



Ministry of Tourism and Environment
Republic of Maldives

Date: 24 April 2025

Announcement Reference No: (IUL)88-ADHR/88/2025/165

Terms of Reference

Project: Enhancing Climate Resilience and Food Security

Position: Communication and Behavioural Change Specialist

Type of Contract: Individual

Thematic Area: Climate Adaptation

1. Project Background

The Maldives is highly susceptible to climate change impacts, including sea-level rise, extreme weather events, and disruptions to food security. To address these challenges, the **Enhancing Climate Resilience and Food Security Project** aims to strengthen the country's adaptation capacity by focusing on the interlinkages between human settlements and agri-food systems. Key components of the project include:

1. **Development of Climate and Early Warning Systems:** Enhancing the Maldives Meteorological Service's (MMS) capacity through the installation of weather surveillance radar systems and the establishment of a national climate database management system.
2. **Flood Reduction and Coastal Protection Investments in Kulhudhuffushi:** Implementing infrastructure improvements to mitigate flood risks in the island of Kulhudhuffushi.
3. **Promotion of Urban Farming:** Establishing urban farming training facility in Hanimaadhoo and supporting its training and advisory functions for farmers and agribusiness companies to disseminate sustainable and climate smart farming practices, support agribusiness development, and increase local food supply.
4. **Matching Grants for Agribusiness Development:** Providing financial support to promote urban farming and the development of adaptation businesses and services.
5. **Capacity Building and Institutional Strengthening:** Enhancing the capabilities of government agencies, civil society organizations, and local communities in climate resilience and food security practices.

2. Key Responsibilities:

- a. Update, implement and monitor the Consultation and Participation Plan and stakeholder communication strategy, ensuring stakeholders are consulted and engaged throughout project

implementation, working closely with other PMU members, implementation consultants, and contractors.

- b. Lead the updated design, implementation, monitoring and evaluation of the Behavioral Change and Communication program supported under the Project, ensuring the required behavioral change for project sustainability.
- c. Identify and detail communication-related activities in the project to effectively communicate the principles, process and achievements of the project.
- d. Identify and document learnings from the Project and prepare knowledge products and communication materials for national and local dissemination.
- e. Undertake public awareness and outreach events related to the project activities. Coordinate closely with the gender expert in mobilizing women, youth groups, WDCs, and other key stakeholders on GAP-related activities.
- f. Adopt a gender equal and inclusive platform in community participation and mobilization for project activities.
- g. Design and support capacity building programs for island councils, PMU and other stakeholders.
- h. Design and maintain the Project's online presence, including project webpage and social media, and identify opportunities for media engagement where appropriate.
- i. Assist the Project Director and PMU in liaising with all relevant departments within and outside the Ministry of Tourism and Environment.
- j. Ensure gender mainstreaming, with support from the gender expert.
- k. Other relevant tasks assigned by the Project Director.

4. Qualifications and Experience:

- a. A bachelor's degree in communication, social sciences, or related field.
- b. At least 6 years of experience in the design and implementation of communication, awareness raising and behavioral change programs.
- c. Advanced understanding of the context of the project communities, stakeholders' mobilization, gender mainstreaming, social inclusion, and community resilience in Maldives.
- d. Excellent written and verbal communication skills in English.

5. Duration of the Assignment

- The Communication and Behavioural Change Specialist will be hired for a period of 3 years with the possibility of extension based on performance appraisal.

6. Remuneration

Successful candidate will be paid a monthly remuneration within the range of MVR 19,500 to MVR 22,400 depending on the qualifications and experience

7. Selection Criteria

The Communication and Behavioural Change Specialist will be selected based on the following criteria. Only the candidates who meet the minimum qualification listed under section 3 will be selected for the interview.

Criteria	Weightage (%)	Documents Evaluated
Achieved minimum academic qualification	30	<i>Copies of MQA Accredited Certificate</i>
Achieved minimum work experience	20	<i>Letters of experience</i>
Demonstrable project/programme management experience in at least one project/programme	10	<i>Letters of experience</i>
Experience in working with ministries or national institutions that are concerned in a related field of environment or management (2 points for each year)	10	<i>Letters of experience</i>
Interview	30	<i>In-person Interview</i>

8. Application

The applicants shall submit their applications along with the following documents:

- Letter of Expression Of Interest (EOI)
- Detailed Curriculum Vitae
- Copies of MQA Accredited certificates
- Letters of work experience
- Letter of no objection (for civil servants)
- Copy of National ID card
- Any other document that may support the application

9. Submission

Interested candidates may email their proposals on or before 1200hrs of **11 May 2025** to the following address.

Human Resource Department
jobs@environment.gov.mv
 Ministry of Tourism and Environment
 Male', 20096, Republic of Maldives