

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			
The postholder will ensure the timely, effective and sustainable management of the various Falkland Islands fisheries. They will lead on the creation and implementation of fisheries management plans through which they will develop and deliver fisheries management and licensing policy initiatives. Working closely with the fisheries science team, they will ensure management decisions are informed by scientific evidence, while, providing leadership for the team responsible for the effective monitoring, control and surveillance of the Falkland Island Conservation Zones and other associated fishing activities.			
Key role activities			
Corporate responsibilities • Ensure the Director has the information required to make operational and strategic decisions over the governance, management and regulation of Falkland Islands fisheries, including analysis of risk, evidence, alternative measures, and stakeholder views. • For each fishery, establish (where needed), and / or oversee the implementation of a Fisheries Management Plan that provides a clear, evidence-based framework for the sustainable management of the fishery, seeking to balance the long-term conservation of marine resources with the economic benefits they provide. • 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, including ensuring effective crew safety and welfare standards are in place and being adhered to. • 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 colleagues across science, compliance, legal services, policy, animal health and external individuals or organisations as necessary to regularly review management frameworks, licence conditions and associated regulations, in order to facilitate the development and implementation of robust, evidence-based fisheries management decisions and continuously improve crew welfare. • Provide advice and guidance on marine environmental and fisheries management issues to senior managers and elected members as required.			

- Lead, facilitate or support internal and external working groups to ensure the fisheries are managed to the highest sustainable standard possible.
- 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.
- Prioritise work activities effectively to achieve goals while responding to stakeholder and departmental needs.
- Effectively and constructively 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.
- Identify the need for external support to help deliver strategic or technical outcomes for the Department and work with the Director and other team leads to scope projects including resourcing needs.

Staff & resource management

- 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

- Develop, review, improve and oversee the timely production of management frameworks including harvest strategies and technical measures for all commercial fisheries on an annual basis using information and advice produced by the science and compliance teams and external experts or organisation as applicable.
- Ensure the timely circulation of management decisions and procedures to industry via the Fisheries Advisory Committee and directly to ITQ and licence holders (through FIFCA, industry working groups or otherwise), at the same time as maintaining a robust decision making and stakeholder feedback audit trail.
- 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 policy goals.
- Working closely with the Fisheries Development Officer, economist and legal services, develop a new licencing framework for Illex.

- Work with the Bycatch Mitigation Officer to develop and implement appropriate measures to minimise bycatch of seabird, marine mammals and other protected species, including ongoing monitoring and reporting.
- 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.
- Work closely with the science team to ensure their policies, procedures and protocols (particularly in relation to data collection, management and analysis) are aligned with fisheries management priorities and provide a robust evidence base for management advice and decision-making.
- Ensure that the required training of Fisheries Officers is carried out so they can carry out license briefings in the absence of the Licence and ITQ Manager, ensuring continuity with the information being provided to fishing masters and stakeholders.

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.

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	✓		A/I/R
Able to maintain confidentiality at all times	✓		I/R
Successful project management experience		✓	A/I/R
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
Team player, willing and able to assist other work colleagues	✓		I/R
Contributes pro-actively to the goals and outcomes of a team environment	✓		I/R

Person specification:	Head of Fisheries Management		
Criteria	Essential	Desirable	Assessment method
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