

Terms of Reference

Consultant



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. In this regard, project aims to provide alternate livelihoods through skills transfer to reduce pressure on marine fisheries resources in 3 coastal areas of Pakistan. Under this objective, project has to demonstrate 'Éco-Dive' initiative to promote marine fisheries resource of Pakistan

Purpose:

The purpose of the consultancy is to hire a trained and technical expert with an ability to physically demonstrate and train individuals in Scuba diving and prepare them in the field with hands-on exercises for understanding protocols for PADI certification.

The scope of consultancy

The scope of this consultancy is that the consultant will develop a module on scuba diving consisting lesson plans and train a group of 40 fishers/youth on scuba diving enabling them to qualify for PADI Certification in the future. The trainees would be representatives of fishing communities of the target area (Rehri village, Ibrahim Hyderi and Kakapir). They will be nominated/identified by WWF-Pakistan through the consultation with local community based organizations (CBOs). These trainees would be gatekeepers and form a larger group of community in long-term, acting as activists, reacting on need for nature excursions, recovery dives for lost gear, and resource persons to run a community-led eco-tourism scuba diving project in the near future.

The objective of this exercise would be to develop a sense of ownership among the trained divers aiming to highlight the significance of marine environment, empowering them to showcase the deleterious impacts of human activities on marine fauna and flora.

Specific Tasks/Deliverables:

- Assess and select the potential trainees (40) from the nominated/identified fishers/youth by WWF-Pakistan;
- Identify at least 10 fishers/youth from the selected group (40) for first round of training session
- Develop/prepare and share a manual on scuba diving based on the objectives of the task (see above);
- Prepare a training plan (module) indicating lesson plans of theory and field sessions (controlled environment and open sea);
- Undertake training as per given module for at least 10 fishers in the first season (controlled environment and open sea), followed by 30 in the second season (FY18);
- Prepare plan for linking trained divers for apprenticeship with registered entrepreneurs (Scuba dive operators)
- Evaluate performance of trainees for PADI certification;
- Submit training report upon successful completion of the assigned tasks including lessons learned, recommendations and a way forward for second season;

Requirements for experience and qualifications

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- PADI Master Scuba Diver Trainer (MSDT) and Emergency First Response Instructor (EFRI).
- Diver leader certification with a recognized recreational diver training organization with the proof of certification of the a) as an instructor member b) management including proof of rescue diving certification; 60-250 logged dives; documented experience in night diving, deep diving and underwater navigation.
- Medical clearance, primary and secondary care course completion within the last 12-24 months.
- Documentation of qualifying certifications for advanced, rescue and leadership level
- Good understanding of setting up, maintaining, and safety of the gear
- Excellent writing skills and fluency in speaking English, Urdu and Sindhi (basic)

Duration¹

- November 2016 – March 2018.

Documents to be included when submitting the proposal

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Proposal (i) explaining why they are the most suitable for the work, (ii) provide brief methodology on how they will approach and conduct the training
- Financial proposal (including fee, travel cost, (if any) and other relevant expenses)

¹ The duration of this task would cover two scuba diving seasons during the mentioned period.