



Terms of Reference

Training of master trainers on Better Management Practices (BMPs) for Fisheries through Fisheries Sustainability Schools (FSS)

Contract type: Extensive field based

Duration of assignment: 3.5 months (15 February – 30 May 2023)

The consultancy is part of the “Sustainable Mangrove Management and Community Development in the Indus Delta” project, financially supported by the German Federal Ministry for Economic Cooperation and Development (BMZ).

1. Background:

a) Scope:

WWF-Pakistan working in the Indus Delta for the last two decades. The current project implementing in 36 villages in the lower Indus Delta, covering Ketī Bunder, Kharo Chan, and Shah Bunder. The inhabitants of the project area are extremely poor and vulnerable to climate change. Most of them live solely on fishing and the natural resources of the mangrove ecosystem.

About 90% of the communities depend on fisheries resources for their livelihood in the Indus Delta. Due to heavy dependency and unsustainable fishing practices, fish stock has declined significantly over the last five decades. This project, therefore, aims to improve the management of the existing fisheries resources through the establishment of Fisheries Sustainability Schools where at least 24 young members of the fishing communities from all eight clusters will be trained as master trainers. The training will be conducted in two steps. First, a training session will be organized for the trainers, providing them with the essential skills to run the schools at the community level. They will pass on their skills to vulnerable fishermen in the second part. In this way, over 300 fishers will be trained by the master trainers.

b) Area:

The project will focus on three priority sites of the Indus Delta, which include Ketī Bunder, Kharo Chan, and Shah Bunder, where WWF-Pakistan is already present and understands the local communities needs and socio-economic potential.

2. The objective of the consultancy:

To conduct a 10-day training of master trainers on fisheries Best Management Practices (BMPs) and a 24-day post-monitoring of master trainers at the field level.

3. Key outputs:

- Conduct a training needs assessment of beneficiaries at Ketī Bunder, Kharo Chan, and Shah Bunder;



- A list of the fisheries' improvement toolkit provided that should be collected during the TNA assessment for small-scale fisheries improvement;
- Finalize the list of beneficiaries (master trainers) attending the training who can then train and support other community members via the establishment of fisher sustainability schools (FSS) in their respective communities;
- Develop, design- and proofread a comprehensive manual for 10 days of training of master trainers on BMP—such as managing different fish species, types of fishing and nets, stock management, how to record fish catch data, and how to calculate basic fish stock assessments, water requirements for aquaculture, hands-on aquaculture practices, suitable marine fish species for aquaculture, marine shrimp, crab and fish culture, post-harvest losses and its mitigation measures and integrated resource management. The present manual is intended to be used by fishers, so it should be translated into the local language and more practical-based;
- At least 30 color copies of the properly designed manual (TOT) and 100 color copies of the customized manual (for three days field based) will be provided by the consultant along with the soft copy;
- Deliver training of trainers (ToT) on Best Management Practices (BMPs), such as impacts and methodology for pen culture, cage culture, stock management, habitat management, improved landing, fish handling, and processing through practical demonstrations and theory classes for marine;
- Help master trainers establish Fisher Sustainability Schools (FSS) in their villages;
- Identify and create linkages between master trainers and fishers;
- Make sure the implementation of the following activities:
 - Feed preparation and arrangement for marine aquaculture
 - Feeding times and management of aquaculture ponds
 - Monitoring Water quality parameters on a daily and weekly basis of aquaculture facilities
 - Monitoring growth parameters (weight and length) on a monthly basis in the aquaculture facilities
- Provide know-how about shrimp aquaculture practices, including the tiger shrimp;
- Identify, establish and support alternative fisheries-based sustainable livelihoods opportunities;
- Submit a comprehensive report of the assignment.



4. Deliverables

- NTA Report
- Color hard and soft copies (30 units) of the Training manual (Sindhi/English) and handouts
- Color hard and soft copies (100 units) of the customized training manual
- List of fisheries improvement toolkit (community reflection)
- Delivery of TOT for 10 Days
- Establishment of FSSs and 24 days monitoring of FSSs
- A comprehensive assignment report

5. Requirements for experience and qualifications:

The successful consultant will meet the following minimum requirements:

- Education: Master's in fisheries (best management practices and aquaculture)
- Experience in training and engaging at the community (fisher) level
- Good understanding of livelihoods and livelihood-based interventions
- Excellent writing skills and fluency in the local Sindhi language

6. Competencies

- Demonstrates openness to change and ability to manage complexities;
- Demonstrates the ability of analytical work and excellent report writing;
- Proactive and able to work with minimal supervision and a high degree of initiative, reliability, flexibility, motivation, and resourcefulness;
- Professionalism: flexibility to make ad-hoc changes as and when needed; ability to perform under stress; willingness to keep flexible working hours.

7. Documents to be included when submitting the proposal:

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

- Application Format at available at WWF-Pakistan Website
- Technical Proposal:
 - (i) Explaining why the consultant/bidder is the most suitable for the work;
 - (ii) Provide a brief methodology on how they will approach and conduct the work;
- Detailed work plan and training modules
- Financial proposal (including fee, travel cost (if any), and other relevant expenses)
- Profile of the bidder and;
- Curriculum Vitae of the Lead and support trainers, as applicable.



8. **Reporting:** The Consultancy firm will report to the project manager, manager marine program, and regional head of Sindh and Balochistan Every two weeks, brief updates on progress must be emailed to the aforementioned personnel.

9. **Conditions:**

- WWF-Pakistan reserves the right to accept any proposal or reject all proposals
- Only shortlisted consultants will be contacted for further consideration.

Copyrights: WWF-Pakistan will have the copyright for the entire study data; the consultant(s) will no right to use the data at any forum or in publication.

10. **Guideline for submission of proposal/expressions of interest:**

Interested consultants should submit the following documentation to **Muzzammil Ahmed** (mahmed@wwf.org.pk) and **Maham Zahara** (mzahara@wwf.org.pk)

Work plan

- A technical proposal not exceeding 10 pages
- An understanding and interpretation of the TORs
- Methodology to be used in undertaking the assignment
- Time and activity schedule
- Evidence of relevant experience and samples of products related to the assignment
- Curriculum vitae of the lead consultants to undertake the assignment
- Work Plan
- A financial proposal consist of the cost of assignment in lump sum including all applicable taxes of the Government of Pakistan and out of pocket expenses.

11. **Selection Criteria:**

Applicant's proposal shall be evaluated based on Quality and Cost Based Selection (QCBS) method. Under QCBS both technical and financial proposals shall be evaluated as per following criteria against a maximum score of 100 points.

- a. Technical Proposal 70%
- b. Financial Proposal 30%

The following criteria shall be used as a basis for evaluation of technical proposals:

- Qualifications (maximum 30 points)
- Experience relevant to the assignment (maximum 30 points)



- Adequacy of the proposed methodology and work plan (maximum 20 points)
- Skills & Competencies for the assignment (maximum 10 points)
- Prior experience with WWF-Pakistan (maximum 10 points)

Note: Late/ incomplete submissions will not be accepted. Only three (03) top ranked firms will be included in the comparative process.