



**ADVERTISEMENT FOR THE POSITION OF THE LEGAL EXPERT AS A MEMBER
OF THE BOARD OF DIRECTORS OF THE SOUTHERN AFRICAN
DEVELOPMENT COMMUNITY (SADC) FISHERIES MONITORING CONTROL
AND SURVEILLANCE COORDINATION CENTRE (MCSCC)**

Date: 17 September 2026

1. The SADC Fisheries Monitoring Control and Surveillance Coordination Centre (MCSCC) is a Regional Organisation established in 2023 by Member States of the Southern African Development Community (SADC) through the Charter establishing the MCSCC. The seat of the MCSCC is Maputo, Mozambique. The MCSCC has a mandate of coordinating measures to improve fisheries monitoring, control and surveillance (MCS) to combat illegal, unreported and unregulated (IUU) fishing in the SADC region.
2. The MCSCC derives its mandate from Articles 6 and 7 of the Charter. Its mandate is aligned to the objectives of the SADC, as expressed in the key strategic and policy documents such as the Regional Indicative Strategic Development Plan (RISDP) (2020-2030), Regional Agricultural Policy (RAP) (2014), Protocol on Fisheries (2001) and the SADC Statement of Commitment to Combat Illegal, Unreported and Unregulated (IUU) fishing (2008).
3. Articles 10 and 14 of the MCSCC Charter establish the Board of Directors as one of the governance structures responsible for the direction and implementation of the Charter for the MCSCC, which reports to the SADC Committee of Ministers responsible for Fisheries. In line with Article 15, the Board of Directors' responsibilities includes to:
 - i. Recommend the MCSCC's organisational chart, related job descriptions and salary structure for Committee of Ministers' approval;
 - ii. Appoint, renew or terminate the services of the Executive Director of the MCSCC Secretariat subject to Committee of Ministers' endorsement;
 - iii. Approve recruitment of Regional staff other than the Executive Director;
 - iv. Provide oversight and direction to MCSCC Secretariat;
 - v. Approve MCSCC's strategic plans and annual work plan;
 - vi. Monitor progress and performance of the Executive Director;
 - vii. Recommend MCSCC annual budget for Committee of Ministers' approval;
 - viii. Recommend annual reports for the Committee of Ministers' approval;
 - ix. Approve the appointment of external auditors;

- x. Recommend consolidated administrative and audited financial statements for Committee of Ministers' approval;
 - xi. Recommend MCSCC's rules and procedures relating to procurement, disposal of assets, staff, and contracting in line with SADC procedures, rules and regulations to the Committee of Ministers for approval;
 - xii. Recommend regional fisheries monitoring, control and surveillance policies for the Committee of Ministers' approval; and
 - xiii. Perform other functions as may be assigned by the Committee of Ministers.
4. It is against this background that SADC MCSCC Secretariat invites applications from suitably qualified candidates to the position of **Legal Expert** on the Board of Directors of MCSCC. Members of the Board of Directors shall hold office for a period of two (2) years, which can be renewed for a period not exceeding two (2) years.
 5. Only applicants from eligible SADC Member States which are State Parties to the MCSCC Charter will be considered, in line with the approved “**General Criteria for Nomination, Selection and Appointment of members of the Board of Directors for the Fisheries Monitoring Control and Surveillance Coordination Centre (MCSCC), 2023**” (available on request).
 6. With the principle of inclusivity, eligible State Parties that will be considered are **Seychelles, South Africa, the United Republic of Tanzania and Zimbabwe.**

7. How to Apply:

- i. If your qualifications and experience match the requirements (**see attached Annex 1- Terms of Reference**) for this role, please send your application using the following reference **SADC/14/8/2/3/MCSCC2026**, addressed to the **Permanent Secretary** or equivalent of the **Ministry responsible for Fisheries** in your country, with an email copy to ed@sadcmcscc.org; akefi@sadc.int and lnyashanu@sadc.int.
- ii. The **Ministry responsible for Fisheries** shall shortlist two (2) candidates, with gender considerations factored in, and submit to SADC MCSCC Secretariat for further evaluation and selection in line with the approved “**General Criteria for Nomination, Selection and Appointment of members of the Board of Directors for the Fisheries Monitoring Control and Surveillance Coordination Centre (MCSCC), 2023**”.
- iii. Please state the title of the position you are applying for in the subject of your application/email.
- iv. Please attach your CV containing your e-mail address, daytime telephone contact, qualifications, achievements, experience, present position and names and addresses of three referees together with a cover letter (maximum 2 pages) summarising why you consider yourself particularly well suited for the position.
- v. Closing date for receipt of applications by will be **12H00 midday on 9 October 2026**.
- vi. Applications will be considered on merit and only shortlisted candidates will undergo further evaluation and selection.
- vii. For further clarification please contact Dr. Alexander Shula Kefi on akefi@sadc.int or akefi@sadcmcscc.org



ANNEX I: TERMS OF REFERENCE FOR APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE FISHERIES MONITORING CONTROL AND SURVEILLANCE COORDINATION CENTRE (MCSCC)

1. The candidates to be put forward as members of the Board of Directors shall have suitable:
 - (i) Qualifications (a minimum of a relevant bachelor's degree or equivalent), experience, and meet suitability requirements needed to hold the position and possess the required availability and dedication to perform their duties; and
 - (ii) Competences and skills to perform duties with adequate levels of diligence and loyalty and avoiding conflicts-of-interest.
2. The following criteria in the nomination and selection of members of the Board of Directors serve as guidelines to the States Parties and their citizens:
 - (i) **Knowledge and experience:** Any potential member of the Board of Directors should have knowledge about the MCSCC and its relevance in the SADC region. In addition, he/she must have good experience of the operations of Boards or similar bodies. The individual must have wide and excellent experience in national, regional or international fisheries governance, management and development, fisheries monitoring control and surveillance (MCS), and coordination, including fisheries policies and legislation. He/She must also have demonstrated leadership in fisheries management, governance, development, coordination, and advocacy for support to fisheries agenda in Sub-Saharan Africa and in particular, SADC region. Knowledge of national, regional and international fisheries networks and institutions is also required. Finally, he/she must demonstrate the ability to forge partnerships and strategic alliances among fisheries sector stakeholders, political leaders, non-state actors, private sector, civil society and development partners.
 - (ii) For the **Legal Expert**, specific legal qualifications, knowledge and experience in environmental, fisheries and maritime law, natural resource governance, public international law and related sectors are required.
 - (ii) **Innovation:** Individuals need to have the ability to tackle issues and find 'out of the ordinary' ways of not only addressing the challenges of the

organisation but also proposing new ways of bringing growth to the MCSCC.

- (iii) **Ambassadorship:** The member of the Board of Directors needs to have the zeal and enthusiasm to serve as an ambassador of the MCSCC by always speaking on behalf of the organization whenever a chance is available to do so. The individual must show commitment to the MCSCC by using his/her personal contacts to further the objectives of the MCSCC without seeking personal gain out of it.
- (iv) **Strategic thinking:** The MCSCC Board of Directors requires individuals who have a record for strategic approach to management of an organisation. Such individuals are likely to analyse MCSCC issues on the Board of Directors and see opportunities in areas that non-strategic individuals may not see.
- (v) **Resource Mobilisation:** Individuals should use their professional eminence to assist in mobilising funds for the MCSCC.
- (vi) **Good national and public standing:** Only individuals with high integrity and respectable national and public moral standing should be considered for the positions on the MCSCC Board of Directors.
- (vii) **Clean criminal record:** Any person with a criminal record shall not be considered for nomination to the MCSCC Board of Directors.
- (viii) **Commitment and availability:** Individuals to be considered for positions on the MCSCC Board of Directors shall be committed to serve and attend to the matters of the organisation thoroughly and promptly. They must be available to attend all the scheduled in-person or virtual meetings of the Board of Directors and any inter-sessional matters of the Board of Directors.
- (ix) **Gender Mainstreaming:** The MCSCC is committed to gender equality and gender mainstreaming as per the SADC Treaty Article 5 (1a) and Article 5 (k). The revised SADC Protocol on Gender and Development emphasises the importance of ensuring equal representation of men and women in all SADC structures and all SADC institutions at all levels.