



Terms of Reference
for
National Coordinator – Protected Areas

Job Title:	National Coordinator - Protected Areas
Location:	Ministry of Tourism and Environment, Male', Maldives
Reports to:	Executive Director, Maldives Resilient Reefs and Director of Protected Areas, Ministry of Tourism and Environment
Contract type:	Consultancy contract
Duration:	One year
Normal working hours:	Five days per week (8am to 2pm)
Remuneration:	Take-home MVR 21,500 – 24,500 per month (depending on qualifications and experience)
Closing Date:	9:00 pm Maldives time (UTC+5) on 2 July 2025

1. Background

The Maldives is renowned for its rich and diverse marine environment, which includes a range of crucial habitats such as coral reefs, mangroves, and seagrasses. These ecosystems are foundational to the nation's key industries—fisheries and tourism—contributing significantly to food security, employment, foreign income, and recreation.

Environmental protection is enshrined in the Maldives' 2008 Constitution. The Ministry of Tourism and Environment is tasked with developing policies, regulations, and standards for the preservation and sustainable use of the environment. To date, the Ministry has designated 93 protected areas, encompassing around 538 km². However, management plans are in place for only six of these areas.

The Maldives is a proactive member of the High Ambition Coalition for Nature and People, a group of 120 nations committed to conserving at least 30% of the world's lands and oceans by 2030. In a demonstration of its dedication to marine conservation, the Maldives became the eighth nation to ratify the Agreement under the United Nations Convention on the Law of the Sea concerning the Conservation and Sustainable Use of Marine Biological Diversity of Areas Beyond National Jurisdiction (BBNJ Agreement) in 2024.

Maldives Resilient Reefs (MRR) is a Maldivian NGO dedicated to restoring Maldivian coral reefs as climate resilient ecosystems for the benefit of people, nature and the economies that depend on them. MRR's strategic intervention areas are: 1) Increased effective marine protection to build climate resilience in the Maldives; 2) Reduced human threats to marine ecosystems of the Maldives; and 3) Strengthened local capacity, knowledge and support for marine conservation in the Maldives. MRR is affiliated with a UK charity, Blue Marine Foundation, which works with

governments, fishermen, communities and other NGOs to restore a healthy ocean forever, for everyone.

In 2019, Blue Marine supported the Maldives' Ministry of Environment Energy to develop an awareness, communication and outreach programme on the Maldives UNESCO Biosphere Reserve Project by supporting a consultant based at the Ministry. Since its establishment in 2020, MRR has made significant contributions to marine conservation in the Maldives, including supporting new protected and conserved areas, promoting sustainable fisheries and tourism, and advancing public engagement through campaigns and advocacy.

2. Position Summary

The National Coordinator – Protected Areas will support the Maldives' efforts to increase marine protection and contribute to the global 30x30 conservation target — aiming to protect 30% of global land, sea and freshwater by 2030. The role involves collaborating closely with the Ministry of Tourism and Environment (MoTE) to identify, designate and effectively manage protected and conserved areas across the Maldives including but not limited to critical habitats such as seagrass meadows. Based full-time at MoTE's Male' office, the National Coordinator will work under joint supervision of MRR's Executive Director and MoTE's Director of Protected Areas, to advance policies and projects that contribute to national and international conservation commitments.

3. Key roles and responsibilities

- Support the identification, assessment and designation of new protected and conserved areas across the Maldives, ensuring alignment with national and international conservation targets, including the 30x30 goal.
- Assist in strengthening the management of existing protected and conserved areas.
- Develop, maintain and regularly update databases of protected, conserved and ecologically significant areas in the country. Identify research gaps and prioritize areas for further scientific investigation and conservation action.
- Contribute to the formulation and review of policies, regulations and management plans that facilitate the effective protection of marine ecosystems.
- Foster partnerships with government agencies, local communities, NGOs, academia and private sector to support marine conservation initiatives and shared management responsibilities.
- Support the implementation of management strategies for existing and new protected and conserved areas.
- Lead efforts to incorporate seagrass ecosystems into national conservation priorities, policies and management frameworks. Facilitate research, stakeholder consultations, and strategies focused on protecting and restoring seagrass meadows, recognizing their role in climate mitigation and supporting biodiversity.
- Support the preparation of reports for national authorities and international bodies to demonstrate progress toward targets like 30x30.
- Coordinate with MRR and MoTE teams to develop outreach materials, social media communications, and education programmes that highlight the importance of protected areas and habitat conservation, especially for vulnerable habitats like seagrass.
- Identify opportunities for funding, grants, and technical assistance to support protected areas development and management activities.

4. Candidate profile

The candidate must be passionate about marine conservation. **This role is for Maldivian nationals only.**

Essential requirements

- Bachelor's degree in Environment Management or related fields OR at least three years of relevant experience.
- Proven track record of working in the environment field.
- Strong grasp of marine conservation in the Maldives.
- Exceptional organisational and multitasking skills.
- Excellent communication and interpersonal abilities.
- Ability to plan, execute, and oversee projects, ensuring they meet objectives and schedules.
- Proficient in English and Dhivehi; computer literate.
- Collaborative and independent working capability.

Preferred requirements

- Master's degree in Environment Management or related fields OR at least five years of relevant experience.
- Experience with multi-stakeholder marine conservation projects.
- Familiarity with national and international environmental laws, policies, and regulations.
- Proficiency in Geographic Information Systems for mapping and analyzing ecological areas.
- Strong ability to analyze data and research findings to support the designation and management of protected areas.
- Ability to communicate effectively with diverse audiences through presentations and community engagement.

5. Application and selection process

Please email the following documents to contact@maldivesresilientreefs.com by **9 pm (UTC +5) on 2 July 2025**.

- All documents must be emailed in pdf format.
- Cover letter explaining your skills and suitability for the role.
- Curriculum vitae with at least two reference's contact information.

Only shortlisted candidates will be contacted for interviews.