TECHNICAL ASSISTANCE TO COASTAL RESOURCE MANAGEMENT -

INTERN IN THE REPUBLIC OF MALDIVES

Outline Terms of Reference

1. PURPOSE

The purpose of the Terms of Reference/Job description is to set out the responsibilities of the Intern over the six month period of the internship at the Environmental Protection Agency of the Maldives.

2. BACKGROUND

The Government of the Republic of Maldives has received financing from the International Development Association (IDA) toward the cost of the Maldives Environmental Management Project, and intends to apply part of the proceeds towards a Coastal Resource Management internship at the Maldives Environmental Protection Agency. The Environmental Protection Agency is now seeking to engage an eligible graduate enrolled in a university or institution recognized for excellence in the teaching of coastal zone management, coastal planning, environmental/earth science and/or similar relevant fields.

3. INTRODUCTION

The Republic of Maldives is a small island nation located in the Indian Ocean, southwest of Sri Lanka. It consists of some 26 major atolls comprised of hundreds very of small, flat and low-lying coral islands. Of these islands, only 33 have an area greater than one square kilometer (km2). The total land area is less than 300 km2. The population of Maldives is about 319,000 with approximately 75% of the population concentrated on 199 inhabited islands dispersed over a wide geographic area. Thirty nine percent of the islands have a population between 1000 and 500. Only two percent of the islands have a population of over 5000 people. The atolls are ringed by coral reefs that are the seventh largest in the world and among the richest in terms of marine diversity and aesthetic appeal. Nature-based tourism is the main engine of growth and prosperity for the country.

Coastal erosion is prevalent on many islands in the Maldives. Indeed island communities in the Maldives have been confronting coastal erosion throughout the history of occupation of the islands. Coastal erosion has become one of the most urgent and serious issues Maldives is facing after the 2004 Tsunami and strong swells which lashed the country in May and June 2007. Island communities have also recognised coastal erosion as the most serious environment problem they are facing according to the Public Perception Survey undertaken in 2007. Consequently, coastal erosion may pose greater economic risk to infrastructure and socio-economic activities than ever before. Therefore, coastal erosion may be expected to become an even greater management issue over the coming decades.
4. COASTAL RESOURCE MANAGEMENT

The capacity to ensure ecologically sustainable use and development of the coastal resource management is imperative for all Maldivians, both now and into the future. The wide ranging climatic, geological and oceanographic regimes and interacting mix of terrestrial, estuarine and marine ecosystems support a wealth of biodiversity. Coastal biodiversity supports the resource base for a broad range of commercial and noncommercial activities. Coastal activities dependent on healthy coastal environments include commercial, recreational fishing; tourism and recreation; urban development; aquaculture and mariculture; shipping and transportation; and coastal agriculture. Equally the coastal zone has important social, cultural including coastal landscapes, amenity and access.

The Maldivian coastal environment is a focus of major economic, industrial and social activity and this focus is placing greater pressure on coastal resources and present significant resource use challenges, some of which have emerged at the national scale. Pressures on coastal resources are increasing at a rate that exceeds the time necessary for damaged environments to stabilise and be repaired.

Whilst nationally cooperative efforts that focus on improving ground water quality and sanitation benefit the coastal environment, continued active management of human and physical impacts on coastal resources is also necessary if the health and productivity of coastal ecosystems are to be sustainable. Forward thinking is required to initiate a nationally cooperative focus on achieving ecologically sustainable development through coastal resource management. Now is the time to encourage more active rehabilitation, protection and improvement of these important assets through proactive planning, management and monitoring.

5. RELATIONSHIP WITH THE MALDIVES ENVIRONMENTAL MANAGEMENT PROJECT

Maldives Environmental Management Project has been divided into four (4) components which include: (1) a regional solid waste management program for the North Province; (2) capacity building for environmental management; (3) technical assistance for a pilot regional strategic environmental assessment enhancing environmental management through the collection and use of data, and (4) project management and project communications. One of the main development objectives of the Maldives Environmental Management project is to strengthen capacity for environmental management in the Maldives by addressing some of the human resource constraints and informational impediments to improved environmental management. It aims to have decision-making processes of relevant government agencies make use of trained professionals and scientific information to assess, and to design and implement responses to environmental risks.
The Maldives Environmental Management Project is supporting (i) an engineering consultancy to investigate the capacity of natural and engineered structures to defend against coastal erosion/storm surges in selected target islands in North Province, (ii) technical support to develop a terrestrial (flora and fauna) ecosystem health monitoring program, (iii) technical assistance to extended the current coral reef monitoring program to include coral reef ecosystem health indicators, (iv) technical support to develop a bait fisheries management plan, and (v) financial support to a reef fisheries monitoring program.

The Maldives Environmental Management Project is also supporting the development of a national GIS strategy, interpretation of remote sensing imagery, and GIS software and hardware. In 2007, the ERC (EPA) established a National Coastal Monitoring Network (NCMN) which aimed to monitor the effects to the coastal dynamics due to seasonal changes. Under the NCMN 11 (eleven) uninhabited islands are surveyed as a baseline once during NE monsoon and once during SW monsoon. The Maldives Environmental Management Project is supporting a local consultant to develop database for the coastal erosion data and other relevant information.

4. OBJECTIVES OF THE INTERNSHIP:

The overall objective of the internship is to provide technical assistance and organizational support the work required under the Coastal Zone Management Unit of the EPA of the Ministry of Housing, Transport and Environment.

5. SPECIFIC TASKS OF THE INTERN

Under the direction and supervision of the Director General of the Environmental Protection Agency or his designate the tasks to be undertaken by the intern will include, but are not necessarily limited to, the following:

• In collaboration with the Environment Protection Agency and in consultation with relevant Ministries, and target communities develop a framework1 as a basis for the future coastal resource management planning:

  o The framework should identify the key cross cutting themes which describe the major aspects of the coastal environment in the Maldives and which takes account of the types of coastal resources present, their values and the pressures on their current and future use (such as coastal use and development, physical processes, ecosystem conservation, pollution, landscape etc).

  o The framework should describe the coastal management outcomes for each of the major aspects identified.
The framework should include principles that provide specific direction on how the outcomes are to be achieved.

The framework should include policies that provide direction on the implementation of the principles and selectively address priority coastal management issues such as: dredging, reclamation, erosion prone areas, shoreline erosion management coastal hazards, beach protection structures, waste water and solid waste disposal, coastal landscapes and adaption to climate change, tourism and recreation, fishing, aquiculture, areas of natural recourse significance, coastal wetlands, coastal biodiversity.

- Study the national strategic planning and Environmental Impact assessment processes and in collaboration with the staff of the Environment Protection Agency identify key linkages and entry points between coastal resources management making processes.

- From the directional policies identify key elements of the coastal resource management framework that may need to be carried forward to the proposed Coastal Zone Planning Regulation.

- In collaboration with the Environment Protection Agency and in consultation with the Marine Research Centre identify areas of priority coastal resource monitoring and research taking into account capabilities and capacity of the relevant agencies.

- Assist and guide the staff of the Coastal Zone Management Unit in developing a coastal monitoring and research program which integrates other coastal erosion and terrestrial ecosystem etc monitoring programs currently being undertaken within the EPA and MRC.

- Assist and guide the Staff of Coastal Zone Management Unit in developing standard monitoring and reporting templates for annual (State of Environment) reporting.

1 It is not the expectation that the framework will be developed as a complete and comprehensive policy document but developed as a jumping off point for further consultation, elaboration and reiteration by the EPA over time.

- Participate in and provide hands on training to field staff of the Coastal Zone Management Unit in carrying out consultations, monitoring and research activities on islands in the Northern Province.

6. QUALIFICATIONS REQUIRED:

To be eligible for consideration for this internship the candidate must demonstrate the following eligibility criteria:
• A minimum university degree (or academic transcripts for mandatory degree study period completed) in coastal zone management, coastal planning, environmental management, environmental/earth science, or comparable academic preparation;

• Have studied at a university or institute recognized for excellence in the teaching of coastal management, planning, tropical ecosystem, marine sciences or similar relevant fields;

• Have practical experience in the use of GPS, DGPS and/or other coastal surveying equipments such as dumpy levels, theodolites and/or total stations etc.

• Ability to participate in field visits (islands) and undertake field monitoring activities in challenging climatic conditions.

• work with minimal direct supervision, at times that are not consistent with traditional working patterns, and in varying situations that will require sound judgment and initiative.

• Excellent interpersonal skills and demonstrated ability to work in a team environment;

• Fluent in written and spoken English; and

• A high level of computer literacy and knowledge of GIS, Word and Excel is required.

7. DELIVERABLES

The intern shall prepare and submit the following deliverables during the course of the internship:

• A draft coastal resource planning framework.

• A coastal monitoring and research program.

• Standard monitoring and reporting templates for annual (State of Environment) reporting.

8. REPORTING

The environmental impact assessment intern is expected to work closely with the Coastal Zone Management Unit counterpart and will report directly to the Director General of the Environmental Protection Agency or his designate during the period of the internship.

9. FACILITIES TO BE PROVIDED BY THE CLIENT

The Environment Protection Agency will provide the intern with office space, office facilities, a local counterpart at the Environmental Protection Agency’s offices in Male’,
local transportation (vessel), and dive and monitoring equipment as required during the course of the placement. The Environmental Protection Agency will also provide staff for field training as required.

The Environmental protection Agency will obtain, at no cost to the intern, a single entry business visa/ work permit for the period of the placement. The Environmental Protection Agency will assist the intern in finding local accommodation in Male’ if required.

Although diving is not a specific activity required under this assignment diving will be permitted with the concurrence of the EPA. Any relevant proof of qualifications and experience relevant to the proposed diving activity must be presented to the Director General or his designate in advance. Where EPA has agreed to the diving activity, EPA will provide a “dive buddy” to accompany the intern during the approved diving activity.

10. REMUNERATION AND REIMBURSABLE

The inclusive monthly budget allocated internship is USD 2500.00.

The allocated budget is inclusive of local accommodation, meals, insurances and incidental expenses over the duration of the assignment. A onetime relocation allowance of USD 1000.00 (USD one thousand) and cost of travel (economy class return airfare) will also be paid from the allocated budget. The monthly stipend payment will be negotiated from the allocated budget after consideration of the intern’s expenses. The return airfares purchased by intern for the purpose of the assignment will be reimbursed at cost on production of receipts.

The stipend and other local currency expenses will be paid by cheque, or alternatively salary may be paid into an international account by Telegraphic Transfer (T/T) on presentation of the necessary international banking details.

The intern may request an advance on salary not exceeding [1] month salary equivalent deductible over period not exceeding [6] months.

10. CONTRACT DURATION:

The contract duration is for a period of up to six (6) months. The successful candidate must be available to commence the internship in August/ September 2009. The terms and conditions are listed in Appendix 1.

Please send Expressions of Interest to:

Sofoora Kawsar Usman
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Maldives Environmental Management Project - World Bank Ministry of Housing, Transport and Environment
Fen Building, Ameene magu
Male’, Maldives

mailto:sofoora.kawsar@mhte.gov.mv

and copy to pmu@erc.gov.mv before 2 August 2009.