



TERMS OF REFERENCE

Position title:	Senior Aquaculture Officer
Reports to:	Mekong Delta Manager
Supervises:	Local consultants as required
Starting Date:	1 July 2012
Duration:	One year with possible extension
Location:	Possibly based in Hanoi with frequent travel to Mekong Delta or based in Can Tho .

Background

WWF has a long established presence in the Mekong region, starting in Vietnam in 1990. Since then, WWF operations have grown to four Country offices based in Cambodia (Phnom Penh), Laos (Vientiane), Thailand (Bangkok) & Vietnam (Hanoi), including a regional team in the Hanoi, Vientiane and Bangkok offices. The 'Greater Mekong Programme Office' was officially formed in November 2005, merging WWF Indochina (Cambodia, Laos, Vietnam) and WWF Thailand. In order to be relevant to partners at provincial level and deliver conservation results based on ecosystem "landscapes", GMPO has also developed 20 field offices across the 4 countries covering 6 high priority landscapes.

Following a strong track record of conservation delivery over the last 20 years, WWF has established both the credibility and presence to deliver conservation impact at all levels from provincial, to national to regional.

This position is to support the promotion of sustainable pangasius development in accordance with a Cooperation Agreement signed in December 2010 between WWF, Vietnam Fisheries Society (VINAFIS) and the Vietnam Association of Seafood Exporters and Producers (VASEP). The Agreement is aimed at furthering Vietnam's and WWF's efforts to protect and conserve the country's life-supporting resources by improving the sustainability of pangasius aquaculture and, by ensuring the Vietnamese pangasius industry becomes a global leader in responsible production. Producers are being supported to move towards compliance with international environmental and social sustainability standards through independent, third-party certification, with especial emphasis on Aquaculture Stewardship Council (ASC) certification.

I. Major function

The Senior Aquaculture Officer will provide support to the Aquaculture Coordinator in the planning, management, implementation, monitoring and reporting of WWF-Vietnam's work in promoting sustainable pangasius development and the move towards ASC certification. He/She will work closely with relevant stakeholders including pangasius producers, local and national government agencies and relevant organizations, to ensure the targets set in the December 2010 Cooperation Agreement will be achieved fully, and on time. The Senior Aquaculture Officer will also be responsible for providing technical support to the Cooperation Agreement partners in the implementation of the December 2010 agreement.



II. Major duties

- Provide inputs to the development and revision of workplans.
- Develop preparatory activities and seek funds to support the AIPs (Aquaculture Improvement Plans) that form the main vehicle for implementation of the Cooperation Agreement.
- Provide and/or mobilize the necessary technical support for the implementation of the AIPs and preparatory activities.
- Support existing farmer-buyer partnerships moving towards ASC implementation and develop new partnerships.
- Support the building of market demand and reward for ASC certified pangasius.
- Build capacity and raise awareness in support of ASC implementation.
- Maintain and strengthen the relationships with all relevant stakeholders in Vietnam.
- Keep all Cooperation Agreement parties updated about the progress of the AIPs.
- Be responsible for monitoring and evaluation of progress to ensure reaching the Cooperation Agreement targets.
- Develop strategies for promoting ASC certification and offer technical advice (in aquaculture) for the strengthening of legal frameworks.

III. Working relationships

1. Internal

- The Senior Aquaculture Officer will report directly to the Mekong Delta Manager. He/She will also work closely with the Mekong Delta and WWF Vietnam communication teams.

2. External

- Work closely with government agencies at both national and provincial level, the private sector, donors, academic institutions, the media, other NGOs and community organizations as necessary to support delivery of the agreed targets of the Cooperation Agreement.

IV. Minimum qualifications and requirements

1. Education

- At least master's degree level in aquaculture, aquatic biology or relevant field. Additional academic training or a degree in a conservation and natural resources management field would be a strong asset.

2. Knowledge

- Proven record in developing, implementing and managing projects/programmes in the field of aquaculture, aquatic biology, nature conservation and natural resources management.
- Knowledge of sustainable fisheries and landscape conservation; knowledge of current context in Mekong Delta will be an advantage.
- Understanding of local laws and Vietnam regulations in fields related to the Major Duties;
- Fluency in written and spoken English.
- Proficiency in MS Office and functional software.
- Knowledge about sustainable aquaculture certification.

3. Experience

- At least 5 years experience working at the project/programme level
- Experience of working and negotiating with Government officials and/or donors at all levels.
- Proven record in project proposal development, project M&E, and report writing.
- Experienced interpersonal, communication and diplomatic skills with the ability to manage and interact at all levels of an international, multicultural and multilingual organization



VI. WWF's Mission and Values:

1. It is part of every staff member's terms of reference to contribute to **WWF's mission:**

WWF's Mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:

- *conserving the world's biological diversity*
- *ensuring that the use of renewable natural resources is sustainable*
- *reducing pollution and wasteful consumption.*

2. It is also part of every staff member's terms of reference to embody WWF's values, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, Persevering & Delivering Results.

Prepared by: Programme Coordinator

Signature

Date:

Reviewed by:

Signature

Date:

Approved by:

Signature

Date: