

UNOPS helps its partners in the United Nations system meet the world's needs for building peace, recovering from disaster, and creating sustainable development. UNOPS is known for its ability to implement complex projects in all types of environments around the globe. In an effort to promote organizational excellence, UNOPS seeks highly qualified individuals for the following position:

**THIS IS AN EXTENSION OF DEADLINE. THOSE CANDIDATES WHO HAVE ALREADY APPLIED NEED NOT RE-SUBMIT THEIR APPLICATIONS.**

#### **Vacancy Details**

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Vacancy Code	<b>VA/2009/00069845/02/IICA4</b>
Post Title	<b>Fish Ecology Expert</b>
Post Level	<b>IICA -3</b>
Position status	<b>International Individual Contractor Agreement</b>
Project Title	<b>The Caspian Sea: Restoring Depleted Fisheries and Consolidation of a Permanent Regional Environmental Governance Framework "CaspEco"</b>
Org Unit	<b>EMO</b>
Duty Station	<b>Home based with frequent visit to Project Management Coordination Unit located in Astana (Kazakhstan)</b>
Duration	<b>13 working weeks over 18 months</b>
Closing Date	<b>4 February 2010</b>

#### **Background**

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This project builds upon a solid foundation of regional cooperation for Caspian environmental conservation put in place by the five Caspian states and the Caspian Environment Program over a period of more than 10 years with substantial catalytic support from the Global Environment Facility (GEF). Building on these achievements this project's objective is to strengthen regional environmental governance and apply new thinking to the sustainable management and conservation of the Caspian's bioresources.

The project supports the littoral states' efforts to halt the decline in bioresources and to restore depleted fisheries in the Caspian Sea, through the implementation of agreed actions defined in the Caspian Strategic Action Plan (SAP), and to fully operationalize and make the Caspian Sea's regional environmental governance mechanism sustainable.

In line with the new GEF priorities, the major focus of GEF involvement will be to assist the countries to agree on the political commitments made to ecosystem-based joint action on sustainable fisheries and bioresources and introduce institutions and reforms to catalyze implementation of policies reducing over-fishing and benefiting communities. There are two main components of the project: 1) Ecosystem based management of aquatic bioresources; and 2) Strengthened regional environmental governance.

Additional detail and information on the project can be found at the Global Environment Facility website, web address: <http://gefonline.org/projectDetailsSQL.cfm?projID=3620>.

The project document of the CaspEco provides the basis for this work under two main activities that are

listed below:

Activity 1. Conduct the first Caspian-wide inventory, assessment and prioritization of the spawning ground habitat for Caspian sturgeon and Caspian salmon below and above dams.

Activity 2. Recommend how to improve the quality of wetlands / spawning grounds during the spring-summer floods and to establish of buffer/quiet zones around the most valuable natural spawning grounds and identify a pilot area(s) to undertake this work.

GEF funding will support this needs assessment and country co-funding will implement the proposal resulting in improved spawning habitat. Activity 2 will build upon work being done by Kazakhstan and Russia on the Ural River spawning grounds.

Much thought should be given in the recommendations with respect to how to progress from data poor to data rich spawning ground management and conservation, and restoration. All activities should be tailored to the range of different capacities available in the Caspian region and should allow for sequential improvements. How can the region transition to more connectivity between the Sea and its rivers? What have other countries or regions done to fix their fisheries and bio-resources degraded by dams and other situations?

Contractor should collaborate closely with the project's work to create a unified environmental monitoring program for the Caspian in order to ensure that the Output supports the long-term monitoring program. The work will be conducted in close collaboration with the Project Management and Coordination Unit (PMCU) and particularly with the CTA and the Fisheries and Bioresources Expert (FBE). The consultant will report to the CTA. Equally critical to this consultancy will be the effective organization and work of the working group comprised of up to 5 experts (one from each Caspian country). This group will be formed and organized by the PMCU in time to begin work with the consultant. This group will be the main actors in conducting spawning ground related work in each country.

## **Duties and Responsibilities**

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- Leadership and guidance of overall spawning ground survey process, including developing a detailed Terms of Reference for the members of the working group described above and whose main tasks are described below.
- Provision of global best practice and technical expertise in conducting spawning ground surveys through e-communication and regional meeting(s)
- Design meeting(s) to provide a hands-on training aspect for working group members.
- Guide working group members in proposing specific, tangible measures in their own countries to develop one pilot project in each country identify and protect (on a seasonal basis) critical spawning grounds for priority Caspian anadromous fish.
- Compilation of national reports into a comprehensive, integrated regional survey

## **Main Tasks**

Provide the strategic vision for spawning ground survey work, and:

- Work closely with PMCU but take the lead on coordinating the work done under each activity so that work proceeds effectively and efficiently.
- Plan work outputs so that where relevant one activity's work supports the next in terms of data, recommendations, information, and the like.
- Provide input to the job description notice for the working group (WG) experts and support the PMCU's recruitment of appropriate WG experts.
- Work closely with PMCU to organize the first meeting of WG experts and prepare any presentations needed for this meeting as determined jointly with the PMCU
- Work closely with PMCU to hire a qualified GIS technician to generate the critical Caspian-wide maps needed as part of this spawning grounds inventory and assessment.
- Oversee this technician's work as inventory and assessment progresses.

- Provide leadership, technical expertise and guidance of overall process.
- Design and conduct training seminars for regional experts and government officials in the application of relevant tools and processes.
- Provide final definitions of key terms or phrases such as “spawning grounds” as well as list of specific data that is accessible in the region, after consulting with WG.
- Determine the scale of the inventory to be conducted in consultation with WG experts.
- Determine the work plan w/milestones for the WG, considering the best way to conduct a useful inventory with limited budgets. Conduct a collaborative survey using existing information of spawning habitat for Caspian sturgeon and Caspian salmon below and above dams.
- Prepare in consultation with WG experts a list all diadromous species of fish in the Caspian and what is known about their spawning habitat requirements and determine rivers on which spawning grounds can likely be restored/improved.
- Oversee data collection and provide quality assurance editing on data to the extent possible and prepare data sets using available data.
- Work with GIS expert to begin mapping this data for presentation and discussion at Meetings
- Prepare synopsis of best practice and experience from around the world on how dammed rivers can be managed to mimic natural flows and thereby restore or maintain the health of spawning grounds downstream.
- Organize the content of the second meeting of the WG in collaboration with the PMCU.
- Present the first draft of spawning ground inventory and assessment report.
- Discuss final data set and resulting maps in order to agree upon prioritization of spawning ground areas within Caspian basin.
- Follow-up and finalize the report, for circulation, review and formal consideration by the Tehran Convention member states.

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## **Required Selection Criteria**

### **Competencies/Education/Experience/Language**

- Advanced degree (Masters or higher) in relevant discipline;
- Minimum 10 years of experience in relevant field whereof minimum 5 years of proven experience and expertise in diadromous fish study and applied management issues, including issues related to enhancing connectivity and dammed rivers;
- At least basic experience in teaching or training in relevant concepts; working experience in multi-cultural, multi-lingual situations; linked to or supported by a well-known “centre of excellence” in fish management or research entity; and
- Working knowledge of written and spoken English is essential and knowledge of one of the languages of the Caspian region (Russian or Farsi) would be an asset.

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## **Submission of Applications**

Qualified candidates may submit their application, including a letter of interest, complete Curriculum Vitae and an updated United Nations Personal History Form (P.11) (available on our website), to [iwvacancies@unops.org](mailto:iwvacancies@unops.org). Kindly indicate the vacancy number and the post title in the subject line.

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## **Additional Considerations**

- Applications received after the closing date will not be considered.
- Only those candidates that are short-listed for interviews will be notified.
- Qualified female candidates are strongly encouraged to apply.
- UNOPS reserves the right to appoint a candidate at a level below the advertised level of the post.

For more information on UNOPS, please visit the UNOPS website at [www.unops.org](http://www.unops.org).