



Falkland Islands Government – Job Description

Job Title:	Policy Officer (Bycatch Mitigation and Fisheries Management)		
Department:	Natural Resources (Fisheries)	Section:	Fisheries Management
Reports to:	Head of Fisheries Management		
Grade:	D1	Job Code:	326FS3

Job Purpose

The position takes a leading role in interaction assessment, mitigation and policy development for unwanted bycatch of higher-level marine animals during commercial fisheries including coordination and implementation of the National Plan of Action for seabirds and other bycatch (e.g. seals). The post holder will provide policy support for the development of Fisheries Management Plans (FMPs) and associated work such as consultations and policy drafting. It involves working closely with Falkland Island Fisheries Department (FIFD) observers, managers, stakeholders and external experts. The post will provide the science-policy interface in relation to fisheries bycatch mitigation work and fisheries management and publicise the work both locally and internationally.

Main Accountabilities

- Provide fisheries management policy support to the Head of Fisheries Management to include development and drafting of policies derived from the FMPs providing technical expertise and acting as a conduit between the FIFD, external organisations and industry.
- Conduct statistical analyses to assess the nature and level of interactions of seabirds and seals with fishing vessel, and to assess the effectiveness of mitigation measures. This includes providing robust estimates of annual mortality of seabirds and marine mammals, and identifying multi-annual trends in bycatch figures. Results are to be published in the annual mortality reports.
- Identify and maintain the record of ETP species within the Falkland Islands ecosystem. Deliver information on ETP species, fishery interactions and ways to reduce them in appropriate formats, including reviews, technical reports, policy development and within fisheries management plans.
- Develop and evaluate protocols for collecting data on bycatch species and ETP species interactions with fisheries across all fleets operating within the Falkland Island zone. Train observers on collecting bycatch mitigation and interactions data, ensuring data quality and adequate protocol maintenance.
- Work closely with the Observer Manager and observers to coordinate and facilitate data collection related to interactions and mitigation assessment.
- Support development and management of the Bycatch Mitigation Database to ensure appropriate storage of the data.
- In collaboration with FIFD management, Seabird Bycatch Committee (SBC), FishOps and the Industry, lead on policy proposals and consultation in relation to FMPs and bycatch mitigation.
- Develop and review National Plans of Action such as the POA-Seabirds and ETP species.
- Lead on the development and provision of educational material related to mitigation implementation.



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Main Accountabilities continued:	
• Actively liaise and engage with colleagues, stakeholders, the fishing industry and external experts (e.g. ACAP Seabird Bycatch Working Group, Fisheries Management Working Groups and industry groups) to ensure regular information exchange and to identify issues and opportunities related to the delivery of bycatch and fisheries management to feed into policy development. • Attend relevant internal and external meetings related to marine bycatch and fisheries management. • Participate in trips and cruises at sea on commercial and research vessels with observer requirements and to monitor mitigation measures and assess performance of various mitigation devices for sea birds and sea mammals and other measures derived from the FMPs where appropriate. • Identify external funding opportunities for discrete projects to support robust fisheries management and bycatch mitigation working with external experts and organisations to ensure timely delivery of high-quality outputs.	
<i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i>	



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Person Specification:	Policy Officer (Bycatch Mitigation and Fisheries Management)		
Criteria	Essential	Desirable	Assessment Method
Education and Training:			
Degree in a related subject (e.g. marine biology, ecology or policy)	✓		A/I/R
Post-graduate degree (MSc or equivalent) in Marine Biology/Ecology or related subject		✓	A/I/R
Knowledge, Skills and Experience:			
At least 3 years of work experience in bycatch mitigation relating to the fishing activity and/or fisheries management	✓		A/I
A good understanding of commercial fisheries and fisheries management processes and solutions	✓		A/I
Experience working across government departments and engaging with stakeholders, ideally conducting policy consultation exercises	✓		A/I
Good understanding of the ecology of seabirds and marine mammals, and associated conservation issues	✓		A/I
Substantial level of computer literacy, including experience of working with databases (in MS Access)	✓		A/I
Skills in statistical analysis and statistical programmes (e.g. R), with an ability to analyse and manage large datasets	✓		A/I
Excellent communication skills in English with strong interpersonal and networking skills. Proven ability to work with a range of stakeholders and convey technical and scientific concepts and facts to a variety of audiences, including industry, government leaders, international scientists, and the general public	✓		A/I
Ability to write detailed comprehensive reports and policy submissions for cross government and external consultation and for Government officials.	✓		A/I
Ability to organise and lead meetings and workshops	✓		A/I
Proven ability to plan and execute bycatch and fisheries management related projects		✓	A/I
Experience of working at the science-policy interface, advising and developing policy and legislation		✓	A/I
At-sea seabird and seal monitoring experience		✓	A/I
Knowledge of Falkland fisheries		✓	A/I
Experience of managing a small team or group		✓	A/I
Conversational skills in Spanish		✓	A/I
Personal Attributes:			
Be approachable and prepared to be challenged by colleagues or industry. Confident and diplomatic	✓		A/I/R
Ability to work independently, as well as collaboratively as part of a team with the ability to lead, enthuse and motivate others	✓		A/I/R
Comfortable engaging with internal and external stakeholders at all levels and delivering difficult messages.	✓		A/I/R
Ability to manage time where there are multiple demands, planning and prioritising own workload	✓		A/I/R
Good attention to detail and excellent drafting skills	✓		A/I/R
Flexible, pro-active and self-motivated with an ability to learn new skills independently	✓		A/I/R
Alignment with FIG's Core Values – Diverse, Professional, Resilient & Resourceful	✓		

Method of assessment:

A - Application Form

I - Selection Interview

R - Reference