

## **Terms of Reference**

**Posting Title:**

Capacity Needs and Priority Assessment Consultant (Francophone States on the Atlantic side of Africa)  
(Promotion of a better understanding of the Agreement under the United Nations Convention on the Law of the Sea on the conservation and sustainable use of marine biol.04 Tf1ne

### **Duties and Responsibilities**

Under the overall supervision of the Director of the Division and a Senior Legal Officer, the consultant shall be directly supervised by a Legal Officer. The Capacity Needs and Priority Assessment Consultant will conduct an assessment of needs and priorities of Francophone States on the Atlantic side of Africa (Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo (Republic of the), Côte d'Ivoire, Democratic Republic of the Congo, Gabon,

results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**Planning & Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

Takes ownership of all responsibilities and honours commitments; delivers outputs  
omments

TO APPLY TO THIS CONSULTANCY: