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JOB ANNOUNCEMENT

Consultant to Develop the Principles and Toolkits for Responsible and Safe Seaweed Aquaculture

Project:	“Blue Horizon: Ocean Relief through Seaweed Aquaculture”
Position:	Consultant to develop the Principles and Toolkits of Responsible and Safe Seaweed Aquaculture
Workplace:	Remote, with frequent online and in-person meetings at SEAFDEC Secretariat Bangkok; SEAFDEC/AQD Tigbauan Main Station, Iloilo, the Philippines; Seaweed experts; members of Seaweed Technical Working Groups (S-TWG); representatives from Department of Agriculture, Philippines, Bureau of Fisheries and Aquatic Resources Department of Agriculture (DA-BFAR) and Department of Fisheries and Surveillance, Ministry of Agriculture and Environment (DFiS), Viet Nam
Contract type:	Consultancy-based (short-term consultancy)
Period of Assignment:	July 2026–June 2027
Reporting:	The Project Manager/Technical Advisor The Project Management Unit (PMU)SEAFDEC Secretariat, Bangkok, Thailand

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 implementing 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 work in close collaboration with the 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, Monitoring and Evaluation (M&E), and International Waters (IW) Learn (regional).

Under Component 1: Regional Approach and Capacity for Seaweed Value Chains in Southeast Asia, there are 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 Southeast Asia

The Project emphasizes the need for regionally harmonized guidance and standards to support the responsible expansion of seaweed aquaculture. While seaweed farming is widely recognized as an environmentally positive activity, rapid sector growth without appropriate safeguards may pose risks related to environmental degradation, food safety, and occupational health and safety, particularly as production expands into off-the-coast and offshore areas.

To address these risks, Output 1.1.3 provides for the development of Regional Principles and Toolkits for Environmental, Food, and Occupational Safety in Seaweed Aquaculture. These Principles will be adapted from existing international frameworks (e.g., Global Seaweed Coalition, ASC/MSC principles) and contextualized for Southeast Asia. The Principles and Toolkits will serve as a guideline foundation for national standards, codes of practice, and best management practices, and will directly inform Output 1.1.4 (Training Modules and Information Packages) and complement Output 1.1.2 (Regional Guide).

Seaweed experts, members of the Seaweed Technical Working Group (S-TWG), and SEAFDEC/AQD will play key roles in providing technical guidance and substantive inputs across all three outputs to ensure that activities and deliverables are scientifically



sound, regionally relevant, and aligned with best practices in sustainable seaweed development. In addition, the development of the Regional Principles will be guided by inclusive and participatory approaches, incorporating stakeholder consultations and aligning with recognized environmental and social safeguard frameworks, including WWF's Environmental and Social Safeguards Framework, to ensure that outputs are practical, equitable, and responsive to regional needs.

Overview of the Consultancy Work

The Consultant will lead the drafting and consultation process for SEA Regional Principles for Responsible and Safe Seaweed Aquaculture, including toolkit for applying principles, aligned with the Global Seaweed Coalition. The work will be undertaken under the supervision of the Project Manager/Technical Advisor, 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), and before submission to the SEAFDEC Council.

These principles will serve as a blueprint for orderly, inclusive, and equitable seaweed industry development, guided by social, economic, and environmental sustainability principles. It will define environmental sustainability and ecosystem protection, food safety and product quality; and occupational health and safety. The Principles will integrate elements from Output 1.1.2 (Guide to Promoting a Sustainable Seaweed Industry in the SEA Region, endorsed by the SEAFDEC Governing Council) and link with Output 1.1.4 (Training modules and information packages). Overall, these principles will also integrate gender mainstreaming, social inclusion, and environmental safeguards.

The SEAFDEC PMU will establish the necessary contractual arrangements with the selected Consultant to develop the Principles as the final deliverable.

Scope of Work

1. Desk Review and Benchmarking

- a. With the support of the PMU, organize Inception Meeting and Development of Workplan.
- b. Review relevant international and regional standards and principles, and develop a concise stakeholder engagement plan that includes targeted consultations (e.g., with Lloyd's, members of STWG, representative organizations, and focus groups across the countries), as well as applicable guidelines for seaweed aquaculture, including frameworks addressing:
 - Environmental sustainability and ecosystem protection;
 - Food safety and product quality;
 - Occupational health and safety; and



- Gender mainstreaming, social inclusion, and socio-economic dimensions (e.g., labor conditions, equitable benefit-sharing, community participation).
- c. Assess the applicability of these frameworks to Southeast Asian seaweed farming contexts, including small-scale and offshore systems.
 - d. Identify gaps and priority risk areas relevant to the region.
 - e. Benchmark relevant global initiatives (e.g., Global Seaweed Coalition, ASC/MSC frameworks, WWF Environmental and Social Safeguards Framework) to ensure alignment with international best practices.

2. Development of Regional Principles

- a. Draft a structured set of Regional Principles covering:
 - Environmental safety (e.g., ecosystem impacts, pollution prevention, biodiversity protection);
 - Food safety (e.g., contamination risks, traceability, post-harvest handling); and
 - Occupational safety (e.g., worker health, safety at sea, gender-specific risks).
 - Socioeconomic (e.g., preventing child labor, forced labor)
- b. Ensure that the Principles are non-prescriptive, principle-based, and adaptable to national contexts.
- c. Integrate cross-cutting considerations, including gender equity, social inclusion, and climate resilience.

3. Stakeholder Consultation and Validation

- a. Present draft Principles to the PMU and S-TWG for review.
- b. Incorporate feedback from SEAFDEC Member Countries, technical experts, and relevant stakeholders, including inputs from targeted consultations and focus groups.
- c. Ensure that consultation outputs reflect diverse perspectives, including gender and socio-economic considerations

4. Finalization and Alignment

- a. Finalize the Regional Principles in a format suitable for endorsement by SEAFDEC.
- b. Ensure consistency and alignment with:
 - Output 1.1.2 (Guide to Promoting a Sustainable Seaweed Industry); and
 - Output 1.1.4 (Training Modules and Information Packages).
- c. Provide guidance notes to support the translation of the Principles into national standards and training materials.

Deliverables and Tentative Timeline

No.	Activities	Outputs/Deliverables	Approximate working days (total 33)	Tentative Timeline / Key Milestones	Means of Verification	Payment (%)*
1	Inception Meeting and Development of Workplan	Inception Report and Workplan, including methodology and stakeholder engagement plan	2	Within 2-3 weeks from contract start (Milestone 1) July 2026	Inception Report and Workplan	20%
2	Desk Review and Benchmarking	Report on review of international and regional frameworks, gap analysis, and applicability to Southeast Asia	5	Prior to S-TWG Meeting	Desk Review and Benchmarking Report	
3	Development of First Draft Principles (Version 1)	First Draft of Regional Principles covering environmental, food safety, occupational safety, and socio-economic dimensions	9	For presentation at S-TWG Meeting Online (August 2026)	First Draft Principles document and presentation materials	20%
4	Stakeholder Consultation and Revision	Revised Draft Principles (Version 2) incorporating S-TWG inputs and targeted consultations	4	After S-TWG Meeting Online (October 2026)	Revised Draft Principles and consultation summary report	
5	Development of Toolkit	Draft Toolkit for application of Principles, including guidance notes and indicators	6	Prior to Validation Workshop / S-TWG Meeting (Milestone 2) Prior to the 3 rd S-TWG Meeting in 2027	Draft Toolkit document	30%

6	Consolidation and Alignment	Consolidated Draft of Principles and Toolkit aligned with Outputs 1.1.2 and 1.1.4	3	For submission to Project Steering Committee Meeting 3 rd PSC Meeting 2027	Consolidated Draft documents endorsed for submission to SEAFDEC Council	
7	Finalization for Approval	Final Draft of Regional Principles and Toolkit incorporating PSC and stakeholder feedback	4	For submission to SEAFDEC Governing Council SEAFDEC Meeting (Between April–May 2027)	Final Draft document submitted to SEAFDEC Council for approval	30%

* The consultancy fee will be paid based on approved deliverables and in accordance with SEAFDEC financial and administrative procedures.

Qualifications and Requirements

1. At least (ten) 10 years of professional experience in aquaculture, fisheries safety, environmental management, or related fields.
2. Proven experience in developing standards, principles, codes of practice, or safety frameworks.
3. Strong technical knowledge of seaweed aquaculture systems, including environmental and occupational risk management.
4. Advanced degree in Aquaculture, Marine Sciences, Environmental Health, Food Safety, or related discipline.
5. Familiarity with international certification schemes and safety frameworks.
6. Experience integrating gender and social inclusion considerations into technical guidance.
7. Excellent analytical, writing, and facilitation skills in English.
8. Experience working with international and regional agencies, or similar intergovernmental bodies is an advantage.



How to apply

The consultant candidate are requested to submit the following documents:

1. An updated CV
2. Technical proposal with proposed methodology, approach to the assigned deliverables, and timeline.
3. Sample of previous work (with links available online or via Google Drive)
4. Financial proposal with a specific total lump sum and payment terms based on the deliverables specified in the ToR including proposed daily rates, travel, per diems or DSA, proposed working days, and co-trainers or assistants for training organization if any.

“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.”

Please visit our website www.seafdec.or.th for detailed information about the position. Applications must be submitted in English, along with the required documents, **by 24 May 2026**. Only short-listed applicants will be contacted for an interview.

Submit your application to:

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Email: rossukon@seafdec.org
Subject: Consultant to develop the Principles and Toolkits of Responsible and Safe Seaweed Aquaculture


Ms. Rossukon Pluem
Administrative and Human Resources Section Head
12 May 2026