

Terms of Reference

Posting Title:	BBNJ Case Study Consultant (Promotion of a better understanding of the Agreement under the United Nations Convention on the Law of the Sea on the Conservation and Sustainable Use of Marine Biological Diversity of Areas beyond National Jurisdiction (BBNJ Agreement), in particular to strengthen capacities of developing States toward becoming parties to the BBNJ Agreement and implementing it)
Department/Office:	Division for Ocean Affairs and the Law of the Sea, Office of Legal Affairs, United Nations (the Division)
Duty Station:	New York
Application Deadline:	16 April 2025 (Midnight, New York time, USA)
Type of Contract:	Consultancy
Post Level:	Consultant, Level C
Languages Required:	English
Starting Date: (date when the selected candidate is expected to start)	16 May 2025
Duration:	40 days within a 6-months period
Contract sum:	US\$ 22,400 (paid in two instalments)

Background

The Project “*Promotion of a better understanding of the Agreement under the United Nations Convention on the Law of the Sea on the Conservation and Sustainable Use of Marine Biological Diversity of Areas beyond National Jurisdiction (BBNJ Agreement), in particular to strengthen capacities of developing States toward becoming parties to the BBNJ Agreement and implementing it*” is a strategic partnership between the Office of Legal Affairs of the Secretariat of the United Nations, through its Division for Ocean Affairs and the Law of the Sea (the Division), and the European Union.

The Project, implemented by the Division in the context of its capacity-building activities undertaken in response to General Assembly resolution 77/321, seeks to address critical capacity barriers at the regional and national levels in becoming parties to the Agreement and for its implementation.

The Project, which is being implemented over two years, comprises three main activities, namely: (1) capacity needs and priority assessments with a view to informing the subsequent regional workshops; (2) regional workshops for parliamentarians and government officials of African and of Latin American and Caribbean States, and for Caribbean small island developing States; and (3) the publication of case studies on experiences of States in becoming parties to the Agreement. Further activities include communication and outreach.

Work Location

Home-based.

Expected duration

The duration of the contract will be 40 days within a 6-months period.

Duties and Responsibilities

Under the overall supervision of the Director of the Division and a Principal Legal Officer, the consultant will report directly to a Legal Officer, with a Senior Legal Officer as the second reporting officer.

The BBNJ Case Study Consultant will develop a publication featuring case studies of the experiences of States in becoming parties to the BBNJ Agreement, in order to facilitate the sharing of information and experiences, including lessons learned, in becoming parties to the BBNJ Agreement. This publication will be informed by experiences shared by States during relevant regional workshops and through a global call for submission of information and will be conducted in consultation with interested States and, where appropriate, other relevant instruments, frameworks and bodies (IFBs).

The BBNJ Case Study Consultant is responsible for the effective and efficient performance of the following duties:

1. Develop a detailed workplan, including a data collection plan (as appropriate), an outline for the publication and a methodology for case study selection and analysis.
2. Collect and review the information received through regional workshops and information provided by States, including through the global call for submission of information;
3. In consultation with the Division, select 10-15 States for detailed case study analysis in the publication ensuring a balanced representation in terms of geographical distribution, levels of development, legal systems, and progress towards ratification;
4. Undertake consultations with representatives of interested States and, where appropriate, other relevant instruments, frameworks and bodies to gather additional insights or clarify information;
5. Identify and analyze common experiences and challenges, best practices and lessons learnt based on the data collection and case study analysis;
6. Prepare a draft BBNJ case study publication by compiling the selected case studies and synthesizing key findings as per the methodology agreed with the Division;
7. Engage with relevant stakeholders to validate information and ensure the accuracy of the publication, as appropriate;
8. Finalize the case study publication by taking into account all relevant comments.

Deliverables

The deliverables will consist in the following:

- 1) A detailed workplan, including a data collection plan, an outline for the publication and a methodology for case study selection and analysis.
- 2) A final case study publication.

Timelines

Phase 1 completion	Approved: A detailed workplan, including a data collection plan, an outline for the publication and a methodology for case study selection and analysis.	Month 1
Phase 2 completion	Approved: A final case study publication.	Month 6

The completed case study publication should follow United Nations editorial style and guidelines. It is expected that the case study publication would be approximately 50 pages (not including annexes) and include:

- An executive summary;
- General overview on the experiences of States in becoming parties to the BBNJ Agreement, including common experiences and challenges, best practices and lessons learnt;
- 10-15 case studies described in more detail, reflecting a balance in legal systems and geographical regions;
- Full citations and references.

Payment

Initial payment of US\$ 7,400 due upon positive assessment of the detailed workplan, including the data collection plan, the outline for the publication and the methodology for case study selection and analysis, followed by the second payment of US \$15,000 due upon the positive assessment of the finalized case study publication by the Division.

Competencies

- **Professionalism:** Knowledge and understanding of theories, concepts and approaches relevant to the implementation of international law within domestic legal and policy frameworks. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic sources on the internet, intranet and other databases. Strong command of information technology tools and programmes is required. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. Ability to build good working relationships at all levels. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines, and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

- **Planning & Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

- **Accountability:** Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports colleagues, provides oversight and takes

responsibility for delegated assignments; takes personal responsibility for his or her own shortcomings and those of the work unit, where applicable.

Education

Advanced university degree (Master's degree or equivalent) in public law, international law, public administration or a related field. A first-level university degree in combination with additional relevant work experience may be accepted in lieu of the advanced university degree.

Work Experience

- A minimum of five years of working experience in public law, international law, law of the sea or public administration is required.
- Experience in analysing the implementation of international law within domestic legal and policy frameworks is required.
- Working knowledge of the Agreement under the United Nations Convention on the Law of the Sea on the Conservation and Sustainable Use of Marine Biological Diversity of Areas beyond National Jurisdiction is required.
- Experience in the usage of computers and office software packages is required.
- Experience in ocean affairs, the law of the sea, or related fields is desirable.
- Experience in drafting case studies, analytical reports or policy briefs for intergovernmental organizations, including the United Nations or related agencies, is desirable.
- Experience in managing stakeholder relationships within projects is desirable.

Languages

For this position, fluency in English is required. Knowledge of French and/or Spanish is an advantage.

Female candidates are strongly encouraged to apply.

Individuals in active government service, including employees of institutions under direct management of a government, are not eligible for selection for this consultancy.