**Terms of Reference**

**CIVIL MARITIME ADVISOR**

**Danish Maritime Security Programme for the Gulf of Guinea 2022-2026**

(local/regional recruitment)

**Client**: Government of Denmark / United Nations Office on Drugs and Crimes (tbd.)

**Location:** Abuja, Nigeria, with periodic travel within West Africa required.

**Contract information**: Fixed term for *insert* (Probationary period…, with possibility for extension)

**Background**

These Terms of Reference relate to the position of Civilian Maritime Advisor (CMA) to the Danish Embassy in Abuja, Nigeria, responsible for assisting in managing the Danish Gulf of Guinea Maritime Security Programme phase 3 2022-2026 (DMSP 3). The Advisor’s activities will primarily be within Nigeria, although some regional (West Africa) and international travel may be required.

The DMSP 3 is the third phase of Danish support to the strengthening of regional capabilities and capacities for maritime domain awareness (MDA) and response as well as a longer-term institutional strengthening of maritime governance. The Programme is funded through the Danish Peace and Stabilisation Fund (PSF), which draws from Ministry of Defence and Ministry of Foreign Affairs sources.

The overall objective of the support is *enhanced regional maritime security in the Gulf of Guinea through more capable maritime and law enforcement institutions at national and regional level*. It builds on Denmark’s current and previous diplomatic, stabilisation, and development engagement in the region and has been designed to complement Denmark’s other channels of support between 2022 and 2026. The Programme further strengthens Denmark’s contribution to maritime security in the Gulf of Guinea, and it also reinforces Denmark’s commitment to stability, the rule of law, gender, and human rights.

The Programme has been designed around four interlinked Peace and Stabilisation Engagements (PSE):

**PSE 1** – Support to gendered criminal justice system responses to the threat of maritime crime in Benin, Cameroon, Cote d’Ivoire, Ghana, Nigeria, and Togo (UNODC)

**PSE 2** – Supported Regional Maritime Policing in Benin, Cote d’Ivoire, Ghana, Nigeria, and Togo (INTERPOL)

**PSE 3** – Integrated Responses to Threats to Maritime Safety and Security in the Gulf of Guinea Maritime Domain (KAIPTC)

**PSE 4** – Maritime Domain Awareness and Operational Response (DCD)

The Programme is managed by the Danish Embassy in Accra but has important linkages to the Danish Embassy in Abuja regarding activities in Nigeria, where the Danish Military Maritime Adviser (MMA-Abuja), who also functions as Denmark’s Defence Attaché, has an important management function concerning PSE 4.

**Civil Maritime Advisor (CMA), Abuja.** The CMA has a twofold function and will (i) support the Embassy in Abuja, including supporting the Embassy’s DMSP 3-related interactions with ECOWAS as relevant and (ii) interact with the Nigerian authorities concerned with PSE 1 and PSE 2 – and with UNODC and INTERPOL respectively.

S/he will have a proven track record in promoting the Maritime **Women Peace and Security** agenda and support the WPS strands of work with UNODC (PSE 1) and the Women Peace and Security Institute of KAIPTC (PSE 3). The CMA will also participate in donor coordination meetings. CMA will work off-premises in the vicinity of the Embassy in Abuja.

The work of the CMA will be primarily within the framework provided by the documents and guidelines as they apply to PSE 1 in Nigeria, and s/he will supplement the activities of MMA-Abuja. The CMA will be under the overall management of the MMA-Abuja and the Ghana-based Maritime Security Programme Advisor (MSPA), who is responsible for day-to-day management of the overall programme in all beneficiary countries.

**Purpose of the post**

Under the overall management of the MMA-Abuja and MSPA the CMA will:

1. Support the implementation of PSE 1 and PSE 2 through interaction with UNODC and INTERPOL and relevant stakeholders in Nigeria, notably NIMASA, NDLEA, NPA, the Nigerian Navy, and the Federal Ministry of Justice.[[1]](#footnote-1) This function will be separate from UNODC and INTERPOL’s roles, where they have primary responsibility for implementing the two engagements alongside Nigerian maritime actors. The Civil Maritime Adviser will supplement UNODC and INTERPOL through his/her capacity as a representative of the Danish Embassy in Abuja, thereby ensuring that the Embassy is kept fully informed on progress and that any obstacles and risks are identified and managed at an early stage.

This includes:

* 1. Monitor the implementation of PSE 1 and PSE 2 according to the work plans for these two engagements.
  2. Provide technical input within the scope of the engagements as relevant (while respecting the primary implementing roles of UNODC and INTERPOL). It is envisaged that regular meetings will be held with UNODC and INTERPOL technical advisors and management to facilitate this.
  3. Alert and coordinate with the Military Maritime Adviser where there is a need for Danish political dialogue input with implementing partners and/or national counterparts to help resolve any issues arising. Propose appropriate mitigating action where this is needed.
  4. Provide input in the form of comments to the regular reporting concerning PSE 1 and PSE 2. Nb. This will be coordinated with the GoG MSP’s M&E Advisor located in Accra. Such input may take the form of comments on the reporting provided by the implementing partners.
  5. Maintain regular contact with national (Nigerian) maritime stakeholders and represent the Embassy at meetings with UNODC, INTERPOL, national counterparts, and international partners.

1. Monitor, assess, and analyse developments within the maritime security field in Nigeria and in relation to Nigeria’s role within the Gulf of Guinea. Particular attention will be given to civil aspects of maritime security, and the Advisor will contribute to the maintenance of an overall overview together with the MSPA and the Danish Military Maritime Adviser.
2. Communicating results and other aspects of public interest relating to PSE 1 and PSE 2 in Nigeria. This will include preparing inputs to the Embassy’s homepage/twitter account as well as reporting on programme activities that may be of interest to the Ministry of Foreign Affairs in Copenhagen.
3. Ad hoc support to the Embassy of Denmark in Abuja including the Danish Maritime Military Adviser and in relation to civil aspects of maritime security in Nigeria and more widely in the region.

**Required competencies**

1. Demonstrated project management and monitoring skills and techniques, especially experience in managing regional peace and security projects.
2. Proven organisational skills in coordinating activities and resources.
3. Excellent English language drafting skills, including the ability to draft reports with objectivity and independent judgment.
4. Ability to work as part of a team in an international cross-cultural context.
5. Meticulous attention to detail, whilst maintaining an awareness of general policy directions and priorities of Denmark’s interventions in the Gulf of Guinea.
6. Excellent ability to present complex issues orally in a clear manner.
7. Demonstrated ability to multitask and to work under pressure against tight deadlines, whilst maintaining accurate high-quality work.
8. Good interpersonal skills and ability to build and maintain effective relationships. Confidentiality and a high degree of tact, at all levels.
9. Demonstrable knowledge of the various frameworks for maritime security in Africa and the West African region, such as UN Security Council Resolutions concerning maritime security in the GoG, 2050 Africa’s Integrated Maritime Strategy, Lomé’ Maritime Charter, ECOWAS and ECAAS Maritime Strategies, and the Yaoundé Code of Conduct.

**Professional Experience**

1. Minimum ten years of progressively responsible experience working in the area of maritime administration and governance in West Africa.
2. At least five years of progressively responsible professional experience within the area of maritime security. It will be an advantage if this includes practical experience of maritime security administration and/or law enforcement.
3. Demonstrable experience working in the area of peace and security in West Africa.
4. Demonstrable experience with application of gender mainstreaming and the Women Peace and Security Agenda as applied in the maritime law enforcement sector.
5. Demonstrable experience managing and reporting on regional projects and/or programmes in Africa involving also international donors. This should include familiarity with results-based management (RBM) principles, including output and outcome-based reporting, monitoring and assessment of changes in assumptions and risks, theory of change, etc.
6. Experience in organising and participating in international meetings related to maritime administration and governance broadly and maritime security in particular.
7. Working experience of international conventions. Good knowledge of the maritime sector with personal network into national maritime administration, governance, and law sector practitioner community in Africa.
8. It will be a significant advantage if applicants can demonstrate practical experience from the above areas of work in Nigeria.

**Training**

The Advisor will be provided with an introduction to the Danish Maritime Security Programme and regarding the Danish Peace and Security Fund (PSF). This will include an orientation regarding PSF guidelines, management, and reporting.

**Education**

The Advisor will possess a university degree in social sciences, political science, or maritime security/governance from a recognised university. Other additional and relevant certificates or commensurate experience is an asset.

**Language skills**

The Advisor will have excellent written and oral proficiency in English. Working knowledge of French will be an asset.

**Other knowledge and skills**

Participation in the development of project monitoring systems and related documentation and procedures. Good working knowledge of standard MS Office applications.

**Management**

The Advisor will be a locally recruited member and based in Abuja, but not at the Danish Embassy.

The CMA advisor will report to the Ghana-based Maritime Security Programme Advisor on a day-to-day basis. The CMA advisor is also available and coordinates with the MMA-Abuja and the Danish Embassy in Abuja. Overall responsibility rest with the Deputy Head of Mission at the Danish Embassy in Accra.

**Location**

The Advisor will preferably have office space at an institution or private office near the Danish Embassy in Abuja.

Periodic travel in Nigeria and to other countries in West Africa can be expected.

1. NIMASA (the Nigerian Maritime Administration and Safety Agency), NDLEA (the Nigerian National Drugs Law Enforcement Agency, Marine Unit), NPA (Nigerian Port Authorities) [↑](#footnote-ref-1)