



TERMS OF REFERENCE FOR APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE FISHERIES MONITORING CONTROL AND SURVEILLANCE COORDINATION CENTRE (MCSCC)

1. The candidates to be put forward as members of the Board of Directors shall have suitable:
 - (i) Qualifications (a minimum of a relevant bachelor's degree or equivalent), experience, and meet suitability requirements needed to hold the position and possess the required availability and dedication to perform their duties; and
 - (ii) Competences and skills to perform duties with adequate levels of diligence and loyalty, and avoiding conflicts-of-interest.
2. The following criteria in the nomination and selection of members of the Board of Directors serve as guidelines to the States Parties and their citizens:
 - (i) **Knowledge and experience:** Any potential member of the Board of Directors should have knowledge about MCSCC and its relevance in the SADC region. In addition, he/she must have good experience of the operations of Boards or similar bodies. The individual must have wide and excellent experience in national, regional or international fisheries governance, management and development, fisheries monitoring control and surveillance (MCS), and coordination, including fisheries policies and legislation. Demonstrated leadership in fisheries management, governance, development, coordination, and advocacy for support to fisheries agenda in Sub-Saharan Africa and in particular, SADC region. Knowledge of national, regional and international fisheries networks and institutions. Demonstrated ability to forge partnerships and strategic alliances among fisheries sector stakeholders, political leaders, non-state actors, private sector, civil society and development partners. In addition:
 - (a) for the financial expert, specific financial qualifications, knowledge and experience in financial management, reporting and auditing, particularly in the fisheries related sectors; and

- (b) for the legal expert, specific legal qualifications, knowledge and experience in environmental, fisheries and maritime law, natural resource governance, public international law and related sectors.
- (ii) **Innovation:** Individuals need to have the ability to tackle issues and find 'out of the ordinary' ways of not only addressing the challenges of the organisation but also proposing new ways of bringing growth to MCSCC.
- (iii) **Ambassadorship:** The member of the Board of Directors needs to have the zeal and enthusiasm to serve as an ambassador of MCSCC by always speaking on behalf of the organization whenever a chance is available to do so. The individual must show commitment to MCSCC by using his/her personal contacts to further the objectives of MCSCC without seeking personal gain out of it.
- (iv) **Strategic thinking:** The MCSCC Board of Directors requires individuals who have a record for strategic approach to management of an organisation. Such individuals are likely to analyse MCSCC issues on the Board of Directors and see opportunities in areas that non-strategic individuals may not see.
- (v) **Resource Mobilisation:** Individuals should use their professional eminence to assist in mobilising funds for the MCSCC.
- (vi) **Good national and public standing:** Only individuals with high integrity and respectable national and public moral standing should be considered for the positions on the Board of Directors of the MCSCC.
- (vii) **Clean criminal record:** Any person with a criminal record shall not be considered for nomination to the Board of Directors of MCSCC.
- (viii) **Commitment and availability:** Individuals to be considered for positions on the MCSCC Board of Directors shall be committed to serve and attend to the matters of the organisation thoroughly and promptly. They must be available to attend all the scheduled in-person or virtual meetings of the Board of Directors and any inter-sessional matters of the Board of Directors.
- (ix) **Gender Mainstreaming:** MCSCC is committed to gender equality and gender mainstreaming as per the SADC Treaty Article 5 (1a) and Article 5 (k). The revised SADC Protocol on Gender and Development emphasises the importance of ensuring equal representation of men and women in all SADC structures and all SADC institutions at all levels.