



Terms of Reference

For

DEVELOPMENT OF A MANAGEMENT PLAN FOR ALDABRA GROUP MARINE NATIONAL PARK & REPORTING ON ITS IMPLEMENTATION

1. BACKGROUND

The Seychelles Conservation and Climate Adaptation Trust (SeyCCAT) is funding a project entitled “Seychelles Marine Protected Area Network” which aims to support the development, implementation and adaptive management of the Seychelles Marine Spatial Plan (SMSP) ¹within the Seychelles Exclusive Economic Zone (EEZ).

In March 2020 Seychelles completed the designation of 30% of its territorial waters and EEZ as Marine Protection Areas. This process began in 2014 and has seen the area of Seychelles’ territorial sea and EEZ waters protected increase from less than 1% to over 30%. Implementing and managing these areas will require significant additional effort, investment and capacity in order to realize the conservation and sustainable use objectives of these protection areas.

The protected areas designated through the SMSP are classified in two categories: ‘Marine National Park’ which are in an MSP **Zone 1** and designated a high biodiversity protection zone not suitable for resource extraction or seabed alteration, and ‘Sustainable Use’ in an MSP **Zone 2** and designated a medium biodiversity protection and sustainable use zone, subject to management provisions in line with the objective of the designated area. The geographic distribution and zoning of these marine protection areas fulfilled milestone 3 of the phased approach of the SMSP. The remainder of Seychelles’ waters are classified as **Zone 3** - for multiple uses and economic activity within a framework of the long-term sustainability of natural resources. These include high value and/or high priority areas for the marine sectors that use Seychelles waters for economic, social and cultural benefits. For more information on the SMSP, please see www.seymsp.com

Significant additional effort, investment and capacity is required to transition the Seychelles Marine Spatial Plan from the zoning to the implementation phase. Through existing and new partnerships, SeyCCAT and the Government of Seychelles are being supported to achieve the conservation and sustainable use objectives of the marine protection zones of the SMSP with SeyCCAT performing a grants management and project coordination function.

¹ The Seychelles Marine Spatial Plan (SMSP) will be legally gazetted.

2. OBJECTIVE & CONTEXT

The SMSP has been designed to attain overarching national marine conservation and sustainable use objectives. The nature of the zones and the various protected areas within them, vary considerably and will require a variety of approaches to address national and site-based priorities. To enable the informed and adaptive management of the MSP process however, it is essential that common crosscutting themes of management, monitoring, control and surveillance are identified, prioritised and mandatory minimum common requirements and standards for all management plans established. This includes the data gathered, how it is managed, the format in which it is presented in reports etc, and various management protocols for matters as diverse as accounting and enforcement. Additional site-based priorities will form the second level of each management plan, but again should share the same management and monitoring approaches with all other plans that address the same issues (e.g., habitat types, usage scenarios, key threats etc.). This will ensure that a common baseline of management data will be compiled by all sites as well as compatible methodologies and datasets for equivalent sites. This standardized approach will enable systemic and site-based monitoring and evaluation of management measures and their informed adaptive management. It will also foster collaboration and exchange between agencies and Protected Areas and serve to build a common national capacity for MPA management.

In 2020, 201,235 km² of waters in the Aldabra Group were designated as a Marine National Park and classified in the High Biodiversity Protection Zone of the SMSP (**see map in Annex 1**). Through the Marine Spatial Planning process, it is identified as a zone 1 area which is an area earmarked for high biodiversity protection where no extraction and no seabed alteration are allowable. The Aldabra Group Marine National Park is in the south west of Seychelles' EEZ and has many ecologically important features; it contains shallow, pelagic and deep-sea habitats surrounding Aldabra Group including "Giraud" and "Tchernia" seamounts, canyons, slope, hills, mountains and plains. Species associated with the area include demersal and pelagic fish, turtles, sharks, rays, cetaceans and seabirds. Unique shallow water habitat features are found only in this part of the EEZ because of the distinct geological features inside the Aldabra (Marine) Special Reserve – the second largest raised atoll in the world. This National Park is the wider area surrounding Cosmoledo and Astove Sustainable Use Area, Aldabra Special Reserve, whilst it includes Assomption and its surrounding waters (**see map in Annex 1**).

The Blue Nature Alliance (BNA) "Seychelles Marine Protected Area Network" Project, & the SMSP Team, SeyCCAT and the Ministry of Agriculture, Climate Change and Environment (MACCE), are now recruiting a consultant or consortium to develop the management plan for Aldabra Group Marine National Park (Zone1) designated in 2020 under the National Parks and Nature Conservancy Act. The management plan template has been developed through a grant to SeyCCAT using an iterative process of stakeholder consultation (i.e. national MPA management agencies, and the ministries responsible for environment and fisheries invited) and is based on a review of best international and national practice. This template was finalised in April 2024 and this consultancy will be required to make use of this template and report on the implementation of the management plan.

3. SCOPE OF WORK

The consultant, will be required to carry out the following tasks:

- 1) Convene an initial meeting with the SeyCCAT, MACCE, SFA, SIF and SMSP core team to discuss implementation of the assignment including a detailed timeline and scope of the assignment.
- 2) Conduct a desktop review of the relevant literature & images, as directed by the above referenced meeting and Annex 2, to better understand the site usage, management requirements, potential challenges and opportunities, including a review of the relevant policies and legislation. Key considerations should be given to the Draft Strategic Management Framework, the Management Plan Template Consultancy, and the Zone 2 Management Plan Consultancy. Review applications of the management plans templates
- 3) Draft the Aldabra Group Marine National Park Management Plan using the draft Management Plan templates provided by MACCE. This should:
 - a. Through consultation with the relevant authorities (e.g. MACCE, SMSP Unit) and stakeholders, ensure that protected area management plan goals and objectives align with SMSP allowable activities tables, general and area based management considerations, sector-use plans, where applicable, as well as addressing specificities of the protected area's category.
 - b. Undertake a desktop biodiversity baseline assessment/biodiversity stock-take for the Aldabra Group Marine National Park area to identify key biodiversity management issues.
 - c. Identify and evaluate options for management measures (e.g. management strategy evaluation) that are responsive to agreed goals and objectives for the protected area, are proportionate to risk, and allow for robust regulation, and adaption to external threats (e.g. climate impacts).
 - d. Complete a stakeholder analysis that captures the full spectrum of prominent MPA stakeholders.
 - e. Identify and make recommendations as to which implementing management authorities/agencies and partners will be best suited to the management of this area.
 - f. Identify potential financial resources currently available and required for the implementation of the management plan
 - g. In collaboration with stakeholders, undertake prioritization and validation to select management measures in line with zone 1 criteria and include consideration of and alignment where applicable, with the Aldabra Special Reserve management plan and the Cosmoledo & Astove management plans.
 - h. Make provisions for performance assessments that include monitoring and evaluation of results in an adaptive management approach providing feedback to determine whether there should be revisions or adjustments to the various elements of the plan, taking into account the evolving reality on the ground.
 - i. Drafting of this management plan should focus on making use of the template and boilerplate provided, taking site specific needs, objectives, uses, and formulating management strategies into consideration as mentioned in a, b, c and d. Additionally, the management plan must include measurement indicators and implementation effectiveness specific to Aldabra Group.
- 4) Presentation of the draft Management Plan to the MACCE, SFA, SIF, SeyCCAT, and SMSP team, to ensure the plan aligns with their respective objectives and any relevant legislation. Stakeholder review process to be online for public review.
- 5) Finalise the Management Plan incorporating feedback, as may be relevant, from stakeholders.
- 6) Make recommendations as to amendments, if any, to the management plan template.

4. DELIVERABLES

With reference to the scope of work, the consultant, will be required to produce the following deliverables:

1. An Inception Report describing how the consultant plans to implement the assignment after activity 3.1 above, when the scope of the assignment is clarified with the project team. This should include a detailed work plan with timelines elaborated for each activity as per the scope of work.
2. A well-referenced technical report summarising findings of the desk top review, including feedback on the MPA management plan templates text as per the specifications elaborated in Section 3.2.
3. A draft Management Plan for Aldabra Group Marine National Park as per Section 3.3.
4. Report of relevant stakeholder consultations, including notes from meetings and workshops, including an updated Stakeholder Assessment of groups utilising the Marine National Park. Compiled from stakeholder consultations.
5. A final stakeholder validated Management Plan for Aldabra Group Marine National Park, incorporating feedback, as may be relevant, from stakeholders and an online stakeholder review process.

5. TYPE OF CONTRACT

This is a long-term local consultancy.

6. DURATION AND TIMELINE

The consultancy is expected to be completed within 60 days over a period 8 months from the contract signing in February 2025 and ending in October 2025

7. RESPONSIBILITIES AND REPORTING

The consultant will be expected to be working in partnership with the MACCE, SMSP Team, SFA, SIF & SeyCCAT. The consultant shall report on any matter pertaining to the task directly to MACCE, who will be responsible for the effective implementation of the assignment.

Technical guidance may also be provided by the SMSP Project Manager, Helena Sims to ensure that the work aligns with the SMSP.

The SeyCCAT Grants & Fundraising Coordinator will oversee the contract deliverables for payment and may provide guidance to ensure alignment with other ongoing activities funded by various SeyCCAT projects.

8. QUALIFICATIONS AND SKILLS REQUIRED²

The consultant should have the following:

² Note that a scoring system is used, based on these criteria, to assess the technical skills of all applicants.

Qualifications and experience

- MSc in environmental subject required, with a focus on marine conservation desirable.
- Minimum of ten years of experience working in marine conservation in the Western Indian Ocean with experience working in Seychelles (essential).
- Experience of working from management plans (essential) or developing management plans (desirable).

Competencies and Skills:

- Strong (proven) understanding of marine protected area management (essential).
- Strong (proven) background in successful project management and leading successful projects (essential)
- Planning, coordinating, and organizing – Ability to establish priorities and to plan and coordinate work; proven experience in coordinating multi-stakeholder projects
- Communications - Excellent communication skills and effective interpersonal and negotiation skills and a proven ability to promote teamwork among individuals and stakeholder groups that may not easily collaborate with each other, including, but not limited to senior Government officials, the private sector, managers, marine park rangers and scientific researchers
- Strong writing, presentation, and reporting skills
- Demonstrated examples of similar work undertaken
- Proven experience with regards to the protected area management in Seychelles is an added advantage
- Strong (proven) history of delivering outputs on time and to a high quality.
- Knowledge or experience working on donor funded projects is an advantage
- Fluency in English (essential); knowledge of Creole and/or French is an asset. Fully Microsoft Office literate

9. APPLICATIONS

Applications may be submitted by email to the address below. Applications must include the following:

- A cover letter describing qualifications and experience pertaining to this assignment
- A full CV with two references
- A sample of previous works similar to what is being requested in TOR
- A simple work plan or timeline. Template provided in Annex 3 may be used.
- A financial proposal linked to the work plan. Template provided in Annex 4 may be used.
- Mark proposals as **ALDABRA GROUP MNGT PLN**

Applications should be sent via email, or via physical submission, to:

Grants & Fundraising Coordinator
Seychelles Conservation and Climate Adaptation Trust (SeyCCAT)

Ocean Gate House, Room 109, Flamboyant Avenue, Victoria, Mahé, Seychelles
Tel (Office): +248 4325806 Tel (mobile): +248 2632386
Email: info@seyccat.org CC: drenaud@seyccat.org

Closing Date: 4pm Seychelles Time on **Monday 20th January 2025** (Late submissions and/or incomplete applications will not be considered. Only short-listed applicants will be contacted).

Annex 1

Aldabra Group Marine National Park (Zone 1)



0 125 250 Km
FOR DISCUSSION PURPOSES ONLY
 Prepared for: Seychelles MSP
 Prepared on: 17 April 2020
 Prepared by: Spatial Support Systems, LLC
 Scale: 1:9,100,000
 Map projection: Cylindrical Equal Area
 Datum: WGS84
 Data Sources: Seychelles Government, MEECC Geodatabase,
 The Nature Conservancy, ESRI

- Seychelles' Exclusive Economic Zone
- Fishing by Foreign Vessels Prohibited
E.g. Mahé Island and Seychelles Bank
- Other Exclusive Economic Zone
- Other Exclusive Economic Zone, Unsettled

- MSP Zone 1
High Biodiversity Protection Area
- MSP Zone 2
Medium Biodiversity Protection &
Sustainable Use Area



Seychelles
Marine Spatial Plan
Milestone 3
26 March 2020

Annex 2

Reference documents downloadable on SMSP website:

1. SMSP policy
2. Protected Area Policy
3. SMSP nomination file (milestone 3) for the Aldabra Group High Biodiversity Protection Zone
4. Management Plan Template developed by Parks Work (not available on SMSP website)
5. Financing Plan for the Denis Island Sustainable Use Area
6. Draft stakeholder assessment report
7. Baseline Surveys Reports - April & Nov 2022, April 2023
8. Draft Data Gap analysis 2022
9. Draft Management Plans for Zone 2 – Amirantes to Fortune Bank Sustainable Use Area (SWIOFish3 consultancy)
10. Draft Strategic Management Framework

Key legislations:

11. Nature Reserves and Conservancy Act 2022
12. Fisheries Bill 2023
13. National Parks and Nature Conservancy Act (1969)
14. Fisheries Act (2014)

ANNEX 3

TEMPLATE FOR THE PROPOSED WORK PLAN

The purpose of this template is to provide sufficient details for the proposal to be evaluated, enabling reviewers to see if how you intend to complete the job on time.

NAME: **TEL (248):**

WORK PACKAGE: GIF MNGT PLN **T.I.N:**

CONTRACT DURATION:
(Please refer to TOR)

SCOPE OF WORK AND PROPOSED APPROACH:
(Please refer to TOR – elaborate your proposed approach and justify and changes being proposed)

LIST OF DELIVERABLES AND PROPOSED TIMELINE:
(Please refer to TOR – indicate number of days required for each, with breakdown by team members if relevant)

WORK PLAN WITH PROPOSED TIMELINE FOR EACH TASK (table to be revised as needed)

Tasks to be completed (See scope of work in TOR)	Proposed Timeline (months/weeks)										Number of days	Deadline for deliverable
	Month 1									Month 17		
Sign contract and submit revised/final work plan based on Inception meeting	X											
Etc...												

COVID-19 PRECAUTIONS BEING PROPOSED:
(Please refer to the most recent guidelines by Seychelles Department of Health)

ADDITIONAL NOTES IF RELEVANT:

ANNEX 4

TEMPLATE FOR THE FINANCIAL STATEMENT

The purpose of this template is to provide sufficient details for the proposal to be evaluated, enabling reviewers to see if the proposal is realistic to complete the job.

NAME:

TEL:

WORK PACKAGE: ALDABRA GROUP MNGT PLN

T.I.N:

ITEM DESCRIPTION	QUANTITY Days	UNIT PRICE Per day (CURRENCY)	TOTAL (CURRENCY)
1. Professional fees	DAYS		
2. Any other cost (<i>please itemize e.g. taxes</i>)			
Additional information The following costs will be covered by GIF: <ul style="list-style-type: none">• 1st stakeholder consultation workshop (virtual)• One-2-one stakeholder meetings• 1 stakeholder validation workshops on Mahé• Travel cost from Praslin and La Digue			
TOTAL COST (CURRENCY)			

Date:

Signature: