



BE-CLME+ Project: Promoting National Blue Economy Priorities Through Marine Spatial Planning in the Caribbean Large Marine Ecosystem (CLME) Plus (GEF Project ID 10211)

Terms of Reference for a Consultancy to draft the National Ocean Policy: Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia, including Identification of National Blue Economy Sustainable Financing Options

1.0 Background & Justification.

1.1 The BE-CLME+ Project is a regional initiative aimed at promoting Blue Economy (BE) development in the Caribbean region through Marine Spatial Planning (MSP) and Marine Protected Areas (MPAs), Ecosystem Approach to Fisheries (EAF), development of climate-smart sustainable fisheries value chains, and knowledge management in Barbados, Belize, Guyana, Jamaica, Saint Lucia, and Panama. The Caribbean Regional Fisheries Mechanism (CRFM) is the Executing Agency for the project, while the Development Bank of Latin America and the Caribbean (CAF) and the Food and Agriculture Organization (FAO) of the United Nations are the Global Environment Facility (GEF) Co-Implementing Agencies.

1.2 The 2023-2024 BE: CLME+ Project Workplan & Budget was approved by the Regional Steering Committee on 29th September 2023, and calls for a consultancy to draft the National Ocean Policy (NOP): Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia.

1.3 Saint Lucia has, over the years, made significant strides in transitioning to a blue economy. With jurisdiction over an extensive maritime area along with associated living and non-living resources contributing to the social and economic wellbeing, the benefits to be derived from the ocean are not fully explored. Moving away from a sectoral and species-based approach to management to an approach that coordinates the management across sectors and resources and integrates environmental management directly with economic development, fiscal policy and social goals, Saint Lucia has adopted a National Ocean Policy (NOP) 2020- 2035 which establishes a framework for integrated marine planning and management of Saint Lucia's marine resources. The NOP is underpinned by ten core principles and complemented with a Strategic Action Plan (SAP) which lays out actions which are accompanied by indicators which will allow the country to track the progress of implementation. This high level planning document guides operational decision making in order to pursue a Blue Economy through effective coordination of Saint Lucia's maritime and ocean affairs. The policy also sets out sector statements for marine and maritime sectors that are currently of most importance to Saint Lucia including marine fisheries, marine environment and biodiversity protection, tourism and recreation, marine aquaculture, and maritime transport. Forty-Two (42) short-, medium- and long-term strategic actions are identified in the NOP-SAP.



1.4 As one of the bedrock sectors, Saint Lucia recognizes the importance of the fisheries sector and its potential to increase its contribution to income, employment and foreign exchange earnings. Opportunities to develop this potential in a sustainable manner include: expanding and diversifying fish production for marine capture fisheries and aquaculture, and expanding value-added processing. Aligned with the policy outcomes and goals of the NOP and its strategic actions, the National Policy for the Fisheries Sector (NPFS) has identified nine (9) priority areas and strategies that focus on, *inter alia*, ecosystem health and integrity, climate and disaster risk management, stakeholder capacity and role in decision making, capture fisheries, aquaculture, and market access and expansion. The NPFS serves as a guide to planning and development of the fisheries sector for the period 2020 to 2030. The vision of the Fisheries sector in Saint Lucia reflects the prominence placed on sustainability and profitability and the combined importance of the production and ancillary sub-sectors and shared responsibilities. Like the NOP-SAP, the adoption of the NPFS is a significant step however success depends on private and public sector support, and the mobilisation of national, bilateral and international resources.

2.0 Objective of the Consultancy.

The objective of this consultancy is to prepare a National Ocean Policy (NOP): Implementation plan for the Fisheries and Aquaculture Sector in Saint Lucia which considers a results- based management (RBM) approach. This consultancy will build on and complement the findings of other consultancy, such as the BE-CLME+ National Data Gap and Needs Assessments to Inform MSP, and be guided by the goals, strategic priorities and actions set out in relevant national policies and plans such as the National Ocean Policy and Strategic Action Plan(NOP- SAP), National Policy for the Fisheries Sector (NPFS) and Saint Lucia’s Sectoral Adaptation Strategy and Action Plan for the Fisheries Sector (Fisheries SASAP). The NOP: Implementation Plan for the fisheries and aquaculture sector will include specific focus on the pillars and principles of sustainable BE development within Saint Lucia’s national context, as well as national BE sustainable financing options. The national blue economy assessments will focus on review of the existing policies and plans and will prioritize stakeholder engagement and consultation, and private sector participation to determine how the relevant policy measures outlined can be implemented and monitored. The methodological approach will also include participation in regional and international BE dialogues and existing CLME planning. The NOP: Implementation Plan for the Fisheries and Aquaculture Sector will be informed by and developed as an outcome of the assessment process and shall be an informal guidance document to inform national dialogue. It is not intended nor targeting national policy reforms. The BE: CLME+ Project will, however, be supportive of Saint Lucia’s desire to elevate blue economy processes to the levels required to ensure institutionalization of the NOP-SAP.



3.0 Key Activities will include, but not be limited to those listed below.

3.1 Prepare Inception Report and Work Plan: The consultant will need to prepare a detailed workplan outlining, amongst others, the activities to ensure the successful delivery of the schedule, inclusive of milestones of the project and performance monitoring and evaluation, etc. Contingencies must be built into planning to allow the consultant to adapt to changing conditions. In preparing the workplan the consultant will participate in an inception meeting convened by the CRFM, with attendance from Department of Fisheries (DOF), National Ocean Governance Committee (NOGC) and other relevant agencies upon commencement of the assignment to:

- a) Review the process for the conduct of all activities within the scope of services;
- b) Determine roles and responsibilities,
- c) Discuss the basis on which this work will be implemented, and
- d) Finalise the work plan and schedule. A final work plan and inception report (Product 1) on the outcome of the inception meeting will be prepared by the consultant and submitted to the CRFM for review and approval.

3.2 Undertake Literature Review and Stakeholder Consultations: The consultant will review and assess all existing national and regional policies and plans; proposed and ongoing project documents relevant to blue economy and fisheries sector development (including review of pertinent national legislation and policy frameworks) such as the NOP-SAP, NPFS, and Fisheries Sectoral Adaptation Strategy and Action Plan (SASAP). This activity should assess the status of the national blue economy and the blue economy strategic processes in Saint Lucia and seek guidance and direction from the main authorities (DOF/NOGC) in the country on specific needs and support required for the development of the National Ocean Policy (NOP): Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia and adjust the consultancy approach accordingly. The consultant will conduct a desktop study of national policy and legislation; in- country visits to collect additional information and insight; interviews/consultations with relevant national and regional agencies, partners and collaborators; and prepare a National Blue Economy Baseline Assessment Report to include recommendations to address the weaknesses and gaps identified.

3.3 Undertake Stakeholder Engagement and Develop Stakeholder Map and List Report: In the process to develop the NOP: Implementation Plan for the fisheries and aquaculture sector, the consultant will identify and map all relevant stakeholders that are impacted by and should be engaged in the development implementation and monitoring of the NOP: Implementation Plan for the Fisheries and Aquaculture Sector. The consultant should also undertake participatory stakeholder engagements, ensuring that inputs from consultations and focus groups discussions with key actors, including but not limited to the Department of Fisheries, NOGC, and other relevant private and public sectors, are prioritized for future blue economy development, and provide evidence of stakeholder engagement.

3.4 Prepare NOP: Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia with National BE sustainable financing options: Subject to the outcome of activity 3.2 and 3.3, the consultant will develop a NOP: Implementation Plan for the Fisheries and Aquaculture sector in Saint Lucia as an informal guidance document to inform national dialogue, ensuring fisheries and aquaculture sector

current and emerging activities are represented for BE development. The NOP: Implementation Plan for the Fisheries and Aquaculture Sector should apply a results- based management approach, and include input and specific actions needed for the implementation of priorities for the Fisheries Sector defined in NOP-SAP, NPFS and other relevant policies, resources required, responsible entities, timeline, performance indicators, means of verification, and estimated budget. As an appendix to the NOP: Implementation Plan, the consultant should identify at least two (2) national BE sustainable financing options (e.g. Blue Carbon) including details of the structure and operation (descriptive and graphic). The NOP: Implementation Plan for the Fisheries and Aquaculture sector in Saint Lucia should also include an Executive Report for the BE CLME+ Regional Project Steering Committee with the prioritization of the key points in the implementation plan. This should be accompanied by a slide deck.

3.5 Prepare National Workshop Concept Note, Agenda, and Convene National Workshop: In coordination with the CRFM/PMU, the consultant will organize and convene an in- person national workshop with key stakeholders and partners to present the results and findings of the NOP: Implementation

Plan for the fisheries and aquaculture sector, as applicable, and to discuss synergies with other national and regional activities and projects. The consultant will prepare a final national workshop report which would include, workshop activities and discussions, next steps, and a disaggregated list of participants in accordance with the BE: CLME+ Project Environmental and Social Safeguards (ESS) guidelines.

Consult with and be informed by the BE: CLME+ Project Environmental and Social Safeguards (ESS) triggered by the BE: CLME+ Project and identify what data is needed to ensure that the NOP: Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia complies with ESS triggered by the project.

3.7 Prepare communication and visibility material: At least one (1) communication and visibility material will be developed on the NOP: Implementation Plan for the Fisheries Sector and Aquaculture Sector in Saint Lucia. The Consultant will be responsible for providing the technical content of the assignment/ consultancy to the CRFM that is communicable and consistent with the CRFM’s communications guidelines. The communication and visibility material could include press releases, newsletters, flyers, brochures, website content, infographics, social media posts which will be submitted to the CRFM/PMU and relevant national agency for review, vetting of content, and onward communication via the CRFM’s Knowledge Management and Information System and broader regional networks. The consultant will provide data/information collected from workshops and other activities such as voice recordings, videos, and photographs from interviews, focus group consultations, etc. as applicable to support the development of communication and visibility material.

4.0 Expected Outcomes and Deliverables.



4.1 The consultant(s) are expected to deliver the following products:

Product 1: an Inception Report and workplan detailing activities, milestones, timeline, and a robust methodology to carry out the assignment.

Product 2: National Workshop Concept Note, Agenda and Stakeholder map and list report.

Product 3: Final National Blue Economy Baseline Assessment Report and Draft National Ocean Policy (NOP): Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia.

Product 4: Final National Ocean Policy (NOP): Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia; and National Workshop Report.

Product 5: Communication product on the National Ocean Policy (NOP): Implementation Plan for the Fisheries and Aquaculture Sector in Saint Lucia, and materials consistent with Section 6.0 of these Terms of Reference.

5.0 Project Schedule and Milestones.

Deliverable	Date	Payments
Product 1: Inception Report and workplan	0.5 month after contract signature	10% of contract value
Product 2: National Workshop Concept Note, Agenda and Stakeholder map and list	2.5 months after contract signature	25% of contract value
Product 3: Final National BE Baseline Assessment Report and Draft NOP: Implementation Plan for the fisheries and aquaculture sector in Saint Lucia.	3.5 months after contract signature	35% of contract value
Product 4: Final NOP: Implementation Plan for the Fisheries and Aquaculture sector in Saint Lucia; and National Workshop Report	5.0 months after contract signature	30% of contract value
Product 5: Communication and Visibility material, and Materials consistent with Section 6.0 of Terms of Reference		

6.0 Reporting Requirements.

6.1 The consultant will present the deliverables following the schedule established in section 5 of these terms of reference. The deliverables must include reports in Word¹, PowerPoint presentation of the major findings and recommendations, and other documents used as the basis of the analysis (including other formats such as Excel spreadsheets, etc. as applicable) and a folder with the list of bibliographic references used to develop the analysis. All materials must be delivered in English. All reports, studies, plans, drawings, source code, technical data, specifications, and any other material prepared by or worked upon by the consultant exclusively for the CRFM under this Agreement are the sole and exclusive property of the CRFM and as such the CRFM has exclusive title, rights, and interest in all such material including the right of dissemination, reproduction, and publication. The consultant will also work closely with the Regional Project Coordinator and the Marine Spatial Planning Specialist of the BE: CLME+ Project on the assignment.

7.0 Acceptance Criteria.

7.1 Payments will be authorized once the CRFM and FAO accepts the products specified by the TOR. The CRFM will have up to three weeks to provide written comments/recommendations to the consultant(s) reports. Unless previously determined, the CRFM and FAO will generally accept the deliverables once the consultant or consulting firm confirms the following: (i) receipt and additional inclusion of comments/recommendations in a revised version and (ii) provision of date for presentation of the revised versions of the submitted deliverables. The consultant(s) are expected to include these comments two weeks after receipt.

8.0 Consultant's Effort and Required Skills

8.1 This consultancy has been estimated to require a maximum of 35 Consultant Days.

8.2 Applicants should meet the following requirements:

- Master's Degree in Marine Management, Fisheries Science, Natural Resource Management, Coastal Zone Management, Coastal Tourism, or Marine Science is desirable.
- Training in Marine Spatial Planning and/or Blue Economy will be a distinctive asset.
- Minimum of 7 years' experience working as a technical expert in a marine field.
- Work experience in any or all the project countries.
- Experience in the elaboration of Fisheries Management Strategy/Plans, Tourism Strategy/Plans, MPA management plans, CZM plans, or MSPs will be extremely valuable.

¹ All reports should follow the CRFM Guidelines for Publications and Reports



- Ability to work with senior government officials, non-governmental organizations (NGOs), and local communities.
- Experience working with resource users across multiple sectors, especially in the fisheries, protected areas, tourism, and maritime transport, etc.
- A good understanding of biodiversity, Marine Protected Areas, Climate Change, Marine Spatial Planning.

9.0 Application and Selection Procedure.

9.1 Interested consultants are invited to submit their Curriculum Vitae (CV), a declaration of availability, and a declaration of no conflict of interest.

9.2 CVs will be evaluated against the criteria described in Section 8.2 and contracting will be subject to a successful price negotiation with the selected consultant.

9.3 Interested consultants should submit their Application Cover Letter outlining why they believe they are best suited for this assignment and CV in PDF format by **15 January 2025** to jobs@crfm.int and secretariat@crfm.int.