



**CORAL TRIANGLE  
INITIATIVE**  
ON CORAL REEFS, FISHERIES  
AND FOOD SECURITY



## Terms of Reference

### **Climate Adaptation and Resilience Fellowship:**

#### **Southeast Asia CTI-CFF CORAL FELLOW**

The Coral Reef Alliance (CORAL)

Regional Secretariat of the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF)

(to be based in home Southeast Asia CT3 country or at the CTI-CFF Regional Secretariat in Manado, North Sulawesi, Indonesia)

The Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF) is a multilateral partnership of six countries working together to sustain extraordinary marine and coastal resources by addressing crucial issues such as food security, climate change and marine biodiversity. Launched in 2009, it is the first multilateral cooperation of its kind, one that focuses on food security through sustainable management of marine natural resources taking into consideration climate change impacts. Its members include the governments of Indonesia, Malaysia, Papua New Guinea, the Philippines, Solomon Islands and Timor-Leste (the 'CT6') representing the custodians of the Coral Triangle area.

USAID Sustainable Fish Asia Technical Support (SuFiA TS) is a technical investment of the United States Government to support regional organizations such as the Coral Triangle Initiative for Coral Reefs, Fisheries and Food Security (CTI-CFF) to improve the management of marine biodiversity and fisheries resources in the Indo-Pacific region by reducing unsustainable fishing and illegal, unreported, and unregulated (IUU) fishing. The inclusion of traditionally disadvantaged or marginalized groups—including small-scale, migrant, and stateless fishers—within regional fisheries management and decision-making is an important component of SuFiA TS. Inclusion across the region promotes fair, legal, and sustainable fisheries management and enhances coastal resilience in the face of climate change.

CORAL is looking for qualified, experienced, and motivated experts to support SuFiA TS's capacity development initiatives of the CTI-CFF Regional Secretariat, particularly on addressing unsustainable and illegal fishing on coral reef and reef-associated ecosystems of the Coral Triangle, the negative impacts of unsustainable and IUU fishing on small-scale fishers, women and youth, and local fishing communities.

The Southeast Asia CTI-CFF CORAL Fellow will be based in Manado (or their home country) and will focus on providing technical support to the CT3 countries of Indonesia, Malaysia, and the Philippines (supporting the CTI Sulu-Sulawesi Seascape) in strengthening regional understanding and technical capacity around issues relating to small scale fisheries (SSF) and climate change adaptation (CCA) of

coral reef ecosystems, incorporating a focus on gender equity and social inclusion (GESI). A separate TOR is available for another CTI-CFF CORAL Fellow focused on providing technical support to the CT3 countries of Papua New Guinea, the Solomon Islands, and Timor Leste (supporting the CTI Bismarck-Solomon Seas). The Southeast Asia and Pacific CTI-CFF CORAL Fellows will work closely together to achieve their respective scopes of work (see below).

The Southeast Asia Fellow will also support the two goals as set in the [CTI-CFF's Regional Plan of Action \(RPOA2.0\)](#): 1) "by 2025, coastal communities and the coastal and marine ecosystems are enabled to cope with the impacts of climate change, natural and anthropogenic threats, in the Coral Triangle region" and 2) "by 2030, coastal communities and the coastal and marine ecosystems in the CT region are more resilient/able to adapt to impacts of climate change, natural and anthropogenic threats, by improving food security, sustainable fisheries and coastal livelihoods."

This is a 12-month appointment, with extension dependent upon funding and end of contract performance review. It includes competitive compensation and benefits. The Southeast Asia CTI-CFF Fellow will report to CORAL, and will also work in collaboration and partnership with the Regional Secretariat, CORAL partners and SuFiA TS (the funder of this subcontract).

### **Position Description**

The work of the Southeast Asia CTI-CFF CORAL Fellow will support the CTI-CFF Regional Secretariat, with a focus on coral reef resilience and adaptation in the Coral Triangle region for the benefit of the CT6 and a number of Coral Triangle Initiative Working Groups (WGs), including the Ecosystem Approach to Fisheries Management (EAFM), Climate Change Adaptation (CCA), Seascape (SWG), the Women Leaders' Forum (WLF) and Monitoring and Evaluation (ME); in addition to Marine Protected Area (MPA) WG. The Fellow will also support the implementation of CTI-CFF's RPOA 2.0, including the sub-regional EAFM engagement within the CTI Sulu Sulawesi Seascapes.

### **Scope of Work**

The Fellow shall perform the following tasks professionally, under the direction and supervision of the Coral Reef Alliance, with input from a regional advisor and as guided by the CTI-CFF Regional Secretariat (RS) and SuFiA TS:

- The Fellow will support SuFiA TS and CTI-CFF Regional Secretariat and work with the Pacific CTI-CFF CORAL Fellow, other technical consultants, and relevant CTI-CFF technical working groups in sub-regional exchanges (e.g., Sulu Sulawesi Seascape) and other capacity strengthening activities (e.g., workshops, trainings, issue summaries, etc.). Specific opportunities for Fellow engagement and support, as well as other capacity strengthening activities will be identified through consultation with CTI-CFF, SuFiA TS, and a regional advisor.
- The Fellow will contribute to the development and implementation of a regional fisheries climate risk management plan for the Indo-Pacific region led by SuFiA TS. Fellows will review a pre-existing draft of this plan and provide input.

- The Fellow will support the development of legal instruments, particularly on policy recommendations on gendered climate vulnerability and risk management of subregional seascapes to be integrated in fisheries management and provide inputs to the fisheries management plans of specific subregional seascapes. This will include a review of key policies at local, regional, and national levels within project geographies relating to gender and climate change adaptation in coastal fishing communities. It will also include opportunities for community-level management to both integrate and influence these policies, as well as prevalent policy barriers and gaps.
- The Fellow will provide Monthly Performance Reports to CORAL (using a provided template) that include their technical inputs during Technical Working Group (TWG) meetings, regional events, and other opportunities to build up the capacities of RS and CT members (session designs and presentations).
- Other responsibilities and duties as needed

### **Competency Requirements**

Competencies required for this position include:

1. Has at least a Master's Degree in Marine Policy, Fishery Science, Environmental Science, Climate Science, Management Studies, or other relevant fields. Additional preferred background includes 5+ years of work experience in fishery management, GESI, or other relevant fields.
2. An understanding of the policy environments and legal instruments in the CT3 countries of Indonesia, Malaysia, and the Philippines.
3. Experience with capacity development, training and outreach.
4. Relevant work experience in a dynamic environment with multiple stakeholders and international partners. A sound knowledge of the functions of the National Coordination Committee (NCC) is an asset.
5. Excellent technical, analytical, communication and organizational skills, with demonstrated experience in desk research skills (e.g., synthesizing existing documents, preparing written reports, etc.).
6. Team worker, responsible, dependable, with integrity. Well disciplined, able to deliver on time, and driven by a strong motivation to contribute to the CTI-CFF goals and Regional Plan of Action (RPOA) 2.0, and with a positive attitude and diplomatic approach.
7. Excellent proficiency in the English language (both spoken and written) is MANDATORY.
8. Knowledge of other CT6 Member Countries' working languages is an asset.
9. Able to travel and undertake missions overseas, especially to CT6 countries.

### **Condition of Application**

1. This position is open only for citizens of Southeast Asia CT3 Member Countries (Indonesia, Malaysia, the Philippines).
2. The successful applicant ideally will be based at the CTI-CFF Regional Secretariat in Manado, North Sulawesi, Indonesia (but if necessary, at their home country/office).

### **Submission of Application**

1. Please submit your cover letter (including your last salary information, or rate if a consultant) and CV that includes contact information for at least 3 Work References to [jobs@coral.org](mailto:jobs@coral.org). The email subject line should read: **SEAsia CTI-CFF CORAL Fellow**
2. The position is subject to open competition regardless of race, color, gender, mother tongue, religion and beliefs, or the national, ethnic or social origin.
3. Only shortlisted applicants will be contacted for an interview.
4. Application is now open. Final submission deadline **February 19, 2024**. Application review will be rolling beginning February 12, 2024.