BE-CLME+ Project: Promoting National Blue Economy Priorities Through Marine Spatial Planning in the Caribbean Large Marine Ecosystem Plus (GEF Project ID 10211).

National Consultancy to Conduct Data Gap and Needs Assessments for the Fisheries Sector to Inform Marine Spatial Planning in Barbados.

Inception Report

LIST OF ACRONYMS AND ABBREVIATIONS

BE	Blue Economy
BFD	Barbados Fisheries Division
ESRI	Environmental Systems Research Institute, Inc.
GIS	Geographic Information Systems
GOB	Government of Barbados
CLME	Caribbean Large Marine Ecosystem
CZMU	Coastal Zone Management Unit
CRFM	Caribbean Region Fisheries Mechanism
ESS	Environmental and Social Safeguards
FADs	Fish Aggregating Devices
MSP	Marine Spatial Planning
NGO	Non-Governmental Organization
PMU	Project Management Unit
POC	Point of Contact
TOR	Term of Reference

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Executive Summary

Barbados has been actively developing its "blue economy" as a strategic approach to sustainable development. The blue economy concept focuses on the sustainable use of ocean resources for economic growth, improved livelihoods, and ocean ecosystem health. Marine Spatial Planning (MSP) is an essential tool within Barbados' blue economy framework, as it provides a structured approach to managing marine resources in alignment with sustainable development goals.

MSP is widely recognized as a valuable tool for managing marine environments and resources effectively. Its recognition stems from its ability to address complex challenges associated with the use and conservation of ocean spaces. Its structured, data-driven approach helps reconcile various uses with the need to protect and sustain marine ecosystems, making it a cornerstone of modern marine governance.

The Barbados MSP aims to address a range of critical issues including sustainable fisheries management, marine conservation, coastal development, and the preservation of marine biodiversity. The MSP is intended to be evidence-based, participatory zoning of Barbados' marine space as well as the requisite administrative and legal arrangements to achieve long-term sustainable ocean management.

Up-to-date and accurate data are critical for MSP. This is especially important for the fisheries sector because it supports informed decision-making, sustainable resource management, adaptive planning, and the protection of marine ecosystems, while also fostering economic benefits, and minimizing conflict with other ocean users (e.g., fisheries vs. tourism).

Supported by the BE-CLME+ Project: Promoting National Blue Economy Priorities Through Marine Spatial Planning in the Caribbean Large Marine Ecosystem Plus (GEF Project ID 10211); the objective of this consultancy is to develop a comprehensive assessment of data gap and needs (focused on the fisheries sector) to inform MSP in Barbados. Three interconnect activities will be implemented:

(1) Systematic literature review: publicly available information (e.g., official documents, reports, scientific literature, spatial layers, etc.) will be explored and documented to identify any information relevant to the MSP in Barbados (e.g., current available fisheries data, scale and resolution of data, etc.).

(2) Structured interviews: Key stakeholders identified by the Barbados point of contact (POC) will be interviewed. A questionnaire will be designed and used to help guide the interviews and ensure that relevant topics are discussed during the meetings (virtual and in-person).

(3) Participatory mapping exercise: With support from the Barbados POC, two sessions will be organized to involving small-scale fisherfolks in the MSP. Participants will be

asked to identify (on a map) information related to current and historical fishing grounds for different species, fish nursery areas, species spawning aggregations sites, location of fish aggregating devices (FADs), and area where user conflict has been experienced.

A national virtual workshop will be held with support from the Barbados Fisheries Division, the CZMU, and the CRFM. The objective of this workshop is to present the results of the assessment and to obtain feedback from participants. Furthermore, a communication and visibility material will be developed to highlight the findings of this assessment.

Purpose of the Report

This inception report is prepared in fulfillment of Product 1 under the consultancy to "Conduct Data Gaps and Needs Assessment for the Fisheries Sector to inform MSP in Barbados" under the BE: CLME+Project: Promoting Blue Economy Priorities Through Marine Spatial Planning in the Caribbean Large Marine Ecosystem Plus. The inception report details activities, milestones, methodology and timeline for the current consultancy work.

Background

Marine Spatial Planning (MSP) is an adaptive process to analyze and provide guidelines related to the spatial and temporal distribution of human activities in marine and coastal areas. Through a political process MSP helps to achieve ecological, economic, and social objectives[1].

The Government of Barbados (GOB) through the development of a Blue Economy Policy Framework and Strategic Action Plan has been formally adopted to guide development of that country's blue economy. The GOB has also signed onto the "blue bond" agreement which is currently supporting the development of a marine spatial plan. The planning area for the MSP will include all of Barbados' maritime areas (Territorial Sea and Exclusive Economic Zone).

The Coastal Zone Management Unit (CZMU) is the leading agency responsible for the execution of the MSP. A Marine Spatial Plan Project Unit (within the CZMU) is undertaking the tasks and activities for the MSP process with the support of specialists and consultants where required.

This consultancy is supported by the BE-CLME+ Project which is a regional initiative aimed at promoting blue economy development in the Caribbean region through MSP and marine protected areas, ecosystem approach to fisheries, development of

[1] Douvere, F., & Ehler, C. N. (2009). New perspectives on sea use management: initial findings from European experience with marine spatial planning. Journal of environmental management, 90(1), 77-88.

climate-smart sustainable fisheries value chains, and knowledge management in six Caribbean countries —including Barbados.

This consultancy will work closely with Barbados Fisheries Division and will focus on the development of an assessment of needs, data availability and data gaps (specifically related to the fisheries sector) to contribute to the work currently undertaken by the CZMU to inform the MSP process in Barbados. Barbados is currently laying the groundwork for the management of Barbados' ocean space through the development of a marine spatial planning process. The objectives for Barbados Marine Spatial Planning have been determined and are included in the MSP design guide. However, the MSP process is still in the early stages and zones have not yet been determined.

Objective of the Consultancy

The process of Marine Spatial Planning (MSP) requires the collection of spatial data and information related to a variety of issues and processes and data forms the backbone of any decision-making and planning process. Data for MSP provides an overview of spatial distribution of human activities, marine ecosystems, and hotspots, identifies conflicts and shared space opportunities, and allows spatial exploration of future economic and climate scenarios.

The objective of this consultancy is to comprehensively **assess data availability, data gaps** specifically related to **the fisheries sector**, and an **assessment of needs to inform MSP** in Barbados. Several countries in the Caribbean have ongoing MSP and Blue Economy development processes, and as such, these assessments shall make every effort to build on and complement ongoing BE processes in Barbados.

Scope of Work

The scope of work of this consultancy is determined by the key activities stated in the TOR:

3.1 Assess the **status of MSP processes** in Barbados and the types and **sources of data** being used to inform MSP.

3.2 Currently underway is the assessment of spatial and temporal data needs to include inter alia, pollution and habitat degradation linked to economic sectors active in the coastal zone as well as anthropogenic sources, geographic/physical, biologic, economic, social (including a prioritization of gender and other marginalized groups), physical and ecological patterns and processes, relative ecological importance of areas, ecosystem services, vulnerability and resilience, economic activities, benefits and impacts, distribution among current and emerging uses of the blue space, existing management measures, and future needs of existing or proposed uses of the blue space. This consultancy will focus on sessions with fisheries and aquaculture stakeholders to conduct a **use survey to map** the areas such as aquaculture farms,

fishing grounds for different species, nursery areas, spawning aggregations sites, FADs and landing site locations. Shapefiles can be created and overlayed with existing benthic habitat layers and bathymetry.

3.3 Assess availability and needs of **relevant spatial and temporal data** not covered in Section 3.2 of importance to inform national BE strategies.

3.4 Consult with the MSP authorities in Barbados to confirm data and other needs not addressed in this TORs that may be necessary to inform MSP in the country. Also, understanding the **terms to access data** from data producers and sources, including an assessment of **barriers to access data**.

3.5 **Recommend** data sources, acquisition costs (where applicable), and collection methods to address data needs identified. Such recommendations should be feasible and achievable considering the country's context. Also, the Consultant is expected to produce the shape files consistent with CZMU methodology.

3.6 Identify **capacity needs** for data analysis and interpretation to inform MSP.

3.7 Consult with the CRFM/PMU and be informed of the **Environmental and Social Safeguards** (ESS) triggered by the BE: CLME+ Project and identify what data is needed to ensure MSP in Barbados complies with ESS triggered by the project.

3.8 In coordination with the CRFM/PMU, organize and convene a **virtual national workshop** to present the results of the Data Gap and Needs Assessments to Inform MSP and to discuss synergies with other national and regional activities and projects.

3.9 Develop at least one (1) **communication and visibility material** on the Data Gap and Needs Assessments to Inform MSP conducted for Barbados. These materials will be submitted to the CRFM/PMU for review, vetting of content, and onward communication via the CRFM's Knowledge Management and Information System and broader regional network.

Approach and Methodology

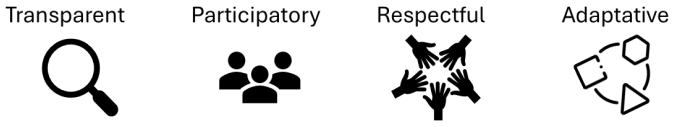
This consultancy will work closely with the Barbados Fisheries Division (BFD) and the Coastal Zone Management Unit (CZMU).

a. Key considerations for the approach and methodology

- Short consultancy (4 months: 04/01/2024 —07/31/2024). This consultancy has been estimated to require a maximum of 35 consultant days.
- The objective is a comprehensive assessment of data gaps and needs specially related to the fisheries sector for Barbados MSP.
- MSP is a participatory effort (stakeholder driven process), so the inclusion of all the relevant actors is key.

- The products of this consultancy will also support ongoing development of the BE Roadmap Implementation Plan for the Fisheries Sector, and current Barbados Fisheries Policy.
- Barbados Marine Spatial Plan is currently under development (led by the CZMU) with several efforts and other consultancies running simultaneously with this is assignment. As such efforts will be made to minimize stakeholder fatigue during the consultative process of this assignment due to similarities in target groups and stakeholders.

b. Guiding principles (underpinning the consultancy and relevant outputs)



c. Methodology

We will use a systematic literature review and interviews with key stakeholders to assess the status of MSP processes in Barbados and the types and sources of data being used to inform MSP specially related to the fisheries sector.

Because the Barbados Marine Spatial Plan is currently under development led by the CZMU, during the inception meeting we were informed that there are several efforts and other consultancies running simultaneously with ours.

This consultancy will also focus on sessions with fisheries and aquaculture stakeholders to conduct a use survey to map the areas such as aquaculture farms, fishing grounds for different species, nursery areas, spawning aggregations sites, FADs and landing site locations, and boat yards and slipway and haul out locations.

A systematic literature review will be used to identify any information relevant to the objective and activities of this consultancy that is publicly available (official, popular, and scholarly documents and spatial layers). This will include national and international reports, fisheries documents, relevant NGO's documents, and scholarly work as well as information that will be used to recommend data sources, acquisition costs (where applicable), and collection methods to address data needs identified.

Structure interviews (in-person, virtual and phone meetings) will be conducted with key stakeholders identified by the point of contact (POC) in Barbados Fisheries Division and the Coastal Zone Management Unit.

A contact list will be used to identify stakeholders and keep track of interview participation. Our target population is comprised of people that work/use fisheries spatial and temporal data (table 1):

Table 1: Example of our target population by task.

Task	Example
Data collection	Collector or field observer, relevant academic institutions
Digital data entry	Clerk
Databases	Data manager, biologist, researchers
Data analyses	Data analyst, biologist, GIS specialist
Reporting	Data analyst, Chief officer
Data users	MSP Committee, Government officials, Fisheries groups

- A questionnaire will be designed and used to help guide the interviews and ensure that relevant topics are discussed during the meetings. The POC and CRFM will help pilot test the questionnaire and provide feedback as needed.
- Invitations will be distributed to participants via email and phone.
  - First contact: email or phone call from the POC introducing the project and consultant team and requesting a meeting.
  - Second contact: reminder email or phone call from the consultant team requesting a meeting.
  - Third contact: a second and final reminder will be sent by the consultant.
- The consultant team will visit Barbados on May 6—10, 2024. During this time, we will conduct several in-person interviews and engage BE stakeholders at the MSP Project Steering Committee on the 8 May 2024.

Participatory mapping exercise involving small-scale fisherfolks We will conduct at least 1 session in the Fisheries Division conference room (tentative date 5/6/2024 in the afternoon 4:30pm). The objective of this session is to conduct a participatory mapping exercise with key stakeholders (e.g., fisheries officials, fisherfolks, etc.)

- The POC will invite relevant stakeholders for this session (approximately 20 people).
- Prior to the session, the consultants will create a map frame document (relevant spatial layers to be displayed as a background for the exercise) and a form to compile complementary information. Participatory mapping software such as SeaSketch might be used for the mapping exercise. Materials will be shared with the POC so they can provide feedback as needed. The basic spatial layer will depend on readily available data (e.g., bathymetry, protected areas, coastal habitats, etc.). To facilitate participation of fisherfolks, a US$25 dollars stipend will be provided by the consultant to cover their transportation and time costs; the BFD will provide further guidance on the disbursement of the stipend as well as meeting logistics. As is customary, food will be provided to all participants.
- A tentative second session will be conducted based on participants' availability and interest.
- During the mapping exercise we will ask participants to identify on a map the following information:
  - Current Fishing grounds for different species (polygon layer)
  - Historical Fishing grounds for different species (polygon layer)

- Fish nursery areas (polygon layer)
- Spawning aggregations sites (polygon layer)
- Communal and/or private FADs locations (point layer)
- Observed user conflict (marine)

Note: Tentative layers to be used in the background for the mapping exercise are country boundary, maritime boundaries (EEZ and territorial sea), bathymetry, coastal habitats, landing site locations, government FADs locations, and aquaculture farms (location based on addresses reported in the current permit), boatyards, haul up facilities and slipways, among others. Figure 1 shows some examples of currently available fisheries related spatial data.

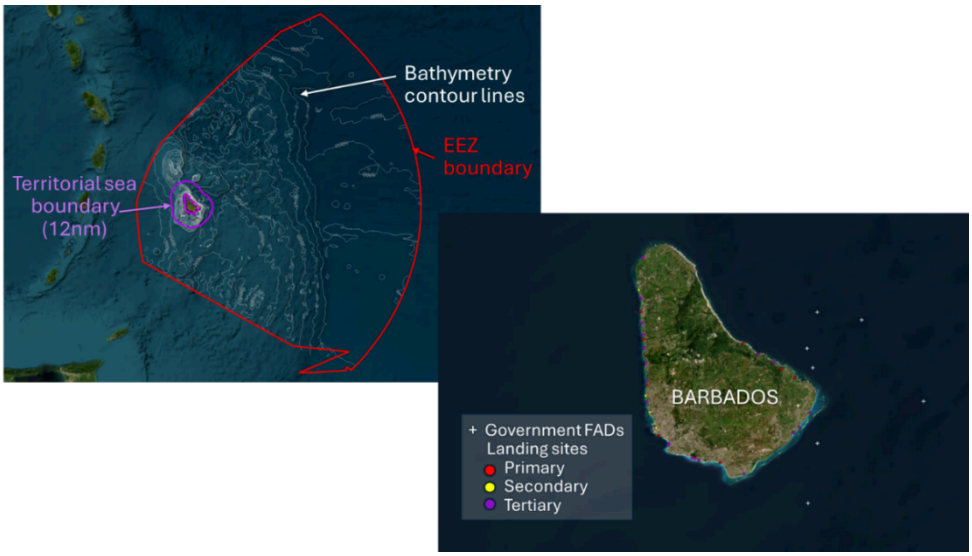


Figure 1. Barbados maritime boundaries on the left and examples of currently available fisheries related spatial layers on the right (spatial layers source: CZMU, ESRI, and MarineRegions.org).

Qualitative and quantitative methods will be used to analyze the information obtained by the interviews and the mapping exercise. Spatial layers and information from the surveys (non-spatial) (e.g., shapefiles, excel databases, etc.) generated by the mapping exercise will be provided to the CRFM and Barbados Fisheries Division as part of the materials expected for this consultancy (Product 4 in the TOR). A draft of final report will be distributed to the CRFM and the Barbados Fisheries Division for their input.

A virtual national workshop will be conducted to present the results of the consultancy (draft of final report) and to obtain feedback from participants. List of participants will be created in coordination with Barbados Fisheries Division and the Coastal Zone Management Unit. The POC will distribute the online invitations for the workshop. During the national workshop Dr. Susan Singh-Renton will also present the results of her consultancy work “Draft of the Blue Economy Roadmap Implementation Plan for the Fisheries Sector in Barbados, including Identification of National Blue Economy Sustainable Financing”.

Communication and visibility material will be developed to highlight the findings of this consultancy. Pictures, video recordings, and quotes will be solicited to participants during the interviews and/or the sessions. This product will be design in coordination with CRFM and Barbados POC.

A final report documenting the validated findings and providing recommendations related to this consultancy will be submitted to the CRFM and the Barbados Fisheries Division .

d. Workplan and Activity Schedule

	April				May				June					July			
Activity	1-7	8-14	15-21	22-28	29-5	6-12	13-19	20-26	27-2	3-9	10-16	17-23	24-30	1-7	8-14	15-21	21-31
Consultancy commencement date 4/1/2024	x																
Participate in the pre-meeting 4/5/2024	x																
Participate in inception meeting 4/4/2024	x																
Submit draft of inception report 4/7/2024 (Product 1 TOR)		x															
Conduct literature review	x	x	x	x	x	x	x	x									
Prepare and finalize logistics for site visit to Barbados		x	x														
Develop contact list for interviews	x	x	x														
Develop questionnaire to guide interviews	x	x	x														
Conduct interviews			x	x	x	x		x									
Develop mapping exercise materials: - Methodology - Survey map with basic spatial layers		x	x	x	x												
Site visit to conduct in-person interviews and mapping exercise May 4-11						x											
Prepare draft of final report									x	x	x						
Submit draft of final report to CRFM 6/15/2024 (Product 2 of TOR)											x						
Review of first draft of report by the CRFM and BFD (due by 6/28/2024)												x	x				
Prepare second draft of report based on recommendations from CRFM and BFD													x	x			

Conduct virtual national workshop in coordination with CRFM and BFD (7/9/2024)															x		
Prepare final report based on feedback from virtual national workshop															x	x	x
Submit final report to CRFM (7/31/2024) (Product 3 of TOR)																	x
Submit other materials related with the consultancy (Product 4)																	x

Key decisions and next steps

- Literature review of publicly available documents and spatial layers.
- Create the contact list for interviews in coordination with POC.
- Development and pilot testing the guiding questionnaire for interviews.
- Conduct virtual and phone interviews.
- Site visit May 4-11, 2024, to conduct the mapping exercise, and in-person interviews.
- Develop draft report with main findings.
- CRFM and POC review draft report.
- Virtual national workshop.
- Final report and relevant materials.

Annex (ToR, Inception meeting agenda and participants list)

Terms of Reference (TOR)

BE-CLME+ Project: Promoting National Blue Economy Priorities Through Marine Spatial Planning in the Caribbean Large Marine Ecosystem Plus (GEF Project ID 10211)

Terms of Reference for a National Consultancy to Conduct Data Gap and Needs Assessments for the Fisheries Sector to Inform MSP in Barbados

1.0 Background & Justification.

1.1 The BE-CLME+ Project is a regional initiative aimed at promoting blue economy development in the Caribbean region through Marine Spatial Planning (MSP) and Marine Protected Areas (MPAs), Ecosystem Approach to Fisheries (EAF), development of climate-smart sustainable fisheries value chains, and knowledge management in Barbados, Belize, Guyana, Jamaica, Saint Lucia, and Panama. The Caribbean Regional Fisheries Mechanism (CRFM) is the Executing Agency for the project, while the Development Bank of Latin America and the Caribbean (CAF) and the Food and Agriculture Organization (FAO) of the United Nations are the Global Environment Facility (GEF) Co-Implementing Agencies.

1.2 The 2023-2024 BE: CLME+ Project Workplan & Budget was approved by the Regional Steering Committee on 29th September 2023, and calls for a national consultancy to conduct data gap and needs assessments to inform MSP interventions in the country.

1.3 The Government of Barbados signed an agreement in September 2022 with the Inter-American Development Bank and The Nature Conservancy for a "blue bond" debt conversion. This agreement will enable the country to reduce its debt and increase its investment in marine conservation. One important component of this agreement is the preparation, approval and implementation of a marine spatial plan (MSP) for the sustainable management of the marine and coastal ecosystems.

The Coastal Zone Management Unit (CZMU) has been designated as the lead agency responsible for the execution of the MSP with funding from the Barbados Environmental Sustainability Fund. A Marine Spatial Plan Project Unit, a project unit within the CZMU will undertake the tasks and activities for the MSP process with the support of specialists and consultants where required.

The Coastal Zone Management Unit (CZMU) launched the Marine Spatial Planning process on Wednesday January 18th 2023 at the Hilton Barbados Resort, Aquatic Gap, St. Michael. This planning process will lay the groundwork for the management of Barbados' ocean space (Territorial Sea and Exclusive Economic Zone (EEZ)), with technical and financial assistance from the Inter-American Development Bank (IDB) and The Nature Conservancy (TNC).

This MSP Process builds upon Barbados' long-time work on marine ecosystems and environmental governance. It is also part of Barbados' commitments under the debt conversion for nature transaction that the Caribbean country signed in September 2022, backed by a US$150 million guarantee from the IDB and The Nature Conservancy (TNC).

2.0 Objective of the Consultancy.

The process of Marine Spatial Planning (MSP) requires the collection of spatial data and information related to a variety of issues and processes and data forms the backbone of any decision-making and planning process. Data for MSP provides an overview of spatial distribution of human activities, marine ecosystems, and hotspots, identifies conflicts and shared space opportunities, and allows spatial exploration of future economic and climate scenarios.

The objective of this consultancy is to comprehensively assess data availability, data gaps specifically related to the fisheries sector, and an assessment of needs to inform MSP in Barbados. Several countries in the Caribbean have ongoing MSP and Blue Economy development processes, and as such, these assessments shall make every effort to build on and complement ongoing BE processes in Barbados.

3.0 Key Activities will include, but not be limited to those listed below.

3.1 Assess the status of MSP processes in Barbados and the types and sources of data being used to inform MSP.

3.2 Currently underway is assessment of spatial and temporal data needs to include *inter alia*, pollution and habitat degradation linked to economic sectors active in the coastal zone as well as anthropogenic sources, geographic/physical, biologic, economic, social (including a prioritization of gender and other marginalized groups), physical and ecological patterns and processes, relative ecological importance of areas, ecosystem services, vulnerability and resilience, economic activities, benefits and impacts, distribution among current and emerging uses of the blue space, existing management measures, and future needs of existing or proposed uses of the blue space. This consultancy will focus on sessions with fisheries and aquaculture stakeholders to conduct a use survey to map the areas such as aquaculture farms, fishing grounds for different species, nursery areas, spawning aggregations sites, FAD and landing site locations. Shapefiles can be created and overlayed with existing benthic habitat layers and bathymetry.

3.3 Assess availability and needs of relevant spatial and temporal data not covered in Section 3.2 of importance to inform national BE strategies.

3.4 Consult with the MSP authorities in Barbados to confirm data and other needs not addressed in this TORs that may be necessary to inform MSP in the country. Also, understanding the terms to access data from data producers and sources, including an assessment of barriers to access data.

3.5 Recommend data sources, acquisition costs (where applicable), and collection methods to address data needs identified. Such recommendations should be feasible and achievable considering the country's context. Also, the Consultant is expected to produce the shape files consistent with CZMU methodology.

3.6 Identify capacity needs for data analysis and interpretation to inform MSP.

3.7 Consult with the CRFM/PMU and be informed of the Environmental and Social Safeguards (ESS) triggered by the BE: CLME+ Project and identify what data is needed to ensure MSP in Barbados complies with ESS triggered by the project.

3.8 In coordination with the CRFM/PMU, organize and convene a virtual national workshop to present the results of the Data Gap and Needs Assessments to Inform MSP and to discuss synergies with other national and regional activities and projects.

3.9 Develop at least one (1) communication and visibility material on the Data Gap and Needs Assessments to Inform MSP conducted for Barbados. These materials will be submitted to the CRFM/PMU for review, vetting of content, and onward communication via the CRFM's Knowledge Management and Information System and broader regional network.

4.0 Expected Outcomes and Deliverables.

4.1 The consultant(s) are expected to deliver the following products:

Product 1: Inception Report detailing activities, milestones, timeline, and a robust methodology to carry out the assignment.

Product 2: Draft Report – Data Gap and Needs Assessments to Inform MSP in Barbados.

Product 3: Final Report - Data Gap and Needs Assessments to Inform MSP in Barbados and virtual national workshop to present the results of the Data Gap and Needs Assessments to Inform MSP.

Product 4: Materials consistent with Section 6.0 of these Terms of Reference.

5.0 Project Schedule and Milestones.

Deliverable	Date	Payments
Product 1: Inception Report detailing activities, milestones, timeline, and a robust methodology to carry out the assignment.	7 days after contract signature	10% of contract value
Product 2: Draft Report – Fisheries Data Gap and Needs Assessments to Inform MSP in Barbados.	2.5 months after contract signature	40% of contract value
Product 3: Final Report - Data Gap and Needs Assessments to Inform MSP in Barbados and virtual national workshop to present the results of the Data Gap and Needs Assessments to Inform MSP.	4.0 months after contract signature	50% of contract value
Product 4: Materials consistent with Section 6.0 of Terms of Reference (including Shapefiles)		

6.0 Reporting Requirements.

6.1 The consultant will present the deliverables following the schedule established in section 5 of these terms of reference. The deliverables must include reports in Word, PowerPoint presentations, and other documents used as the basis of the analysis (including other formats such as Excel spreadsheets, etc. as applicable) and a folder with the list of bibliographic references used to develop the analysis. All materials must be delivered in English and in Spanish, in the case of materials used to for assessments in Panama. Products 2 and 3 must be delivered in both English and Spanish. All reports, studies, plans, drawings,

source code, technical data, specifications, and any other material prepared by or worked upon by the consultant exclusively for the CRFM under this Agreement are the sole and exclusive property of the CRFM and as such the CRFM has exclusive title, rights, and interest in all such material including the right of dissemination, reproduction, and publication. The consultant will also work closely with the Regional Project Coordinator and the Seafood Value Chain Specialist of the BE: CLME+ Project on the assignment.

7.0 Acceptance Criteria.

7.1 Payments will be authorized once the CRFM accepts the products specified by the TOR. The CRFM will have up to three weeks to provide written comments/recommendations to the consultant(s) reports. Unless previously determined, the CRFM will generally accept the deliverables once the consultant or consulting firm confirms the following: (i) receipt and additional inclusion of comments/recommendations in a revised version and (ii) provision of date for presentation of the revised versions of the submitted deliverables. The consultant(s) are expected to include these comments two weeks after receipt.

8.0 Consultant's Effort and Required Skills

8.1 This consultancy has been estimated to require a maximum of 35 Consultant Days.

8.2 Applicants should meet the following requirements:

- Master's Degree in Marine Management, Fisheries Science, Natural Resource Management, Coastal Zone Management, or Marine Science.
- Training in Marine Spatial Planning and/or Blue Economy and Geographic Information Systems will be a distinctive asset.
- Minimum of 7 years' experience working as a technical expert in one of the marine fields listed above.
- Work experience in any or all the project countries.
- Experience in the elaboration of MPA management plans, CZM plans, or MSPs will be extremely valuable.
- Ability to work with senior government officials, non-governmental organizations (NGOs), and local communities.
- Experience working with resource users across multiple sectors, especially in the fisheries, protected areas, tourism, and maritime transport, etc.
- A good understanding of biodiversity, Marine Protected Areas, Climate Change, Marine Spatial Planning.

9.0 Application and Selection Procedure.

9.1 Interested consultants are invited to submit their Curriculum Vitae (CV), a declaration of availability, and a declaration of no conflict of interest.

9.2 CVs will be evaluated against the criteria described in Section 8.2 and contracting will be subject to a successful price negotiation with the selected consultant.

9.3 Interested consultants should submit their Application Cover Letter outlining why they believe they are best suited for this assignment and CV in PDF format by 25th December 2023 to secretariat@crfm.int and delmar.lanza@crfm.int.

Inception Meeting

This meeting took place virtually on April 4, 2024, at 10:00 AM (Barbados time). Below is the meeting agenda:

Inception Meeting Agenda

Welcome and introductions.	CRFM-BE: CLME+ Project
Overview of BE: CLME+ Project	CRFM-BE: CLME+ Project
Objective of the assignment	CRFM-BE: CLME+ Project
Understanding of and approach to the assignment (methodology/ workplan)	Consultant
Resource needs and support from national agencies and project partners	Consultant
Roles, responsibilities and reporting requirements.	CRFM-BE: CLME+ Project Team
Next steps	CRFM-BE: CLME+ Project Team

MEETING PARTICIPANTS:

- Barbados Fisheries Division: Dr. Shelly-Ann Cox and Christopher Parker
- CRFM: Allena Joseph and Keegan Slinger
- Data gap and needs consultants: Dr. Nancy Montes and Dr. Charles Sidman
- BE Roadmap consultant: Dr. Susan Singh-Renton