



**Terms of Reference**  
**Fisheries Technician Consultant for the Blue Action Fund Project**  
**(Contract for Services)**

**About Coral Triangle Center (CTC)**

The Coral Triangle Center (CTC) is an Indonesia-based foundation that trains marine resource managers and educates all stakeholders interacting with coastlines and reefs within the Coral Triangle. Its applied training and learning programs are adaptive, innovative, and customized for different groups, covering marine natural resources management, marine protected area (MPA) support, stakeholder networking, and the development of a learning center of excellence in tropical marine conservation. Field learning sites serve as ideal settings where practitioners from across the region can observe, trial lessons, and gain hands-on experience in cutting-edge conservation management.

At the site level, CTC actively supports MPA implementation and management effectiveness in Bali, North Maluku, and Maluku Provinces in Indonesia, as well as Atauro Islands, Liquica, and Manufahi District in Timor-Leste. CTC also collaborates with governments, indigenous peoples, universities, scientists, and other institutions to strengthen MPA management and Other Effective Area-based Conservation Measures (OECMs) grounded in the latest scientific knowledge. Since 2012, CTC has supported marine conservation development in the Banda Islands, including the establishment of the Ay-Rhun Islands MPA, which was formally declared by the Ministry of Marine Affairs and Fisheries in 2021.

Building on this foundation, CTC continues to collect ecological and socio-economic monitoring data in the Banda Islands and supports the development of the Banda Islands MPA Network. With funding from the Blue Action Fund, CTC is currently implementing a two-year project to improve MPA management effectiveness by strengthening protections for endangered, threatened, and protected (ETP) species, and enhancing livelihood opportunities for local communities through blue jobs and comprehensive fisheries data collection across coastal, pelagic, and deep-sea fisheries in the Banda Islands.

**Essential Functions**

This position is engaged under a Contract for Services arrangement, wherein the Fisheries Technician will be retained as an independent contractor to provide specialized technical services for a defined period in support of the project's fisheries monitoring activities in the Banda Islands.

The Fisheries Technician will lead the implementation of standardized and technology-based fisheries monitoring approaches, with a primary focus on operating the Crew-Operated Data Recording System (CODRS) to ensure accurate, consistent, and reliable collection of catch and effort data, including species composition, catch volume, size structure, and fishing activities, across coastal, pelagic, and deep-sea fisheries.

Working closely with local fishers and project staff, the technician will ensure all data recording practices align with project protocols and scientific standards. High-quality, verifiable fisheries data generated through this role is essential for supporting evidence-based management decisions and meeting donor reporting requirements.

**Reporting and Coordination Line**

The Fisheries Technician for the Blue Action Fund Project will directly report to the Banda Sea Project Manager.

### **Scope of Work**

1. Identify fish species from fishermen's catch, including pelagic, coastal, and deep-sea species;
2. Entry data into the designated platform/application;
3. Ensure CODRS partners take fish photos in accordance with the CODRS SOP, collect and review the data/photos provided, and manage the uploading and administration of CODRS;
4. Provide CODRS refreshment training to CODRS partners;
5. Build communication with fishermen, fish companies, and the local government in Banda Island to achieve a partnership with the CTC Program;
6. Interact with the local community, including village leaders, custom leaders, and religious leaders, on fisheries data collection in every targeted village.

### **Qualification, Required knowledge, and Skills**

1. BA/BS degree in marine/fisheries/science is preferred;
2. At least 1 (one) year of professional experience in fish species identification, including pelagic or coastal or deep-sea species. (knowledge and experience using CODRS is advantage);
3. Willing to work in remote area with limited access to telecommunication and internet and travel based on program needs;
4. Experience working with communities, preferably in marine and fishery conservation;
5. Good communication and interpersonal skills;
6. Basic level ability to communicate in English, both spoken and written;
7. Proficiency in MS Office applications (Word, Excel, and PowerPoint) and have skill to use internet;
8. Trustworthy, attention to detail with a high degree of accuracy, and organized in work;
9. Ability to meet set targets with limited supervision.

### **Working Condition**

- He/she should be able to work with limited supervision to achieve the set target;
- Evening and weekend work to achieve program goals may be required;
- Duties require communicating effectively with local community and various stakeholders;
- Work may require hours of physical exercise while collecting field data;
- Short notice travel may be required and possibly to remote and distant locations;
- Ability to work effectively under pressure and meet deadlines;
- Utilizes a personally owned laptop to carry out work-related responsibilities.

### **To Apply**

- This vacancy is open until the position is filled. However, we are expecting the interested applicants to submit their application latest on **20 March, 2026**.
- Interested candidates shall submit their application to: [hrecruitment@coraltrianglecenter.org](mailto:hrecruitment@coraltrianglecenter.org) with email subject "**Fisheries Technician Consultant - Banda - [ your name]**"
- The application letter should be in doc/docx/pdf, with file name:
  - **[your name] - Cover Letter - Fisheries Technician Consultant - Banda**
  - **[your name] - CV**
- Please do not submit unsolicited documents due to our mailbox space limitations.
- The scope of work may be adjusted during the period of engagement as needed based on organization priorities.
- Only short-listed candidates will be notified for interviews.

***Coral Triangle Center is an Equal Opportunity Employer***