

## Terms of Reference

### Consultant

#### WWF-PAKISTAN

#### 1. Background:

WWF-Pakistan is implementing the project entitled, 'Sustainable fisheries entrepreneurship: a citizen based approach to saving Pakistan's unique marine environment' starting from 1 July 2016 and ending on 30 June 2018. An agreement was signed on 22 June 2016 with Engro Foundation to target three (3) union councils in the fastest growing urban center in the world, (Karachi, Pakistan) and partner with the fisher groups, fisheries departments and private sector. The project aims to support and promote improved fisheries management in 3 union councils of Karachi, Pakistan by reforming governance and management to combat illegal fishing and reduce pressure on marine ecosystems through increased awareness. The project is in its inception phase and is a three-year initiative covering three fiscal years (FY16-FY18). The program has two major components, i) Developing sustainable fisheries, and ii) Knowledge creation which has 'people management' at the heart of conservation work. To achieve the project objectives, the project aims to conduct nine training workshops to build capacity of fisher groups. In addition, four Focused Group Discussion (FGD) would also be conducted with fisher groups on sustainable fisheries and one training on safe release for observers would also be conducted.

#### 2. Purpose of consultancy:

The purpose of this consultancy is to develop and conduct training sessions.

3. For this purpose consultant at WWF-Pakistan's Karachi Office is required with following qualifications and skills.

- Around 10 year experience in conducting trainings to fishers in Pakistan;
- Well-acquainted with coastal communities of Sindh;
- Background knowledge about marine sciences;
- Master degree in Marine Sciences

#### 4. Time line:

Task will be completed within 120 days scattered over a period of one year after signing of the agreement.

#### 5. Key tasks:

Specific tasks for the consultant include;

- Conduct trainings on i) post-harvest losses, ii) overfishing, and iii) increased by-catch and it's percent composition in the catch for instance number of sharks, sea turtles caught.
- Conduct training on safe releases of by-catch species;
- Conduct Focused Group Discussions (FDGs) with fisher groups on sustainable fisheries.