

Job Title:	Fisheries Protection Officer		
Department:	Natural Resources (Fisheries)	Section:	Fisheries Protection
Reports to:	Senior Fisheries Protection Officer		
Grade:	Falkland Islands Government Grade – D2	Job Code:	326FP1-3
Job Purpose			
To provide an efficient fishery protection service to uphold regulations, prevent and deter illegal fishing and support crew welfare and safety protocols.			
Main Accountabilities			
<ul style="list-style-type: none"> • Monitor compliance with relevant legislation and license conditions, investigate cases and prepare prosecution cases as required to uphold the law for the Falkland Islands (FI), and the Convention for the Conservation of Antarctic Marine Living Resources (CCAMLR); and respond to and investigate reports of illegal fishing activities, taking enforcement action where necessary. • Inform deployment and tasking of fishery protection vessel and aircraft to provide surveillance and monitoring following an Intelligence Led, Risk Based Enforcement (ILRBE) approach. • Collate, enter and analyse fisheries and crew safety and welfare Monitoring, Control and Surveillance (MCS) related data and further investigate and report where necessary. • Use MCS data gathered through surveillance and fishing vessel boardings to update and implement the Fisheries Protection Vessel (FPV) patrol plans and make best use of the vessel to uphold regulations and conservation policy (patrols at sea of variable duration). • Liaise with the Head of Fisheries Management, Fisheries Protection Team Leader and Licensing Officer to ensure timely and appropriate actions are carried out regarding non-compliance issues. • Develop and maintain effective liaison with relevant stakeholders to include but not limited to marine protection assets, fishing vessels, agents, other government departments and military representatives to ensure efficiency and effectiveness of duties. • Once trained, provide support to the Falkland Island Maritime Authority (FIMA) as requested and assist with Search and Rescue (SAR) operations and facilitate training exercises with the FPV and other assets. • Provide Fisheries Protection assistance and support upon request from the South Georgia and South Sandwich Islands (SGSSI) Government. • Objectively gather facts, determine options and draw logical conclusions in accordance with Fisheries legislation and guidelines. • Encourage and develop a safety conscious culture within the team to deliver high impact fisheries enforcement and minimise the health & safety risk to the team and any other individual. • Produce required documentation, reports and prosecution casefiles to high standards of quality to support operational work, management decisions, public enquiries, court appeals and prosecutions, ensuring that information and evidence is accurately and effectively presented. 			

- ***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.***

Additional Information

This position will be a combination of normal office-based hours with an on-call rota, and at-sea deployment on the Fishery Patrol Vessel on a rotational basis.

When based ashore, normal office hours are: 0800 – 1200; 1300 – 1630; Monday – Friday. Weekends will also be worked as part of normal duty rosters and programmed inspection duties.

When based ashore, an on-call rota system operates on a weekly basis. An on-call fee will be paid for each week on call.

Working as a Fisheries Protection Officer involves a great deal of physical activity. All successful applicants will be required to pass a physical and medical assessment prior to appointment. These assessments are required to ascertain whether individuals have any prior injuries or conditions that may pose an occupational safety and health risk to them or colleagues in the future. The tests are designed to measure a future employee's physical fitness level so that we can understand that person's ability to operate in adverse working conditions.

Some of the physical activities a Fisheries Protection Officer may be expected to perform include:

- Working effectively on vessels at sea and travelling significant distances by vehicle and aircraft, without being unduly affected by motion sickness.
- Driving 4WD vehicles over rough roads or operating a small vessel in open sea conditions.
- Coping with and handling potentially volatile situations and disengaging from a high-risk encounter before physical threat or assault occurs.

Due to the role's involvement in matters of national security, applicants must meet the nationality requirements associated with eligibility to travel via the RAF Airbridge, which is operated by the Ministry of Defence.

Person Specification:	Fisheries Protection Officer		
Criteria	Essential	Desirable	Assessment Method
Education and Training			
GCSE Maths & English Grade C or above	✓		A
BSc or equivalent in a relevant subject, such as Marine Science, Oceanography or Fisheries Management, etc, or a minimum of 5 years equivalent experience in a similar role. Or Marine Certificate of Competency or Skipper (Full) Fishing Certificate	✓		A
Must hold a nationality that is permitted for travel on RAF Airbridge due to involvement in national security matters	✓		A
Completion of a government fisheries enforcement training program		✓	A/I
<i>Applicants without the qualifications listed above may be considered if they satisfy other requirements to a high level, or have had previous experience within fisheries protection, law enforcement or other relevant experience appropriate to the post.</i>			
Knowledge, Skills and Experience			
Ability to lead a small boarding team and take charge of an inspection on board a ship, often under pressure	✓		I/R
A good understanding of commercial fisheries and associated issues	✓		I
Able to demonstrate good verbal communication skills and attention to detail	✓		I
Ability to write clear and concise documents to a high standard, including briefs, reports and general correspondence	✓		A/O
Demonstrates mathematical, deductive and observational ability	✓		O
Good general computer skills sufficient for the purpose of preparing reports and presenting information	✓		A/O
Ability to work and liaise sensitively and effectively with people, while understanding cultural differences and diversity issues	✓		I/R
Can, correctly interpret, apply and explain complex legislation, policy and procedures	✓		I/R
Proven ability to work effectively as part of a team or with minimal supervision producing high quality outputs and results following policies and processes.	✓		I/R

Person Specification:	Fisheries Protection Officer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills and Experience (continued)			
Proven ability to develop and maintain effective working relationships with others	✓		I/R
Ability to remain calm under pressure	✓		I/R
Ability to learn new skills quickly	✓		I/R
Always adheres to confidentiality requirements	✓		I/R
Ability to negotiate and resolve conflict, whilst engaging in potentially difficult and volatile situations	✓		I/R
Previous experience of working in Fisheries Protection or Law enforcement, in particular conducting fisheries related vessel, catch and premises inspections at sea and on land.	✓		A/I
Knowledge of radio communication etiquette		✓	I
Practical knowledge and understanding of bridge equipment on board ships		✓	I/R
Ability to speak Spanish or other language relevant to Falkland Island fisheries		✓	A/I
Personal Attributes:			
Align with FIGs Core Values – Diverse, Professional, Resilient & Resourceful	✓		A/I/R
Physically fit, capable of climbing pilot ladders in a harsh environment on the high seas. (An assessment of the ability to use a pilot ladder may be undertaken)	✓		O
Assertive but not aggressive; able to enforce regulations firmly and fairly	✓		I/R
Behaves in an honest, ethical and professional manner, always upholding the core values of the Falkland Islands Government	✓		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 stress in self and others	✓		I/R
Must be prepared and willing to spend long periods of time at sea, work weekends, evenings and some public holidays	✓		I
Contributes proactively to the goals and outcomes of a team environment	✓		I/R
Displays integrity, influence and self-motivation, both on a personal and professional level	✓		I/R

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