**Term of Reference (ToR) for**

**The Position of Technical Officer (Aquaculture) under**

**Resilient Homestead and Livelihood Support to the Vulnerable Coastal People of Bangladesh (RHL) Project**

**1. Basic Information**

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| **Title** **of the Position** | : | Technical Officer (Aquaculture) |
| **Number of Position** | : | 01 |
| **Location** | : | Charfassion and Monpura Upazila of Bhola District, with at least 60% of the time spent on field visits in the project areas |
| **Report to** | : | Project Coordinator (PC) |
| **Duration of the Position** | : | Initially for one year with the possibility of annual renewal up to project periods. |
| **Salary (Gross)** | : | Monthly BDT 55,000/- and other admissible benefits |
| **Age Limit** | : | Maximum 40 years |
| **Experience** | : | Minimum5 years with at least 3 years of professional experience of technical support in aquaculture supply chain. |

**2. Background of the project**

Bangladesh's coastal zone's geographical location and low elevation make it vulnerable to disasters and climate change poses a new challenge to the lives and livelihoods in the coastal region. The vulnerability of these coastal people can be defined in three ways: climate-sensitive livelihoods, vulnerable settlements in low-lying areas, and scarcity of safe drinking water. Many coastal residents depend on seasonal subsistence agriculture and agriculture wage labor, which are highly climate-sensitive. Moreover, many coastal inhabitants live in houses built of mud and plants severely affected by cyclones, storm surges, and high tides. The lack of climate-resilient housing poses a serious poverty trap as significant portions of the incomes of coastal communities go towards house repairs. Under this circumstance, to develop a climate-adaptive coastal community in Bangladesh by adopting climate-resilient housing and livelihood technologies, the Green Climate Fund (GCF) under the United Nations Framework Convention of Climate Change (UNFCCC) approved *“Resilient Homestead and Livelihood Support to the Vulnerable Coastal People of Bangladesh (RHL),”* a five-year project (from September 2023 to August 2028). The project has chosen seven exposed coastal districts, namely Khulna, Bagerhat, Satkhira, Barguna, Patuakhali, Bhola, and Cox’s Bazar, which are particularly vulnerable to sea level rise, salinity intrusion, coastal flooding, cyclones, and storm surges due to their geographical position (for details about PKSF, please visit https://www.greenclimate.fund/project/fp206).The primary goal of the RHL project is to enhance the climate resilience of the vulnerable coastal communities of Bangladesh. PKSF will implement the project (for details about PKSF, please visit <http://www.pksf.org.bd>) through its Partner Organizations (known as implementing Entities for this Project) as a Direct Access Entity (DAE) of GCF.

Poribar Unnayon Songstha (FDA) the Partner Organization of PKSF will implement the RHL project in Charfassion and Monpura Upazila of Bhola District as an Implementing Entity (IE) of the RHL Project. For implementing the Project, Poribar Unnayon Songstha (FDA) is seeking qualified candidates for the " Technical Officer (Aquaculture)” post for its Project Management Unit (PMU).

**3. Key Responsibilities:**

* Support in the establishment of crab hatchery, carb nursing, and crab farming in a sustainable way, etc.
* Capacity building of the entrepreneur on Business Plan Development, Good Aquaculture Practice (GAqP), Traceability, etc.
* Assist in linking crablet and crab producer with input supplier.
* Identify proven climate-smart aquaculture technology and disseminate the technology to the coastal communities.
* Establish a service market for the crab producer with the help of the local service provider and input supplier.
* Support access to markets, market information, and contractual linkages with downstream businesses (contract farming, out-grower schemes, etc.).
* Assist in establishing access to crab processing, cold chain maintenance, packaging, storage, transportation, etc.
* Support entrepreneurs to establish a premium supply chain for value-added crab and crab products both in national and international markets.
* Capacity building of the crab handler on Good handling practices.
* Identify constraints and possible measures for the crab value chain.
* Support community mobilizer officer to mobilize producer group, demonstration, selection, and effective linkage with different stakeholders.
* Pay regular field visits to ensure technical assistance and monitoring of the project activities.
* Assist in the preparation of monthly progress reports, case studies, research studies, etc.
* Perform any other duties assigned by PKSF & IE Management.

**4. Education, Age and Experience:**

* Education: Master's degree in Aquaculture, Fisheries Technology, Fish Processing & Quality Control, Fish Genetics & Biotechnology, Business Administration or any other relevant subject along with 4 year’s Bachelor’ degree in Fisheries from a UGC-approved university.
* Having 3rd division/class/equivalent CGPA in any examination will incur ineligibility.
* Age limit: Maximum 40 years.
* Experience: Minimum 5 years with at least 3 years of professional experience of technical support in aquaculture supply chain. Experience in climate change adaptation or mitigation, fish supply chain projects funded by PKSF or GCF will get preference.
* Work experience with government agencies, partner organizations of PKSF, international development partners, and coastal communities in Bangladesh is an asset.

**5. Other Qualifications:**

* Proven experience in team leadership, communication, market and product development, and stakeholder engagement.
* Knowledge or expertise in safe fish production, GAqP, HACCP, traceability, and value-added fish product development will be an asset.
* Excellent analytical, reporting, and presentation skills.
* Basic understanding of climate-smart aquaculture, climate change adaptation, and mitigation approach.
* Needs to have expertise in MS Office Word, MS Office Excel, and MS Office PowerPoint.
* Familiarity with KoboToolbox and GIS will be a valuable asset.
* Fluency in English and Bengali languages is essential.
* Must have a valid motorcycle driving license.

**6. Salary and other admissible benefits.**

* Gross salary (monthly): BDT 55,000/-
* Religious festival bonus (yearly): 100% of a monthly gross salary.
* Bangla New Year allowance (yearly): 10% of a monthly gross salary.
* Phone bill allowance (monthly): BDT 700/-
* Other allowance (monthly): BDT 9,000/- per month for motorcycle rent, fuel, and maintenance.