



FELLOWSHIP TERMS OF REFERENCE

I. IDENTIFICATION OF THE POST

Title:	Fellow
Sector of assignment:	Sustainable Development
Organizational unit:	Environmental and Sustainable Development
Country and Duty Station:	Panama
Fellowship duration:	12 months
Supervisor's name:	Jessica Young
Supervisor's title:	Programme Manager

II. CORPORATE BACKGROUND:

UNDP works in about 170 countries and territories, helping to eradicate poverty, reduce inequalities and exclusion, and build resilience so countries can sustain progress. As the UN's development agency, UNDP plays a critical role in helping countries achieve the Sustainable Development Goals.

UNDP is working to strengthen new frameworks for development, disaster risk reduction and climate change. We support countries' efforts to achieve the new Sustainable Development Goals, which will guide global development priorities through 2030. The key 2030 Agenda principle of leaving no one behind and stamping out inequality is at the core of everything we do.

UNDP focuses on helping countries build and share solutions in three main areas:

- Sustainable development
- Democratic governance and peacebuilding
- Climate and disaster resilience

In all our activities, we encourage the protection of human rights and the empowerment of women, minorities and the poorest and most vulnerable.

III. FELLOWSHIP OFFICE BACKGROUND:

UNDP supports Panama in building environmental awareness among decision makers and the public. This helps to promote action and greater accountability for environmental stewardship. We support four demonstration projects to improve communities' application of sustainable land management practices. UNDP also supports efforts to achieve a strong policy and institutional framework to strengthen national capacity to manage natural resources, including parks and protected areas.

UNDP is a committed partner to Panama in its implementation, monitoring and reporting as one of the Parties to the UN Framework Convention on Climate Change (UNFCCC), and facilitates financing of climate change mitigation and adaptation measures. UNDP is helping Panama to achieve the UNFCCC goals and recommended actions to reduce greenhouse gas emissions to mitigate climate change, and to strengthen resilience to reduce and/or recover from the adverse effects of climate change. UNDP advises the Government of Panama to strengthen its policy and institutional coordination on climate change. Including Reducing Emissions from Deforestation and Forest Degradation (REDD+).

UNDP is also supporting the country with mainstreaming the conservation and sustainable use of biodiversity into production land/seascapes for the integrated environmental management of coastal marine areas and for the benefit of the coastal population.

In this context the project ***Conservation and sustainable use of biodiversity in coastal marine production landscapes (Azüero Sostenible)*** has the objective to mainstream the conservation and sustainable use of biodiversity into production land/seascapes for the integrated environmental management of coastal marine areas and for the benefit of the coastal population. The Global Environment Facility (GEF) investment will counteract the loss of coastal marine biodiversity in a production land/seascape in the Coastal Marine Special Management Zone (ZEMMC) in the southern part of the Azüero Peninsula in Panama. This will be achieved through the development of an enabling policy environment for the integrated environmental management of coastal marine production landscapes, facilitating the conservation and sustainable use of coastal marine biodiversity of global importance and the ecosystems goods and services provided to society through the integrated environmental management of the ZEMMC (292,970 hectares [ha]), and by systematizing best practices and lessons learned about coastal marine biodiversity conservation and its sustainable use in production landscapes and seascapes of the ZEMMC of the southern part of the Azüero Peninsula, thereby ensuring that these are made available for use in other production landscapes and seascapes in Panama.

The project will help to maintain stable populations of selected fish species of commercial importance as a result of the use of best fishing practices, maintain the coverage of sea turtle nesting beaches, maintain stable numbers of three species of sea turtles nesting in the beaches of the southern area of the Azüero Peninsula, maintain the coverage of 6,072.3 ha of mangroves in the ZEMMC, and improve the habitat for coastal marine biodiversity of global and local importance in the southern area of the Azüero Peninsula as a result of reduced contamination (trash, solid waste, and agrochemicals) and sedimentation (erosion control).

III. DUTIES:

The Fellow will assist in the following duties and responsibilities:

No	Duties and responsibilities	% of time
1	Support Azüero Sostenible Project UNDP team in collecting and analysing data: <ul style="list-style-type: none"> Support the Azüero Sostenible team to follow up on the Development of the Management Plan for the artisanal fishery of snappers (<i>Lutjanus spp.</i>) and groupers (<i>Epinephelus spp.</i>) species for the Special Coastal Marine Management Zone of the Southern part of the Azüero Peninsula. Support in the follow up of the elaboration of baselines of social (i.e. participation of women in fisheries) and environmental variables (i.e. monitoring of fish landings, fisheries interactions with marine fauna, etc.) in the coastal communities of the Districts of Pedasí, Pocrí and Tonosí in the Azüero Peninsula, Panama (availability to live/or spend most of the time in Pedasí is necessary for this). Tabulate information, to analyses results and write conclusions about data obtained in the field or provided by some of the projects. The intern will assist the Project Manager in collecting, synthetizing, and analysing data from the field Support in the organization and logistics of events, trainings, presentations and other divulgation or capacity building activities aimed at producers (eg. Fishermen, farmers) and communities of the Districts of Pedasí, Pocrí and Tonosí in the Azüero Peninsula, Panama 	80 %
2	Support UNDP team for project design and monitoring: <ul style="list-style-type: none"> In consultation with the team, research on and organize resources/documents related to climate change, biodiversity and national policies. 	20 %

IV. REQUIREMENTS AND QUALIFICATIONS

Education:

Candidates must meet one of the following educational requirements:

- currently in the final year of a bachelor's degree; or
- currently enrolled in a master's degree; or
- have graduated no longer than 1 year ago from a master's degree or equivalent studies.

Field of study: fisheries, marine biology, environmental studies, or related field.

IT skills:

- Knowledge and a proficient user of Microsoft Office productivity tools;

Language skills:

- Spanish (at least a basic/intermediate speaking level) required.
- Knowledge of written Spanish is an advantage.
- Knowledge of English (at least written) is an advantage.

Other competencies and attitude:

- Interest and motivation in working in an international organization.
- Good analytical skills in gathering and consolidating data and research for practical implementation;
- Outgoing and initiative-taking person with a goal-oriented mind-set;
- Communicates effectively when working in teams and independently;
- Good in organizing and structuring various tasks and responsibilities;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Responds positively to feedback and differing points of view;
- Consistently approaches work with energy and a positive, constructive attitude.