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JOB ANNOUNCEMENT

Consultant to Develop Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asian Region

Position: Consultant to develop “Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asian Region”
Project: “Blue Horizon: Ocean Relief through Seaweed Aquaculture”
Workplace: Remote with frequent online and in-person meetings at SEAFDEC Secretariat Bangkok and SEAFDEC/AQD (online)
Contract type: Consultancy-based (Short-term consultancy)
Period of Assignment: 31 working days

Background

The Southeast Asian Fisheries Development Center (SEAFDEC) is an autonomous inter-governmental body established in 1967. SEAFDEC comprises 11 Member Countries: Brunei Darussalam, Cambodia, Indonesia, Japan, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Viet Nam. The mission of SEAFDEC is “*To promote and facilitate concerted actions among the Member Countries to ensure the sustainability of fisheries and aquaculture in Southeast Asia.*”

In collaboration with WWF GEF Agency, SEAFDEC is executing the Global Environmental Facility (GEF)-funded Project “**Blue Horizon: Ocean Relief through Seaweed Aquaculture**”, from 1 July 2024 until 31 December 2028. SEAFDEC hosts the Project Management Unit (PMU), which is located at the SEAFDEC Secretariat, Bangkok, Thailand and works in close collaboration with SEAFDEC Aquaculture Department (AQD). The Project also has two national executing partners from the Philippines and Viet Nam. The project aims to create sustainable seaweed value chains, providing ecosystem services and socio-economic benefits across Southeast Asia. This project has four key components:

- 1) Regional approach and capacity for seaweed value chains in Southeast Asia
- 2) Enabling Environment for Seaweed Aquaculture in Philippines and Viet Nam
- 3) Seaweed Value Chains (production, processing, and marketing); and
- 4) Knowledge Management, M&E, and IW Learn (regional).

Under Component 1, PMU SEAFDEC in collaboration with SEAFDEC/AQD will support the development of regional plans and principles of responsible aquaculture, including a toolkit to guide the application of the principles in developing standards of product, environmental protection, and operational safety.



In particular, Component 1 comprises several target outputs namely:

1. Output 1.1.1. Regional Seaweed Technical Working Group, constituted and formally mandated by SEAFDEC Governing Council.
2. Output 1.1.2: Guide to Promoting a Sustainable Seaweed Industry in the SEA Region, endorsed by the SEAFDEC Governing Council.
3. Output 1.1.3. SEA Regional Principles for Responsible and Safe Seaweed Aquaculture, including toolkit for applying principles, aligned to the Safe Seaweed Coalition.
4. Output 1.1.4. Training modules and information packages to support a sustainable seaweed industry in South East Asia.

These outputs are expected to foster a harmonized approach across the region. Training activities will enhance the capacity of Member Countries in applying these plans and standards. Specifically, under Output 1.1.2, SEAFDEC will develop a 'Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asian Region.' Under this Output, the following activities will be implemented by the PMU with technical support from SEAFDEC/AQD and the SEAFDEC Secretariat:

- Draft the Terms of Reference (ToR) and contract a qualified consultant to support the development of the Guide.
- Convene meetings of the Seaweed Technical Working Group (S-TWG) at key stages to review and provide technical inputs on successive drafts.
- Submit the finalized Guide and its policy recommendations to the SEAFDEC Governing Council for consideration and adoption.
- Finalize, publish, and disseminate the Guide, including organizing an online workshop to officially launch the publication.

Therefore, in developing the Guide, the project will implement a two-phase approach. Phase One will focus on drafting the Guide with substantive technical inputs and review from the Seaweed Technical Working Group (S-TWG). Phase Two will involve refinement and finalization of the Guide based on recommendations and policy guidance from the SEAFDEC Governing Council prior to adoption. Throughout this process, the Consultant will systematically incorporate feedback from both bodies to ensure technical precision and regional relevance. The position requires strong qualifications, particularly extensive experience in the seaweed farming industry, preferably within Southeast Asia. The Consultant will work closely with the Project Manager and Technical Specialist, under the overall coordination and institutional support of the SEAFDEC Secretariat and SEAFDEC/AQD.

Overview of the Consultancy Work

Under Phase One of the assignment, the Consultant will lead the drafting and consultation process for the *Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asia Region*. The work will be undertaken under the supervision of the Project Manager, with technical inputs



from the Project's Technical Specialist, SEAFDEC/AQD, and the SEAFDEC Secretariat, as well as guidance from members of the Seaweed Technical Working Group (S-TWG), prior to proceeding to the subsequent phase of finalization.

This Guide will serve as a blueprint for orderly, inclusive, and equitable seaweed industry development, guided by social, economic, and environmental sustainability principles. It will define key result areas, identify management and technical measures, and recommend policy and enabling measures for ASEAN Member Countries on the sustainable seaweed industry. The Guide will integrate elements from Output 1.1.3 (Principles for environmental, food, and occupational safety) and link with Output 1.1.4 (Training modules and information packages). Overall, this Guide will also integrate WWF's social and environmental safeguards.

The SEAFDEC PMU will establish the necessary contractual arrangements with the selected Consultant to develop the Guide as the final deliverable, incorporating technical inputs and recommendations from the SEAFDEC Governing Council prior to finalization and submission.

Scope of Work

1. Desk Review and Assessment

- a. Review existing literature, national strategies, and regional policies relevant to seaweed aquaculture and industry in the Southeast Asia region.
- b. Synthesize good practices and lessons learned from the seaweed industry from ASEAN Member Countries.
- c. Identify policies, social, and environmental gaps hindering sustainable seaweed development.
- d. Convene meeting with PMU SEAFDEC, SEAFDEC's gender focal point, and SEAFDEC Secretariat to formulate the context and finalize the consultancy workplan.

2. Framework and Content Development

- a. Draft an annotated outline of the Guide, including key result areas and thematic pillars (social, economic, environmental).
- b. Integrate gender equity, empowerment, and inclusive value chain considerations.
- c. Incorporate cross-references to Outputs 1.1.3 and 1.1.4 (Principles, Toolkit, and Training Modules).

3. Stakeholder Consultation and Validation

- a. Present the draft Guide to the S-TWG and PMU for review and inputs.
- b. Revise the Guide based on feedback and recommendations during S-TWG meetings to ensure its relevance, accuracy, and alignment with regional priorities before finalization.
- c. Present the final Guide in the validation workshop.

4. Finalization and Submission

- a. Prepare the final version of the Guide, complete with proposed enabling policy measures.
- b. Submit to PMU SEAFDEC for final review.
- c. Support the PMU in preparing materials for the online launch and dissemination workshop and present the draft Guide.



Deliverables

The *Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asia Region* will be finalized and validated through extensive consultations with the SEAFDEC PMU, SEAFDEC/AQD, and the SEAFDEC Secretariat, in alignment with the technical guidance and recommendations provided by members of the Seaweed Technical Working Group (S-TWG). The deliverables outlined below reflect a phased and consultative process to ensure the Guide's technical robustness, regional relevance, and institutional endorsement.

1. Guide Development

- a. Work closely with the Project Manager and Technical Specialist to develop the work plan and methodological approach for preparing the Guide, ensuring full alignment with the project's activities and expected outputs.
- b. Ensure that the Guide accurately reflects the seaweed aquaculture and industry context of the Southeast Asian region and addresses the region's priorities and interests.

2. Guide presentations

- a. Present the draft Guide to the SEAFDEC PMU, SEAFDEC/AQD, the SEAFDEC Secretariat and S-TWG members in the meeting and validation workshop.
- b. Revise the draft Guide based on inputs from key stakeholders.
- c. Develop and present the comprehensive slide presentations containing key information of the Guide.

3. Factsheet Development of Seaweed Industry in Southeast Asia

- a. Develop a one-page factsheet containing seaweed industry and aquaculture in Southeast Asia.

4. Gender Mainstreaming

- a. Collaborate with SEAFDEC's gender focal point to ensure the gender mainstreaming is reflected in the Guide.

Deliverables and Timeline (Phase 1)

Stage	Description	Target working days	Payment schedule	Timeline ¹ (Tentative)
1. Collection of relevant data, references, consultations	Desktop assessment including policy, social, economic, and environmental aspects of seaweed aquaculture and industry in Southeast Asia	5		To be determined
2. Drafting Guide based on the desktop assessment and consultations	Submission draft guide	10	20%	To be determined
3. Present the draft Guide in the S-TWG Meeting	Technical meeting sessions with seaweed AQD experts and members of S-TWG to gain key inputs on the draft Guide	2		To be determined

¹ Timeline (Tentative) will be discussed with successful candidate



4. Revised Guide	Revision of the draft Guide based on the S-TWG members' feedback	5	30%	To be determined
5. Present in the S-TWG Consultation Report (online)	The draft Guide is presented and a summary of consultations and feedback incorporated	1		To be determined
6. Final Draft Guide and Policy Recommendations	Final edited and formatted Guide ready for submission to PMU SEAFDEC	5	20%	To be determined
7. Present in the Validation and Dissemination Workshop	Summary of consultations and feedback incorporated	2		To be determined
8. The submission of Final Draft	Final edited and formatted Guide	1	30%	To be determined
Total working days		31 days		

Qualifications and Requirements

1. At least 10 years of professional experience in fisheries/aquaculture policy development, sustainable livelihoods, or natural resource management.
2. Proven experience in drafting strategic frameworks or policy guides for regional or international organizations.
3. Demonstrated expertise in seaweed aquaculture development, blue economy, or coastal livelihoods in Southeast Asia.
4. Advanced degree in Fisheries, Aquaculture, Marine Policy, Environmental Management, or related field.
5. Familiarity with gender mainstreaming and social inclusion frameworks.
6. Excellent command of written and spoken English; ability to synthesize complex concepts clearly.
7. Strong facilitation and coordination skills in multi-country, multi-stakeholder projects.
8. Experience working with SEAFDEC, FAO, UNEP, or similar intergovernmental bodies is an advantage.

“SEAFDEC is an equal opportunity employer, considering all applicants based on qualifications, regardless of race, national origin, religion, gender identity, age, disability, or marital status.”



To apply: Please visit our website www.seafdec.or.th to download the application form and submit it in English with the following documents by 15 April 2026. Short-listed applicants will be contacted for interview.

- A cover letter indicating the position title and how the applicant meets the requirements of that position
- A detailed Curriculum Vitae (CV)
- A copy of passport
- A copy of identification card (In case of Thai Nationality)
- A photograph of the applicant
- Examples of reports, works
- Other related documents (if any)

Submit your application to:

Administrative and Human Resources Section,
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Subject: Consultant to Develop Guide to Promoting a Sustainable Seaweed Industry in the Southeast Asian Region



Ms. Rossukon Pluem
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30 March 2026