



**Wildlife Conservation Society  
Marine Program Kenya**

**Terms of Reference  
National governance analysis of Kenyan Beach Management Units (BMUs)**

**Post Title:** Contract: National governance analysis of Kenyan BMUs  
**Supervisor:** Marine Director, WCS Kenya  
**Duration:** May 1 – August 30, 2023

**Project Background**

The Wildlife Conservation Society (WCS), The Nature Conservancy (TNC) and partners are tackling the issue of deteriorating marine environments in the Western Indian Ocean by working with coastal communities and MPAs on fisheries and marine management. The Western Indian Ocean is a socially and biologically diverse region that contains some of the world's most extensive and most climate resilient coral reefs and mangroves, which are critical sources of protein, coastal protection, and income to coastal populations. Yet, the integrity of the region's ecosystems is threatened by the overexploitation of fisheries, habitat clearing, and pollution. These threats are exacerbated by the impacts of climate change, including sea level rise, coral bleaching, and storm events, as well as the insufficient levels of financing available to provide adequate protection and management.

WCS is working with marine stakeholders (small scale fisheries communities, local and national governments, and NGOs) to identify nearshore marine areas across Kenya that if protected in voluntary fisheries closures could lead to improved fish stocks and climate resilience. To do this, we will develop a nationwide ecological model to identify key coral reef, mangrove, and seagrass areas that would form the basis of a voluntary fisheries closure network, and evaluate social tradeoffs in establishing such a network. Thus, a key part of the work is to assess community governance capacity in small-scale fisheries and to identify areas of strengths and weaknesses in coastal communities across the nation. The results of the project will be a map of ecological priorities for voluntary fisheries protection and an assessment of community capacity that can be overlaid on this to determine priority areas for future work and can contribute to the national Kenya marine spatial planning process. This work is funded by the Norwegian Agency for Development and Cooperation (NORAD) and the Lenfest Ocean Program. This contract also builds on a previous initiative by The Nature Conservancy on 'national framework for community-driven marine spatial planning (MSP) in Kenya'. From this, coast-wide socio-economic surveys mainly focusing on fisheries Beach Management Units were undertaken to assess community capacity for MSP.

**Essential and Strategic Functions**

A social science consultant will evaluate data from existing governance surveys carried by WCS and The Nature Conservancy (TNC) over the last 5-6 years. The consultant will review questions and geographical scope of past surveys, will identify key questions that can be used to identify areas of governance strength and weaknesses nationally, propose an analytical framework for existing data (including associated code for analysis), identify key data gaps, and design a gap filling survey that can be rapidly deployed. Specifically, the analytical framework will enable a "bright spots" analysis to identify factors that are contributing to successful governance (if any exist) that might inform how the government and NGOs could assist BMUs with governance challenges. Upon development of the rapid gap filling survey, WCS will then develop the survey and share resulting data with the consultant so that the consultant can analyze the full data set nationally. The results of this work will be presented as a map of strengths and weaknesses across the nation and in a report, both shared with stakeholders in a series of coastwide meetings.

Listed below is a proposed workplan. The timeline is fixed as per the grant work timeline. The Contractor will be under WCS but will collaborate with TNC and WCS staff in executing the work plan.

**Required Skills & Qualifications:**

- A master’s degree in social science
- A minimum of 3 years practical experience in the field of social work, anthropology, economics, or a related field.
- Ability to design social surveys
- Ability to analyze and graph social science questionnaire data (preferably in R - code must be shared)
- Ability to work independently from a remote location with a team based in Kenya and keep timelines

**Desirable Skills & Qualifications**

- Ph.D. in social science or 5+ years’ experience in social science fields
- Knowledge of designing surveys in Kobo Toolbox
- Knowledge of community dynamics in small scale fisheries (cultural sensitivity)

**Workstation**

This will involve remote work with frequent online meetings and calls with the WCS and TNC teams.

**Terms**

The work will take place over a period of 4 months (involving an estimate of 20-30 work days) and will be comprised of desktop work. Over the course of the work period, there will be frequent (likely weekly) meetings with the WCS and TNC Kenya teams.

**Table 1: Proposed Timeline** (Payments will be based on receipt of deliverables)

<b>Month</b>	<b>Activity Description</b>	<b>Deliverables</b> ( <i>bolded text indicates product to be received by WCS</i> )
May 1 - May 31, 2023	Data review, preliminary analysis, and gap filling survey design.	1) <b>Literature review of SSF community governance surveys conducted in Kenya in the last 10 years resulting in a table of papers, questions asked, communities surveyed, and key results</b> Review of existing survey questions and data from WCS and TNC, identification of key questions that can be used in the analysis, as well as any data gaps (in terms of content or geographies) to cover the ~90 coastal communities in Kenya. This will result in a <b>report on what questions will be used in data analysis with rationale for inclusion and proposed analytical framework.</b> 2) For priority questions, merge the relevant data from WCS and TNC surveys and ensure that data format is consistent to enable analysis. This will result in an <b>Excel file of merged data.</b> 3) Conduct a preliminary data analysis of existing data to demonstrate the types of results we will get and a sense of trends nationally and inform the needs for the rapid gap filling survey. This will result in a <b>report</b>

		<p><b>on BMU governance strengths, weaknesses and enabling conditions.</b></p> <p>4) Develop a <b>rapid governance survey</b> that can fill gaps (to be carried out by WCS) (<b>ideally this will be a paper survey version and Kobo Toolbox survey version</b>).</p>
August 1- August 15, 2023	Data Analysis	<p>5) Analyze final full data set and summarize key strengths and weaknesses in BMU governance and needs in relation to small scale fisheries closures and overall resulting in a <b>draft report including graphical data summaries and a map of “bright spots”</b> subject to WCS and TNC feedback as well as <b>code for data analysis in a shared file.</b></p>
August 16 – August 21, 2023	Final Reporting	<p>6) Produce a <b>final report for WCS/TNC of scientific quality</b> and a <b>presentation for stakeholders showing graphical and mapped results</b></p>

**Bidding Process:**

Interested Consultants are encouraged to submit a technical and financial proposal that will be required to undertake this assignment in the most efficient manner to produce a high-quality product through Mr. Remy Oddenyo of WCS, email: [roddenyo@wcs.org](mailto:roddenyo@wcs.org) by March 31, 2023.

The budget in KES should cover all eligible costs required to undertake the assignment (including travel costs, printing, any relevant taxes etc). Proposals will be evaluated based on both their technical merit and their price competitiveness.