

Position Title:	Fisheries Team Lead
Position Level:	Managerial
Duration Of Contract:	Long-Term
Position Location:	Mogadishu, Somalia
Supervisor:	Economic Agency, Inclusion & Integration Director

Project Background:

The USAID/Somalia Inclusive Resilience in Somalia (IRiS) Program works with the Somali government and people to ensure drought resistant agriculture and livelihood diversification for rural and urban households, as well as robust private sector engagement for inclusive economic opportunities for marginalized groups. More specifically, IRiS will provide targeted technical support and capacity building to strengthen resilience to climatic shocks for agriculture systems, increase the capacity of the private sector to integrate displaced persons better into the economy, and increase the access of marginalized households/businesses to finance and domestic remittances.

Position Summary:

The Fisheries Team Lead assumes a vital role in driving the productivity and competitiveness of Somalia's fisheries sector. This position entails the implementation of innovative and catalytic programming approaches to reinforce the long-term resilience of marginalized communities who rely on the sector for their livelihoods. The Fisheries Team Leader will spearhead initiatives aimed at fostering collaboration and partnerships, with a focus on enhancing employment and livelihood opportunities for marginalized fisherfolk through private sector engagement, facilitating the expansion of Somali fish exports to international and regional markets, and establishing a robust value chain encompassing catch, processing, and export. Additionally, the Fisheries Team Lead will strive to improve local fish consumption, thereby benefiting both the economy and the well-being of local communities.

Primary Responsibilities:

- Oversee the design, implementation, and management of fisheries sector activities as agreed with USAID, FCDO and Federal Government of Somalia. This includes environmental impact assessments, gender inclusion, sustainable fishing practices, and developing strategies for the economic empowerment of marginalized communities. Provide management and technical leadership with respect to developing private-sector fisheries partnerships that can (a) tangibly help marginalized citizens overcome entrenched barriers to economic participation and success; and (b) strengthen access to finance (including value-chain finance) and other capital among marginalized groups.
- Engage with private sector enterprises, investors, cooperatives, women's groups, and government representatives to drive sector growth and resilience. Identify and integrate various value chain components e.g. logistics, cold-chain storages, certification, and standards in addition to small scale jetties and fish landing sites.
- Advise and support investors including the Somalia diaspora investors seeking new investment opportunities in fisheries sector including but not limited to provision of business market information, analytics to make a solid investment decision in the sector.
- Work to improve quality and standards in the fisheries sector, promoting local trade and exports. This includes developing market linkages and export networks with a focus on gender equity. Increase the competitiveness of Somali seafood products including but not limited to design and implementation of export certification and standards to increase value and volumes of fish exports.
- Collaborate with IRiS technical leads to identify cross-sectoral coordination opportunities, integrating fisheries with other sectors like energy, access to finance and climate-resilient agriculture.
- Establish and maintain productive relationships with relevant government agencies, local communities, export associations, private sector, NGOs, and other stakeholders involved in fisheries management.
- Work across technical divisions (including those dedicated to climate-resilient agriculture, economic agency and inclusion, and economic empowerment of IDPs) and grant-management teams to ensure achievement of program and workplan targets in a holistic way.
- Identify strategic areas for fisheries-related research and manage the dissemination of results to inform policy making, including overseeing policy engagement to encourage innovation and the uptake of new technologies.
- Facilitate linkages between fisheries enterprises and financial services providers. Provide leadership in developing private-sector partnerships that improve economic participation and access to finance for marginalized groups.
- Coordinate and oversee the preparation of contractual reports and communication pieces. Engage in substantive discussions with representatives of other institutions.
- Manage staff, consultants, and work across technical divisions to ensure the achievement of program and workplan targets in the Fish Sector.

Education & Minimum Qualifications:

- Minimum of bachelor's degree required in relevant field. Master's preferred or equivalent combination of education and work experience in a relevant competency area, including Environmental management, Agriculture, Natural resource management, Natural science, Environmental science, or other relevant field.
- Minimum eight years of experience working in the marine and fisheries sector, preferably with an implementer, the private sector, or a government agency. Preference for those with demonstrated experience contributing to fishing industry development, establishing seafood value chains, and/or advising on best practices in seafood industry/health safety standards.
- Experience with fisheries cold storage facilities and cold chain development, and IUU fishing valuable.
- Experience working collaboratively with line Ministry both federal and member states and the local private sector, leading policy discussions, and coordinating activities with those of other donors.
- Experience managing diverse teams and working with counterparts from other cultures. Knowledge/Skills/Abilities:
- Knowledge of international fishing conventions and projects preferred.
- Detail-oriented with the ability to multitask, organize, and work productively and efficiently in a fast-paced environment.
- Willingness to work in fragile/post-conflict countries.
- Demonstrated experience managing or implementing projects in Somalia is highly preferred.
- Experience in USAID funded projects is a plus.
- Excellent oral and written English and Somali language skills.
- High level of proficiency in Microsoft Office programs (PowerPoint, Word & Excel).

Core Competencies:

TEAMWORK: Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust and commitment.

COMMUNICATION: Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of listening skills and displays openness to other people's ideas and thoughts.

ADAPTABILITY: Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment.

CUSTOMER/CLIENT FOCUSED: Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner.

DIVERSITY AND INCLUSION: Conveys respect for all individuals and perspectives; models inclusive behavior and treats everyone fairly.

PROFESSIONALISM: Displays appropriate and ethical behavior, integrity and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal.

We thank all applicants for their interest. Only short-listed candidates will be contacted.

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Interested and qualified applicants should send their CV and cover letter by e-mail to: iris.recruitment@dt-global.com.

Closing date: February 21, 2024