



Ministry of Tourism and Environment
Republic of Maldives

Date: 20 March 2025

Announcement Reference No: (IUL)88-ADHR/472/2025/1

Terms of Reference

Project: Conservation of AToll ecosystems through an Effectively managed NATIONAL protected area Estate “CATENATE”

Position: Ranger

Type of Contract: Individual

Thematic Area: Environment Conservation

1. Project Background

The Government of the Republic of Maldives through the Ministry of Tourism and Environment, as the lead Executing agency, is implementing ‘Conservation of Atoll Ecosystems through an effectively managed NATIONAL protected area Estate (CATENATE)’ project financed by Global Environment Facility (GEF) and International Union for the Conservation of Nature (IUCN) as the GEF Implementing Agency. The main objective of the project is ‘to safeguard nationally and globally significant coral reef biodiversity, and associated ecosystems through a resilient network of equitably and effectively managed protected and conserved areas in the Maldives’. The project focuses on the 15 protected areas (PAs) of Boduthiladhunmathi Atoll, with the focal project at Shaviyani Farukolhu Protected Area.

Ministry of Tourism and Environment will establish Project Steering Committee (PSC) which is responsible for decision making on the policy, regular monitoring of the project progress, coordinating conflicts of interests among concerned agencies and providing advice on problems that arise during the project implementation, and the Project Management Unit (PMU) which is responsible for the day-to-day activity management of the project and support administration of the Secretariat of PSC acted by the Ministry.

The project focuses on three outcomes:

Outcome 1 is aimed at improving PA network governance mechanism.

Outcome 2 is aimed at improving a PA system’s financial management.

Outcome 3 focuses on knowledge management and communications, essential for effective management of PAs.

2. Responsibilities and detailed tasks:

The Ranger, as a member of PMU, is responsible to providing support to the Project Manager, the leader of PMU, to help in monitoring Sh. Farukolhu Protected Area and the development and implementation of management plan for the protected area.

The Ranger's main responsibilities include:

- Daily monitoring and patrolling of Sh. Farukolhu PA according to the protocols provided by the Ministry's Protected Areas Section and PMU.
- Undertaking measures to address illegal activities within Sh. Farukolhu Protected Area under the guidance of the Ministry's Protected Areas Section and PMU.
- Managing the security of Sh. Farukolhu Protected Area under the guidance of the Ministry's Protected Areas Section and PMU.
- Engaging with stakeholder and working with PMU in creating awareness regarding protected and conserved areas.
- Regularly cleaning and managing waste within the Sh. Farukolhu Protected Area, in accordance with relevant rules and regulations.
- Providing assistance in the development of a plan for the management of Sh. Farukolhu Protected Area.
- Implementing the plan developed for the management of the Sh. Farukolhu Protected Area.
- Provide assistance on project related works, with guidance from the Project and/or the Ministry's Protected Areas Section.

3. Qualifications required:

The Ranger is expected to meet the following minimum qualification and should provide CVs and supporting documents for the following requirements:

Minimum qualification:

- Open water diving licence with minimum 1 year experience in snorkelling or law enforcement, or a certificate equivalent to MQA level 4 in a related field.

Other evaluated Qualifications/Skills:

- Sound understanding of Protected Areas regulation and other relevant Laws and Regulations.
- Have a valid Marine vessel driving licence will be an added advantage.
- Ability to work effectively with counterpart staff at all levels and with all groups involved in the project.
- Ability to work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies.
- Strong communication skills, especially in dealing with a wide range of stakeholders and resource users, presentation and reporting skills.
- Very good inter-personal skills, including facilitation of meetings, and building connections with the communities.
- Proficiency in the use of computer software applications, all applications of the MS Office package
- Language skills in Dhivehi and English (writing, speaking and reading)

4. Collaboration, Guidance and Supervision

- The Ranger will be contracted by the Ministry of Tourism and Environment and is fully accountable to the Ministry on the quality and timely delivery of his/her work under the contract. During the period of work, the Ranger will work under the guidance and supervision of the Project Manager, and will be based at Sh. Funadhoo.

5. Duration of the Assignment

- The Ranger will be hired for a period of 12 months with the possibility of extension based on performance appraisal.

6. Remuneration

- Remuneration will be at the rate MVR 8977 per month.
- A Hardship allowance of MVR 20 and Risk allowance of MVR 100 will be provided for each day employee reports to work.
- Overtime allowance as in Civil Service
- Pension contribution as per Civil Service

7. Selection Criteria

The Ranger 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	20	<i>Copies of Accredited Certificate/valid license</i>
Achieved minimum work experience	40	<i>Letters of experience</i>
Interview	40	<i>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 Accredited certificates and/or valid license
- Letters of work experience
- 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 **13 April 2025** to the following address.

Human Resource Department
jobs@environment.gov.mv
Ministry of Tourism and Environment
5th Floor, Velaanaage, 20096, Ameeru Ahmed Magu, Male', Maldives