Co-management, an emerging concept, is built on the notion that resource users are most affected by regulations and should, therefore, be involved in resource management. The benefits of collaboratively managing the fisheries range from the resource users themselves having a sense of ownership, the ability and authority to develop and implement a fisheries management plan, gaining the government’s support and recognition, stopping the use of destructive fishing methods, to monitoring and reporting all forms of illegal fishing. This arrangement is a win-win for both the government and the governed. Recognising the benefits of co-management, NaFAA has legalised the concept of collaborative management by establishing CMA, which recognises, organises, and authorises fishers themselves to get directly involved in managing fisheries resources.

The project has established seven CMAs in four coastal counties (Grand Cape Mount, Grand Bassa, Grand Kru, & Margibi) in Liberia and is working with NaFAA to promote legal and sustainable fisheries in the communities through the CMAs.

To improve the functions of the CMAs the project has provided capacity building training, including leadership and communication, strategy planning, basic financial management, and internal control with an emphasis on bookkeeping, and the concept of CMA, for the established CMA. Strengthening the capacity of the CMA is expected to cumulate into good governance and management of the fisheries sector at the local levels, which could be done through policy intervention and advocacy by local fishermen and women.



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However, during our training monitoring and assessment exercise, we identified that for CMA to become more viable and self-sustaining, tailored training in innovative fundraising and strategy to enable them to identify local revenue generation sources to support their work is needed. Hence, EJF is seeking to work with a consultant to conduct enterprise development and management training for the CMA.

2. Purpose / objective

The main purpose of the training program is to equip the leadership of the CMA at all levels with practical skills, enabling them to run their organisation as business entities for self-empowerment. The training should provide the CMAs with hand-on skills and tools that comply with effective fisheries governance practices and best business management practices.

The content of the training modules should base on community-based enterprise (CBE) approach. It should discuss and focus on business and financial management for CMA, business planning, marketing, management, and funding.

3. Work scope

The Environmental Justice Foundation (EJF) seeks to engage a consultant or consulting firm to conduct business development and management training for CMAs across four counties: Grand Cape Mount, Grand Bassa, Grand Kru, and Margibi counties.

4. Key deliverables:

The expected deliverables for this assignment include but are not limited to:

1. Develop the training modules, plan, and methodology, including the implementation strategy
2. The training approach per topic should be depended on and take into consideration the capacity level of the target group
3. Work Plan – the trainer should present a clear work plan that outlines the training duration, timing of each presentation, training evaluation, etc.
4. Develop a three to five-year business plan for each CMA, along with a monitoring and evaluation mechanism and strategies
5. Conduct business development and management training for the CMAs
6. Write a high-quality report on the training

5. Training report format

The trainer will prepare a report after implementing the training. The format of the training should consider:

- Executive summary
- Acknowledgement
- List of acronyms
- Abbreviations



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- Content
 - Background and brief discussion of the training phase and context
 - Purpose of the training
 - Methodology
 - Objectives of the training
 - Summary of the methodology and tools
 - Results of the training and evaluations
 - Key observations
 - Lesson learnt
 - Conclusion
 - Recommendation
 - References

6. Qualification, experience, and skills

- The overall implementation of the business development and management training
- At least five years of professional experience working with and for international development corporations and programs with a demonstrated expertise in developing training models, conducting and overseeing training for grassroots organisations and civil societies
- Advanced university degree in business administration, organisational development, strategic planning, rural sociology, business.
- Demonstrated experience in enterprise development, finance management, business plan development, designing training modules, and implementation
- Reference of similar work experience and conducted
- Fluency in written and spoken English

7. Application instruction

To apply for this opportunity, please submit the following documents:

- i. An expression of interest detailing their interpretation of the TOR and work schedule.
- ii. A detailed budget for 20 days, including all taxes liable to be paid
- iii. A capability statement demonstrating how they meet the required qualifications and competencies.
- iv. If a sole applicant, Copies of Curriculum Vitae (CVs).
- v. Two references (including one from your last client/employer).



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- vi. N/B: The entire bid should be a maximum of seven (7) pages, including the budget.
- vii. Bids must meet this requirement to be considered.
- viii. Please send your application to: recruitment@ejfoundation.org
- ix. **Deadline for submission of EOI: 12 August 2024.** Applications will be considered on an ongoing basis.

EJF is an equal opportunities employer committed to diversity within the workplace and safeguarding principles. We encourage applications from females and marginalised groups. Any questions regarding the required work can be submitted to recruitment@ejfoundation.org.

Timeline

The consultant will complete the activities listed below within 20 contract days and not later than September 2024

No.	Activity	Deliverables	Timeline
1	Hold discussion with the selected consultant, and sign contract		August 19, 2024
2	Submission of training module		August 22, 2024
3	Review and approval of training module		August 26, 2024
4	Conducting the training and developing business plan with CMAs		August 28 – Sept. 16, 2024
5	Submit training report and business plan share for inputs		Sept. 18, 2024
6	Incorporate inputs and reshare draft business plan and training report review and feedback		Sept. 25, 2024

Background

The Environmental Justice Foundation (EJF) works to Protect People and Planet.

We believe environmental security is a human right.

EJF investigates and campaigns to protect our natural world, and with it, the communities most dependent upon it. We work at the grassroots, with environmental and human rights activists who are working to expose threats to the local environment and to build sustainable futures. Our investigations and the evidence we gather are presented to the very highest levels of decision taking, amongst policymakers in governments and private industry and to opinion formers including international media and the wider public. EJF works to end illegal fishing and the use of



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slavery in fisheries, protect our global climate and defend climate refugees, and eradicate the use of hazardous chemical pesticides.

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