



Terms of Reference
for
National Coordinator – Protected Areas

Job Title:	National Coordinator - Protected Areas
Location:	Ministry of Climate Change, Environment and Energy, Male', Maldives
Reports to:	Executive Director, Maldives Resilient Reefs and Director of Protected Areas, Ministry of Climate Change, Environment and Energy
Contract type:	Consultancy contract
Duration:	One year, with possibility of extension
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 1 August 2026

1. Organisational Background

Maldives Resilient Reefs (MRR) is a Maldivian NGO dedicated to nurturing a future where Maldivians benefit from effectively protecting and managing the ocean. MRR focuses on (1) protection of biodiversity hotspots to safeguard our most important and vulnerable marine habitats through stronger policies, targeted protection measures, and science-led management and (2) sustainable marine resource use by supporting responsible fishing, tourism and coastal development practices that sustain livelihoods while protecting marine ecosystems. MRR is affiliated with the UK charity, Blue Marine Foundation, which works with governments, fishermen, communities and other NGOs to restore a healthy ocean forever, for everyone.

Since 2020, MRR has supported the designation of new Protected and Conserved Areas (PCAs), developed models for sustainable resort reef fisheries, promoted responsible tourism and fisheries management, advanced marine nitrogen management, and increased public engagement through citizen science, advocacy and campaigns.

2. Programme Context

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 contributing significantly to food security, employment, foreign income, and recreation.

The Maldives, as a Party to the Convention on Biological Diversity (CBD), is committed to contributing to the Kunming-Montreal Global Biodiversity Framework (GBF). A key component of this framework is Target 3, which calls for the effective conservation and management of at least 30% of the land and sea by 2030 (30x30), through ecologically representative, well-connected and equitably governed systems of Protected Areas (PAs)

and Other Effective Area-Based Conservation Measures (OECMs). To date, the Maldives has designated 93 Protected Areas covering approximately 640.95 km². While these designations represent important progress, they currently account for only 0.07% of the country's marine waters, highlighting the need for expanded conservation efforts to meet the 30x30 target.

MRR is supporting the Maldives' Ministry of Climate Change, Environment and Energy (MCCEE) to meet the 30x30 target by development a Maldives' 30x30 Roadmap, supporting the designation of ecologically and socio-economically important sites across the Maldives, and raising public awareness and understanding of the benefits of PCAs.

3. 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 MCCEE to identify, designate and effectively manage PCAs across the Maldives including but not limited to critical habitats such as seagrass meadows. Based full-time at MCCEE's Male' office, the National Coordinator will work under joint supervision of MRR's Executive Director and MCCEE's Director of Protected Areas, to advance policies and projects that contribute to national and international conservation commitments.

4. 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 MCCEE 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.

5. 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.

6. Application and selection process

Please submit the following documents in PDF format to contact@maldivesresilientreefs.com by **9 pm on 1 August 2026**.

- A cover letter (maximum one page) explaining your suitability for the role and reason for applying.
- An up-to-date curriculum vitae.

Selection process

- Only shortlisted candidates will be contacted for interview.
- Shortlisted candidates may be asked to provide additional documentation and referee details.
- MRR is an equal-opportunity employer and welcomes applications from diverse candidates.