TERMS OF REFERENCE

Position Title: Seychelles Ocean Finance Planning Lead, Marine 30x30 Finance

SUMMARY

The Blue Nature Alliance ("the Alliance"), in collaboration with Minderoo Foundation and a coalition of global partners, is launching an ambitious Marine 30x30 pilot program to help three (3) countries in developing national marine finance strategies, laying the foundation for Sustainable Ocean Economies to meet their 30X30 conservation commitments.

The Seychelles Ocean Finance Planning lead, Marine 30 x 30 Finance will play a pivotal role in managing the marine 30x30 finance pilot program for the Seychelles, which includes working with the Government of Seychelles on the successful development of a national marine finance plan to support marine 30X30 conservation commitments, and the design and implementation of financing mechanisms identified within that plan. This role will be housed in the Seychelles Conservation and Climate Adaptation Trust (SeyCCAT) team and will work closely to coordinate with stakeholders and make sure the national marine finance plan developed through this work aligns and supports the implementation of the Seychelles Marine Spatial Plan (SMSP).

Working closely with the Conservation Finance Delivery Team at the Blue Nature Alliance, including the Program Director and the Program Technical Expert, the Seychelles Ocean Finance Planning Lead will:

- Be responsible for co-developing a robust national marine finance plan for the Seychelles, with technical support from the Program Technical Expert, including financial modelling and analyses, scenario planning, and drafting a national marine finance plan report for government utilization
- Coordinate, consult and communicate across various government ministries (e.g., Ministry of Finance, Ministry of Environment, Climate, Energy and Natural Resources), partners, Alliance leaders and other stakeholders
- Navigates government structure and processes, in addition to existing committees and working groups for the SMSP to develop a clear implementation roadmap for the national marine finance plan
- Provide regular and technical feedback on the pilot program to support both project reporting and the ongoing development of a Practitioners Guide (i.e. a 'How To' guide) for marine finance plan development

SEYCHELLES CONSERVATION AND CLIMATE ADAPTATION TRUST

The Seychelles Conservation and Climate Adaption Trust (SeyCCAT) is a pioneering public-private trust fund designed to provide sustainable financing for marine conservation and climate resilience. Established on the 16th November 2015, it serves as a financial engine behind Seychelles ambitious "30x30" goal – and the international commitment to protect 30% of its Exclusive Economic Zone (EEZ) by 2030.

SeyCCAT is unique because it was born out of the World's first Debt-for-Nature Swap for ocean conservation. By restructuring $21.6 million of national debt, the Seychelles government redirected a portion of its debt repayments into SeyCCAT to fund local marine projects.

The "30x30" initiative is not just a conservation target; it is a complex spatial planning and management challenge. SeyCCAT links to this program through three primary pillars:

- Sustainable Management Funding: Protecting 410,000 km² of ocean requires constant monitoring and enforcement. SeyCCAT provides the long-term capital needed to move these protected areas from lines on the map to actively managed ecosystems
- The Blue Grant Fund (BGF): This is a SeyCCAT flagship competitive grant program. It empowers Seychellois, scientists, entrepreneurs and NGOs to lead projects that align with the Seychelles Marine Spatial Plan (SMSP), ensuring that the SMSP and the 30% protected areas supports biodiversity, climate

change adaptation and the local Blue Economy.
- Sovereign Blue Bond Integration: SeyCCAT manages the grant portion of the world's first Sovereign Blue Bond ($15 Million). While some of the funds are issued as loans for commercial fishing upgrades, SeyCCAT distributes the grant component to help artisanal fishers and local communities adapt to the new 30x30 zoning regulation.

Through these financial mechanisms, SeyCCAT ensures that the 30x30 goal is inclusive and scientifically grounded. It acts as a bridge between the high-level international finance and the local stakeholders.

SeyCCAT has a strong reputation in building partnerships. We have strong partnership with Government, local and international organizations.

THE BLUE NATURE ALLIANCE

The International Union for Conservation of Nature recommends that countries strongly protect 30% of every habitat by 2030 (30x30). The rate of protection needs to accelerate in the coming years to ensure a healthy, resilient ocean, safeguard biodiversity, and conserve critical ecosystems. In addition to the designation of new and expanded areas, sufficient controls must be in place to achieve conservation outcomes in existing protected areas. This entails strengthening the management of existing reserves and upgrading their protections where needed.

The Blue Nature Alliance (Alliance) is a global partnership between Conservation International, The Pew Charitable Trusts, the Global Environment Facility, Minderoo Foundation, and the Rob Walton Foundation. Working alongside partners, the Alliance scope of work is truly global, and aims to protect global ocean biodiversity, build resilience, promote human wellbeing, and enhance ecosystem connectivity and function. In addition to partnering with local champions to secure the designation of new and expanded conservation areas, the Alliance works to strengthen the management and durability of existing ocean conservation areas and upgrading their protections where needed. The Blue Nature Alliance is a multi-institutional partnership with staff housed in several different organizations and across multiple time zones.

KEY RESPONSIBILITIES

- Drive the overall project management for the Marine 30x30 pilot program for the Seychelles
- Be responsible for co-developing a robust ocean finance plan for the Seychelles, with technical support from the Ocean Planning Technical Expert, including financial modelling and analyses, scenario planning, and writing of the national marine finance plan for government utilization
- With support from the Ocean Finance Planning Technical Expert, drive the design and development of relevant financing mechanisms to fit the local context and needs. Example financing mechanisms include, but are not limited to, blue bonds, blue carbon credits, etc.
- Liaise with relevant government ministries for data collection, stakeholder consultation and publishing of national marine finance plan
- Coordinate with the relevant teams and staff at other partners and stakeholders working on similar conservation finance approaches and workstreams to identify and address potential overlaps, best practices and learning
- Drive the review and prioritization of financing mechanisms that can support network finance, including forecasting revenue, distribution, and delivery of funds from those mechanisms
- Co-develop a monitoring, evaluation and learning (MEL) plan for the marine finance plan with the Ocean Planning Technical Expert
- Coordinate regular reporting on project activities to the Blue Nature Alliance, including oversight of the safeguards and the Accountability and Grievance Mechanism (AGM) reporting system
- Provide regular feedback to the Practitioner's Guide based on field learnings and experiences
- Support SeyCCAT and the Blue Nature Alliance team on fundraising efforts to capitalize the financing instrument(s) as outlined in the national finance plan
- Communicate with SeyCCAT CEO and Program Director to ensure timely and quality delivery of

deliverables

QUALIFICATIONS
- Bachelor's Degree and 7 years or more related experience. Advanced degree preferred
- Cost and/or financial modelling experience, preferably related to launch of green or blue financing instruments
- Excellent technical and analytical skills
- Excellent organization and time management skills
- Team player and able to work effectively with diverse works groups in a multicultural environment
- Excellent written and verbal communication skills
- A record of success in influencing and partnering with key stakeholders and raising funds
- Ability to work well under pressure, multitask, set priorities, and deliver quality results
- Comfortable working in a fast-paced environment with changing priorities and under minimal supervision

ADDITIONAL QUALIFICATIONS
- Based in the Seychelles, with strong government relationships
- Strong experience in finance and/or economics (ideally blue economy development)
- Strong experience working with governments and diverse stakeholders on marine finance plans and the landscape of marine conservation partners in the Seychelles
- Experience in partner coordination and ability to independently represent the ocean finance initiative to diverse stakeholders
- Demonstrates experience or ability to fully operate programs

WORKING CONDITIONS
- Expectation to be based in Victoria (or Mahe) and with occasional in-country travel to project sites and other office locations, as needed
- Ability to work extended work hours to meet project deadlines.

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