



## Job Description

<b>Country</b>	Somaliland
<b>Project Holder</b>	Ministry of Livestock and Fisheries Development (MoLFD)
<b>Project</b>	Strengthening Artisanal Fisheries in Sanaag
<b>Fund</b>	Somaliland Development Fund Phase 2
<b>IFA Title</b>	Fish Processing Specialist
<b>Duration</b>	8 months
<b>IFA No.</b>	P101-143

### 1. Background to SDF

The Somaliland Development Fund (SDF) was established in 2012 to provide a single vehicle through which development partners could support Somaliland's development goals. The first phase of the SDF was implemented in 2013-2018 and supported the Government of Somaliland (GoSL) filling a critical gap through funding projects that are fully aligned to the National Development Plan (NDP) while at the same time recognizing the role of GoSL in the delivery of basic services.

The Somaliland Development Fund – Phase 2 (SDF2) covers the period 2018-2024. SDF2 is conceived as an inclusive economic development programme. It supports the GoSL in delivering infrastructure that is relevant for inclusive economic development. It focuses on sustainable investments that spur job creation and fast growth, while at the same time laying the foundation for long-term resilience and development, leading to a more stable and peaceful Somaliland. SDF2's ambitions are fully aligned with the NDP2 and reflect the priorities set out in Somaliland Vision 2030. Like in SDF1, all support will be aligned with government priorities as defined in Somaliland's second National Development Plan (NDP2) 2017-2021. The Fund Manager is responsible for the day-to-day management and administration of the Fund.

The objectives of the SDF2 are threefold:

- Support increased inclusive economic growth through investment in productive, strategic infrastructure to enhance economic growth and revenue generation.
- Strengthen and maintain the capabilities of the Government of Somaliland to prioritize and manage the sustainable and equitable development of Somaliland's infrastructure.
- Support strong government ownership of development priorities aligned with the National Development Plan.

### 2. SDF Funded Ministry of Livestock and Fisheries Development Project

The SDF has allocated funds to the Ministry of Livestock and Fisheries Development (MoLFD) for the implementation of Strengthening Artisanal Fisheries in Sanaag Project activities. The proposed project is further building on the investments made under SDF1 in Maydh as well as Maydh jetty which has recently been completed. The project will strengthen the capacities of fishing communities and support them to market their catch. The project contains three major outputs:

#### Output 1: Capacity development

The first output relates to capacity development of MoLFD to enhance its ability to initiate, deliver, and support the management of investments/projects. Crucial for economic development and value for money being realized as result of the projects, will be the ability to select investments with

comparative strategic economic and social advantage for diverse members of the population and which are resilient to current and future shocks (climate and otherwise). In summary, the project will provide capacity development to MoLFD to plan, implement and sustain the interventions related to fish production, preservation, and marketing.

### **Output 2: Community governance**

The second output relates community engagement and seeks to strengthen capacity to participate in and sustain project activities by three current local fisheries Committees in Maydh, Hiis and Laasuurweyn as well as Rasmi Fishing Association. Ultimately, the three fisheries committee (cooperatives) and one association will be expected to be able to better manage marine resources. Under this output, the project will facilitate reorganization of the four-community structure(s) into sustainable as well as inclusive organisations.

### **Output 3: Improved production of artisanal fishing in Sanaag region**

This component will strengthen the fishing value chain by investing in required software and hardware. As such fishing communities will be trained in techniques to increase production and as well as ensuring that it reaches the intended market whilst minimising post-harvest losses. This output will specifically address the following parts of the fish value chain: 1) increasing fish production, 2) fish handling and processing, 3) fish transport and marketing, 4) equipment and services and 5) support to fishers' associations. This role will contribute to efforts to improve quality and value of fish products. It will do this with capacitating key stakeholders in improving their handling and processing activities resulting in improved value of fisheries products as well as generate more income.

## **3. General Description of the Role**

The project seeks to train stakeholders, improve infrastructure for fish handling, and processing and organise cooperatives to increase harvest and reduction in post-harvest losses through the installed cold storage/ice making facilities. The combination of these actions will increase fish landed/harvested, resulting in increased incomes from fishing activity; hence, leading to an improved socioeconomic status of poor fishing communities. The project therefore wants to recruit a Fish Processing Specialist to support the processing component.

## **4. Key Tasks**

Under the supervision of the Project Manager and the Technical Advisor, the Fish Processing Specialist will be responsible for the following:

### Main tasks:

- Assess and understand the local fish handling and processing practices, compare to international best practices, and compile in best practices manual.
- Upgrade the fish handling to sustain quality and processing capacities through trainings of mainly processors (group trainings and on the job practical trainings at processing facility).
- Train and accompany stakeholders on fish processing, which includes handling, storing, preparing, heading, eviscerating, shucking, freezing, packing, labelling, and meeting changing market requirements.
- Train and guide fish processors (those that will make use of the fish market in Erigavo and those from nearby markets that will be upskilled) on how to:
  - Understand local requirements and follow specific rules related to the Hazard Analysis Critical Control Point (HACCP).
  - Work with processing equipment, sustainably maintain them, and ensure regular cleanliness of work locations.

- Regularly follow up on local and export market requirements and change their processing in line with latest needs.
- Sustain quality by using hygiene best practices and how to work with hygiene equipment.
- Enhance their skills in fish handling practices to improve quality, comply with local quality control requirements and support them in getting closer to international standards.
- Supervise and provide technical inputs to trained processors and guide them on delivering quality product to customers at the fish market or their outlet outside of the market.
- Set-up a workplan with deliverables to achieve in 8 months.
- Support the cooperatives development officer with the preparations and process to distribute fish processing equipment to processors.
- Work on any other assignment as agreed with the Project Manager and TA.

## **5. Reporting and other relations**

The Fish Processing Specialist will work under the supervision of the Project Manager and Technical Advisor.

## **6. Performance evaluation and contract extensions**

- The first three months of the assignment will be a probation period.
- Key performance targets will be agreed for the probation period and every six months after the probation period before the contract is signed off.
- Performance appraisal will be conducted every six months and will be based on agreed performance objectives and individual deliverables. This will be signed off by both the PM and the focal point on behalf of the SDF Secretariat.

## **7. Duration and location**

The Fish Processing Specialist will be issued with an 8-months contract. The main location is Erigavo, with travel to Maydh, Hiis and field visits to markets in the hinterland.

## **8. Required Qualifications/Skills**

### **Required Qualifications, Skills and Experience**

- Minimum secondary school certificate
- Certification in basic food hygiene and handling
- Minimum of 5 years of experience in fish processing
- Minimum of 3 years of experience in on-the-job training of fish processors in groups and individually.
- Minimum of 3 years of experience in use and training of fishing processing basic tools and equipment.
- Good command of both spoken and written English and Somali.
- Physically fit to perform work for extended periods and lift heavy items.

## **9. Payment**

- A monthly salary will be paid to the Fish Processing Specialist as part of the PMT payroll issued by the PMT and approved by the SDF Secretariat.
- Any other allowance will be in line with the Project Management Teams terms and conditions of service.