



Terms of Reference
for
Project Manager/ Coordinator – Fisheries and Tourism

Job Title:	Project Manager/ Coordinator – Fisheries and Tourism
Location:	Laamu Gan or Male', with travel to other atolls in the Maldives as required.
Reports to:	Executive Director
Contract type:	Employment contract
Contract:	One year, with possibility of extension
Normal working hours:	Five days per week (9am – 5pm)
Remuneration:	Take-home USD 1,200 – 1,700 per month (depending on qualifications and experience)
Closing Date:	9pm Maldives time (UTC+5) on 31 December 2024

1. Organisational Background

Maldives Resilient Reefs (MRR) is a Maldivian NGO working to restore coral reefs in the Maldives as climate resilient ecosystems for the benefit of people, nature and the economies that depend on them. MRR is affiliated with a UK charity, Blue Marine Foundation, which works with governments, fishermen, communities and other NGOs to restore a healthy ocean forever, for everyone.

Since its establishment in 2020, MRR has made significant contributions to marine conservation in the Maldives, including supporting the designation of new Marine Protected Areas and Community Conserved Areas, developing a model for sustainable resort reef fisheries, promoting sustainable fisheries, responsible tourism and marine nitrogen management and garnering support for marine conservation through its citizen science programmes, campaigns and advocacy.

2. Position Summary

MRR is recruiting a Project Manager/ Coordinator to facilitate our sustainable fisheries and responsible tourism projects. Project activities will be conducted from MRR's office in Laamu Gan and will entail regular travel to resorts and local islands.

The Maldives depends on healthy and thriving fish stocks for food security, income and for the health of its coral reef ecosystem but unfortunately most fisheries in the Maldives are poorly managed. Tourism is the main economic activity for the Maldives in terms of income generation, employment creation, and foreign exchange earnings. Yet, a lack of environmental management and long-term planning across the sector to date has meant that tourism and the expansion of the industry

have played a significant role in the destruction of the Maldivian environment. Unnatural land and sea scaping, excessive fishing, pollution and irresponsible operations at tourist establishments that are not managing the way they use their surrounding resources are all contributing to environmental degradation.

Tourism-driven overfishing of coral reef resources is one of the biggest stressors facing Maldivian coral reef environments. In response to this, MRR and Blue Marine established the *Laamaseelu Masveriyaa* programme, which works alongside local fishing communities to ensure that the seafood sourced by resorts has been caught in a sustainable way. After being successfully piloted in Laamu Atoll, the LSMV programme was recently implemented on Baa Atoll.

The selected candidate will work with partners to advance sustainable fisheries and responsible tourism in the Maldives, including the implementation of the *Laamaseelu Masveriyaa* sustainable fisheries programme in the Maldives. This will involve overseeing the continued development and expansion of the programme.

3. Key roles and responsibilities

A. Project Development and Implementation:

- Planning and implementation of Maldives Resilient Reefs' projects related to sustainable fisheries and responsible tourism.
- Organize and deliver project related trainings, workshops and events.
- Maintain databases to ensure they are kept up-to-date and organised.
- Analyze datasets and compile project progress reports.
- Monitor project progress and quickly resolve issues as they arise.
- Evaluate project needs and present solutions and options.
- Support MRR's other projects as required.

B. Stakeholder Engagement:

- Build and maintain relationships with donors, partners, beneficiaries, and other stakeholders.
- Represent the organization at public events, conferences, and networking opportunities.

C. Marketing and Communication:

- Assist with project related reporting and social media communications.
- Develop marketing and communication material to enhance the Maldives Resilient Reefs' visibility and public image.

D. Innovation and Improvement:

- Encourage innovative approaches to programme delivery and organizational processes.
- Continuously seek opportunities for improvement and growth.

4. Candidate profile

The individual should be passionate about marine conservation and keen to learn and share knowledge with the wider community. This position offers the possibility of career progression within the organisation. **This position is open for both international and Maldivian applicants.**

Essential requirements

- Bachelor's degree in environmental management, related sciences or project management OR at least three years of experience in a relevant field.
- Proven experience working across conservation or environmental projects.
- Strong organisational, time management and multitasking skills.

- Excellent communication and interpersonal abilities.
- Fluency in spoken and written English.
- Excellent computer literacy.
- Ability to work independently and as part of a team.
- Physically fit to perform duties.

Preferred requirements

- Master's degree in environmental management or related sciences or project management OR at least five years of experience in a relevant field.
- Fluency in spoken and written Dhivehi.
- Experience in the fisheries and/ or the tourism sector of the Maldives.
- Proven experience working in across marine conservation projects.
- Interest or experience with the use of technology within conservation.
- Proven experience working with resorts.
- Experience working with local communities in the Maldives.
- Social media experience and content creation.

5. Application and selection process

Please email the following documents to contact@maldivesresilientreefs.com by **9 pm (UTC +5) on 31 December 2024**.

- All documents must be emailed in pdf format.
- Cover letter explaining your skills and suitability for the role.
- Curriculum vitae with at least two reference's contact information.

Only shortlisted candidates will be contacted for interviews.