

Job title:	Head of Fisheries Management		
Department:	Natural Resources	Section:	Fisheries Administration
Reports to:	Director of Natural Resources		
Grade:	Falkland Islands Government Grade - A	Job code:	321FM1
Overall purpose of the role			
<p>The postholder will ensure the timely and effective management of the various Falkland Islands licensed fisheries. This will be delivered by making evidence-based decisions using a range of stakeholder, science and compliance information. The postholder will also provide leadership for the team responsible for the effective monitoring, control and surveillance of the Falkland Island Conservation Zones and other associated fishing activities.</p>			
Key role activities			
<p>Corporate responsibilities</p> <ul style="list-style-type: none"> Lead on the development of management strategies and other initiatives to achieve positive outcomes that underpin the long-term sustainable success of the Islands' fisheries. Oversee and ensure that the Control & Enforcement team fully enforce licence conditions as issued by the Falkland Islands Government and Convention for the Conservation of Antarctic Marine Living Resources (CCAMLR) as required. Liaise with the Falkland Islands Maritime Authority (FIMA) and any other relevant personnel to ensure effective fisheries protection, assisting FIMA/Search and Rescue as necessary. Consult with relevant team leaders in science, compliance, and external organisations as necessary to deliver an effective annual review of all licence conditions and associated regulations, in order to facilitate the implementation of recommended fisheries management decisions. Provide advice and guidance on marine environmental and fisheries management issues to senior managers and elected members as required. Work alongside the Deputy Director, leading internal and external working groups to ensure the fishery is managed to the highest sustainable standard possible. Facilitate other working groups of internal and external subject matter experts as necessary. This may include providing analysis, process design, creating novel, pragmatic and rapidly adaptable solutions, as well as supporting improved decision-making. Foster constructive relationships with all stakeholders and ensure effective communications are maintained between all parties at all times. 			

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Key role activities: (continued)	
<ul style="list-style-type: none"> Ensure that in the consideration of fisheries management decisions, information is gathered from a variety of robust sources to ensure that the fishery is managed in a sustainable manner. Support the director in maintaining a 'fit for purpose' operational structure, by reviewing the existing operations as necessary, considering the feedback from independent consultants and implementing any changes as required. 	
Staff & resource management	
<ul style="list-style-type: none"> Provide management and leadership to the Licensing & ITQ Manager, Control & Enforcement team and the Observer Manager, through setting of objectives and performance indicators, the allocation of resources, the monitoring of achievement, identification of variances and remedial action; mentoring and role modelling, and pro-active use of the individual performance appraisal system. Provide advice and coaching to team members and colleagues in control and compliance on the interpretation and application of legislation, policies, procedures and protocols. Undertake all matters relating to budget management oversight, ensuring the teamwork within the agreed budget profile, proactively checking on progress of both actual revenue receipts and expenditure against the budget forecast. 	
Operational responsibilities	
<ul style="list-style-type: none"> Oversee the timely production of harvest controls for all commercial fisheries on an annual basis using information and advice produced by the science and compliance teams. Ensure the timely circulation of harvest control information to industry via the Fisheries Advisory Committee and directly to Catch Entitlement holders. Work closely with colleagues and external consultants to ensure the timely production of high-quality fisheries policy papers Interrogate Individual Transferable Quota B (ITQB) annual reporting to ensure continued compliance with development goals, in particular ensure the timely collection of data pertaining to the monitoring of operational cost data. Oversee the Illex licence application process, including timely assessments and offers, ensuring the continued improvement in crew welfare whilst maximising the financial return to stakeholders and FIG. Working closely with the Fisheries Development Officer, economist and legal services, develop a new licencing framework for Illex. 	

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Key role activities: (continued)	
<p>Operational Responsibilities (continued)</p> <ul style="list-style-type: none"> • Undertake a review of underlying transshipment policy reflecting on port development and ITQB commitments and ensure amendment of regulations and the fee structure is in line with prevailing policy approach. • Prioritise work activities effectively to achieve goals while responding to stakeholder and departmental needs. • Effectively liaise with a range of internal and external stakeholders, who often have different priorities and views, to deliver timely and practical advice regarding the management and use of fisheries resources. • Ensure the development and maintenance of current Standard Operating Procedures for both the Control & Enforcement Team and the Licencing & ITQ Manager roles and other team, members as required. • Ensure all necessary documentation, including policies, procedures and protocols required by the department in place and kept up to date. • Overall accountability for ensure that the required training of Fisheries Officers is carried out so they can carry out license briefing in the absence of the Licence and ITQ Manager, ensuring continuity with the information being provided to fishing masters and stakeholders. <p><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></p>	

Person specification:	Head of Fisheries Management		
Criteria	Essential	Desirable	Assessment method
Knowledge, skills & experience:			
At least 10 years past work experience in Fisheries related activities in a similar role or at least 10 years' experience of managing personnel in a similar field	✓		A/I/R
Evidenced experience of taking part in fisheries/marine enforcement and a comprehensive understanding of fisheries and other marine legislation, in particular the Fisheries legislation	✓		A/I/R
Experience in leading, motivating & co-ordinating a team	✓		A/I/R
Ability to work in a reactive environment and operate with a calm and measured response to emerging situations at all times	✓		I/R
Good problem-solving skills and an ability to analyse a wide range of information and deduce the appropriate pathway	✓		I/R
Excellent verbal communication skills and the ability to write clear and concise documents to a high standard, including briefs, reports and general correspondence	✓		A/I/O
Good general IT skills sufficient for the purpose of preparing analytical reports and presenting information	✓		A/I/R
Proven ability to work and liaise sensitively and effectively with people, while understanding cultural differences and diversity issues	✓		I/R
Proven ability to understand, correctly interpret and apply relevant legislation, policy and procedures	✓		I/R
Past experience of investigating suspected fisheries offences & preparation of prosecution files, or comparable law enforcement experience	✓		A/I
Track record of successfully coaching and developing staff	✓		A/I/R
Experience of developing and maintaining effective working relationships with others	✓		I/R
Able to maintain confidentiality at all times	✓		I/R
Experience of successfully preparing and managing budgets effectively	✓		A/I/R
Successful project management experience		✓	A/I/R

Person Specification:	Head of Fisheries Management		
Criteria	Essential	Desirable	Assessment method
Knowledge, skills & experience:			
Ability to adapt own workload to meet the needs of the team and encourage team members to work together and develop new ideas		✓	A/I/R
Ability to speak Spanish or other languages used within the F.I. Fishery		✓	A/I/O
Personal attributes:			
Align with FIG's core values – Diverse, Professional, Resilient & Resourceful	✓		A/I/R
Demonstrate patience in dealing with others whose first language is not English	✓		I/R
Team player, willing and able to assist other work colleagues	✓		I/R
Recognises and copes positively with high workloads in self and others and remains calm under pressure	✓		I/R
Contributes pro-actively to the goals and outcomes of a team environment	✓		I/R
Demonstrates awareness of commercial / political confidentiality	✓		I/R
Displays integrity, influence and self-motivation, both on a personal and professional level	✓		I/R
Ability to think innovatively and implement change	✓		I/R
Ability to foster constructive relationships with stakeholders and ensure effective communications are maintained between all parties	✓		I/R
Competent, reliable and diligent	✓		I/R
Qualifications & training			
A BSc in marine science, fisheries management or another relevant subject, or significant relevant work experience in an equivalent senior role	✓		A
Valid full driving licence	✓		A
NB Applicants without the qualifications listed above may be considered if they satisfy other requirements to a high level, or have had previous experience within fishery protection or law enforcement or other relevant experience appropriate to the post			
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference

O - Other