



28 July 2021

EMPLOYMENT OPPORTUNITY

Position title: Programme Manager: Electronic Catch Documentation and Traceability (eCDT) & Digital Seafood Marketplace Implementation in the Seychelles

Position type: Contract position

Team: Reporting to Cape Town-based ABALOBI team and the FBOA in The Seychelles

Location: Mahe Island, The Seychelles

ABALOBI and our approach

ABALOBI (meaning 'traditional fisher' in the South African isiXhosa language) is a non-profit organisation based in South Africa but with a global reach. We work with small-scale fishers through the use of Information and Communication Technologies (ICTs) and capacity building to foster more responsible fisheries management and the realisation of thriving coastal fishing communities.

Our approach to community development and upliftment is expressed through the **ABALOBI** Theory of Change, based on the hypothesis that sustainable development can only take place through fisheries change pathways that integrate ecological, social and economic concerns. Enabling small-scale fishers to record their own catches and visualise their data collectively, coupled with capacity-building, the development of a fully traceable, storied seafood offering, and consistent market access, will empower them to engage in the market from a more equitable position. In turn, this will increase the value of their livelihoods and ultimately catalyse fishers' engagement in adaptive fisheries management and promote thriving, sustainable and equitable small-scale fishing communities. Our role is seen as a disruptor seeking to better position fishers and communities that rely on the marine environment to sustain a living.

For more information on the broader ABALOBI programme of work: www.abalobi.org

Seychelles work

During March 2018, a scoping study was undertaken by the ABALOBI team in collaboration with the Fishermen & Boat Owners Association (FBOA) and the Seychelles Fishing Authority (SFA). It was concluded that the use and re-configuration of the ABALOBI mobile application suite could complement the data collection systems being implemented for artisanal and small-scale fishers and build on the success of the FBOA Label Programme. This FBOA initiative was developed from the ground up with artisanal and small-scale fishers and promoted responsible fishing techniques and resource sustainability with a traceable label linking consumers to the fishers' vessels.

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Subsequently, in 2019 and 2020, the **ABALOB FISHER** and **ABALOB MARKETPLACE** were re-configured for the Seychellois context and were launched as the **LANSIV-ABALOB** project, a name selected by the participating Seychellois fishers. This tech platform was envisioned to support the **FBAO** in revitalising its Label Programme, to incentivise fishers to record their catches for use in future co-management arrangements, and to differentiate the artisanal and small-scale fishers brand on a local market. The traceability offering allowed buyers and consumers to know exactly where, how, when and by whom the fish they were buying was caught.

Position description

With this advertisement, we invite suitable candidates to apply for the position of Programme Manager: **ABALOB** eCDT & Digital Marketplace Implementation in the Seychelles. As we have expanded our work in the Seychelles we are eager to bring in a passionate individual who can lead the next phase in our growth in the country in collaboration with Seychellois artisanal and small-scale fishers. The primary focus of the position will be implementing and growing the **LANSIV-ABALOB** project in collaboration with small-scale and artisanal fishers on Mahe Island. It is important to note that this role will involve both management responsibilities, such as developing work plans and managing contractors, as well as on-the-ground practical implementation activities, such as working with fishers to pack and deliver seafood orders.

The successful candidate should be prepared for an exciting yet demanding job, and a humbling adventure that will see them play a key role in achieving social and environmental justice in artisanal and small-scale fisheries supply chains. The successful candidate will be working closely with fishers, chefs, resorts and other stakeholders in the Seychelles.

Please note that this is not a 9 am - 5 pm position and the successful candidate will be required to work irregular hours as dictated by the ever evolving **LANSIV-ABALOB** project. The successful candidate will also need to attend **ABALOB** staff meetings remotely. These take place every Monday at 3 pm SAST.

- For more information on the broader **ABALOB** programme of work, please see [here](#)
- For more information on the **ABALOB** work in the Seychelles, please look through our [Impact Report 2018/2019](#) which includes a section about the collaboration with the **FBOA** on pages 55-56, as well as our [Impact Report 2020](#) which includes a section about the collaboration with the **FBOA** on pages 32-33.

Purpose of the role

- Lead the deployment and growth of the **LANSIV-ABALOB** project as well as leading and/or participating in any related projects in the Seychelles
- Lead the process of engagement with fishers, communities and regions to ensure sustainable onboarding, growth and retention of fishers
- Grow the market in order to achieve the scaling objectives and market transformation objectives of the **LANSIV-ABALOB** project
- Ensure that the **LANSIV-ABALOB** project runs efficiently and effectively to maximise the impact for fishers and communities and ensure consistent quality supply to buyers

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Tasks and responsibilities

- Oversee, co-ordinate and conduct extensive fieldwork and research to understand barriers and opportunities for the roll-out of an electronic fisher logbook and a digital seafood marketplace
- Conceptualise, organise and facilitate co-design workshops with fishers, fisher representative organisations, government officials and external stakeholders
- Lead engagement with artisanal and small-scale/semi-industrial fishers on the implementation of a mobile based electronic fisher logbook
- Assemble and produce fisheries science input data based on data collected through an electronic fisher logbook, evaluate the quality and limitations of input datasets
- Lead engagement with restaurants/resorts/hotels on the implementation of a digital seafood marketplace
- Manage and implement cold-chain/logistics components associated with localised seafood distribution, including researching regulatory requirements and ensuring compliance with requirements
- Generate visual summaries of data collected via an electronic logbook and a digital seafood marketplace
- Develop project implementation plans as well as managing outputs, timelines and contractor/partner deliverables
- Manage project finances, financial reporting, and project reports and any additional funders reporting requirements

Some key performance indicators

- Volume and value of fish traded via the **LANSIV-ABALOB** project utilising the digital seafood marketplace
- Number of fishers and fishing communities engaged and benefiting from the implementation of the **LANSIV-ABALOB** project
- Set up the logistics and cold-chain and logistics ecosystem for the **LANSIV-ABALOB** project to be self-sustaining and efficient
- Diversification of distribution/sales channels for the the digital seafood marketplace linked to the **LANSIV-ABALOB** project

Qualifications and training required

- Project management qualification and/or extensive project management experience
- Proven track record in stakeholder engagement in the fisheries sector
- Relevant tertiary qualification in marine or fisheries sciences would be advantageous
- Experience in the Seychelles small-scale and artisanal fishery sectors

Key skills

Excellent analytical, organisational, interpersonal and communication skills

- Fluency in English and preferably also in French and Seychellois Creole
- Resilience, self-motivation and genuine enthusiasm are key attributes considered
- Confident working independently and in teams as well as the ability to work remotely
- A full clean driving licence is preferable

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Application process and deadline

To apply for this position please provide a detailed Curriculum Vitae (including the names, current email addresses and telephone numbers of three relevant references) and a Cover Letter fully motivating why you should be appointed via [THIS LINK](#).

DEADLINE: Applications close on the 15th of August 2021.

Contract terms and remuneration

- Primarily outcomes-based objectives
- Market-related pay construct in the range of 25,000 SCR to 35,000 SCR (depending on experience)
- Full-time role to lead a programme of work in the Seychelles
- Expected 2-3-year timeframe divided into 1-year fixed-term contracts following a probationary period
- Contract renewal dependant on annual performance review and funding