

JOB DESCRIPTION

Job Identification

Job Reference:	
Job Title:	Monitoring Control and Surveillance (MCS) Adviser
Work Unit:	Fisheries Development Division but also working closely with Operations Division
Responsible To:	PEUMP Team Leader
Responsible For:	No staff reports
Job Purpose:	<p>This job exists to-:</p> <ul style="list-style-type: none"> • Improve the effectiveness and efficiency of regional MCS efforts; • Assist Pacific ACP countries in their efforts to reduce and eliminate IUU fishing.
Date:	August 2018

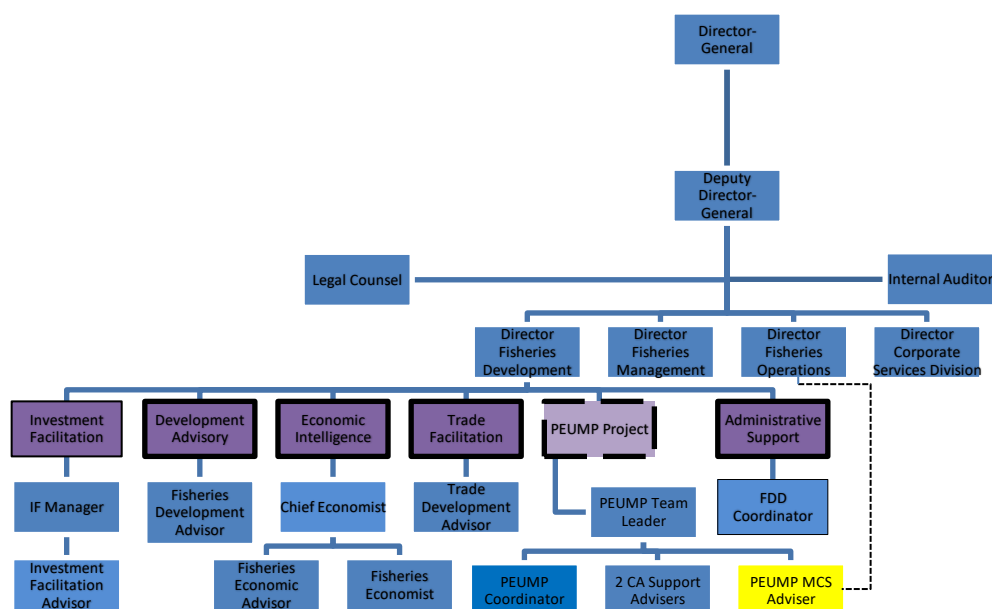
FFA Vision and Mission

Vision of the Members of the Pacific Islands Forum Fisheries Agency

Our people will enjoy the highest levels of social and economic benefits through the sustainable use of our offshore fisheries resources.

Mission for the Pacific Islands Forum Fisheries Agency

To drive regional cooperation to create and enable the maximum long term social and economic benefit from the sustainable use of our shared offshore fishery resources.



Key Result Areas

This role encompasses the following major functions or Key Result Areas.

The performance requirements of the Key Result Areas are broadly described below;

is accountable for	and is successful when
<p>Refine regional understanding of IUU fishing and improve the effectiveness of MCS operations</p> <ul style="list-style-type: none">• Participate in systematic analysis of IUU fishing activities in the region.• Support the establishment and maintenance of systems for ongoing monitoring and evaluation of MCS activities.• Investigate cutting edge technology to combat IUU fishing.• Commission trials of new technology to assist in combating IUU fishing.• Support efforts by FFA and other agencies in the development of electronic monitoring (EM) and electronic reporting (ER), focusing on liaison with the private sector.	<p>Trends in the nature and extent of IUU fishing are accurately estimated and communicated</p> <p>MCS priorities are adapted to meet emerging problems</p> <p>Effectiveness of MCS is accurately monitored and improved</p> <p>Appropriate new systems and technology are tested and adopted</p> <p>EM and ER systems are developed to meet regional needs and goals</p>
<p>Capacity building in MCS in Pacific ACP countries</p> <ul style="list-style-type: none">• Working closely with the Legal Section, implement a programme of legal assistance to combat IUU fishing in line with the requirements of market states;• Working with the Market Access section, ensure that traceability and catch documentation systems in PACP countries are supported by appropriate operational procedures;• Facilitate training and support to national administrations, by FFA staff and consultants, in collecting evidence and prosecuting IUU offences as well as other fisheries MCS capabilities as appropriate.	<p>Legislation to combat IUU fishing is robust, up to date and meets international standards</p> <p>Traceability of tuna exports is improved and supported by appropriate systems and procedures</p> <p>Capacity of national administrations to pursue and prosecute IUU is improved</p>
<p>Collaboration with SPC</p> <ul style="list-style-type: none">• Work closely with SPC-based components of PEUMP when relevant to control of IUU;• Liaise with SPC Oceanic Fisheries Programme to examine opportunities for identifying IUU from fisheries data;• Work closely with the SPC coastal MCS adviser to develop and trial mechanisms to address IUU threats to coastal waters;	<p>Work is effectively integrated with other project activities</p> <p>Tools for data analysis are used to identify IUU fishing patterns</p>

is accountable for	and is successful when
<ul style="list-style-type: none"> Advise interested PACP countries on the development of a 'coast watch' system for reporting incursions of foreign vessels into coastal waters. 	<p>New tools and systems are deployed to address IUU in coastal waters</p> <p>Interested PACP countries have functioning coast watch systems</p>
<p>Project reporting and administration</p> <ul style="list-style-type: none"> Contribute to PEUMP annual work plans, budgets, reports, procurement processes and communication; Manage consultants engaged by the project to undertake technical work relevant the IUU component of the PEUMP programme; Ensure all activities are properly reported and acquitted – trip reports, training reports, etc; Participate in FFA-run training courses for MCS officers in the region; Contribute to broader FFA planning reporting requirements and any other assigned duties as required. 	<p>MCS activities are properly integrated into project and broader FFA plans and reports</p> <p>Consultancies deliver high quality services on schedule</p> <p>All activities by the MCS adviser are properly reported and acquitted for audit purposes</p>

Note:

The above performance requirements are provided as a guide only. The precise performance measures for this job will need further discussion between the jobholder and supervisor as part of the performance development process.

Work Complexity

<p>The most challenging duties typically undertaken:</p> <ul style="list-style-type: none"> Identifying and implementing cost-effective new technologies to combat IUU that build on and improve existing regional systems; Developing and implementing new systems for member countries; Developing a regional understanding of IUU fishing and providing impact assessments
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Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of Contact most typical
<p>External</p> <p>(i) FFA Member countries' fisheries and other MCS staff</p> <p>(ii) Coastal MCS Officer (SPC)</p>	<p>(i) Receive queries and requests and provide information, advice and training.</p> <p>Liaise and gain cooperation.</p>

Other PEUMP project staff based in other regional organisations (iii) Consultants engaged by the project	(ii) Develop collaborative relationship and synergies in jointly agreed work programme (iii) Supervise work and review outputs
Internal i. PEUMP Team Leader ii. Director Fisheries Operations & Development Divisions iii. Legal, Operations and Market Access staff	i. Receive Instruction and take action Provide and receive advice. ii. Take directions. Report on progress of work. iii. Develop teamwork and team approach to joint activities. Provide leadership when necessary

Level of Delegation

The jobholder:

<ul style="list-style-type: none"> • Manages consultancies, including reviewing outputs • Manages multiple projects across several members • May lead small teams of consultants, staff from other divisions and member personnel for in-country training and advisory missions
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Person Specification

Essential	Desirable
Qualification <ul style="list-style-type: none"> • A tertiary Qualification in law, maritime operations, or another relevant discipline Experience <ul style="list-style-type: none"> • At least five years' experience of the management and operation of fisheries MCS system at a national level • Experience in capacity building at national level to improve fisheries MCS capabilities • Experience with Electronic Monitoring and Reporting Equipment and Systems Skills, Knowledge and Abilities <ul style="list-style-type: none"> • Demonstrated understanding of the role of information and communication technology in MCS operations • A strong understanding of the practical aspects of fisheries Monitoring, Control and Surveillance, as well as a broader vision of how it can be made more effective in the Pacific Islands region • Demonstrated ability to communicate fluently both orally and in writing, including delivery of short training courses 	<ul style="list-style-type: none"> • A Master's degree in maritime law, maritime operations, or a similar discipline • Level IV Certificate in training, assessment and evaluation • Experience working in an inter-governmental organisation. • Experience developing, implementing and analysing fisheries MCS policies. • Demonstrated ability to frequently travel.

<ul style="list-style-type: none"> • Demonstrated ability to communicate effectively with national counterparts in national fisheries administration, customs, Coast Guard, defence and police, within the region and beyond. 	
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This section is designed to capture the expertise required for the role at a 100% fully effective level. (This does not necessarily reflect what the current jobholder has). This may be a combination of knowledge/experience, qualifications or equivalent level of learning through experience or key skills, attributes or specific competencies.

Job Competencies and Knowledge

The following levels would typically be expected for the 100% fully effective level:

Expert Level	<ul style="list-style-type: none"> • Understanding current regional systems for MCS and combatting IUU fishing. • Developing national and international MCS procedures and laws in response to IUU fishing. • Implementing systems for traceability and catch documentation.
Advanced Level	<ul style="list-style-type: none"> • Two or more of the following programs: Observer, VMS, Compliance Operations, Licensing. • Electronic reporting and electronic monitoring
Working Knowledge Level	<ul style="list-style-type: none"> • Procedures, tools and forums for maintaining regional Maritime Domain Security
Awareness	<ul style="list-style-type: none"> • Fisheries management frameworks, application of the precautionary principal, social and environmental sustainability.

Key Behaviours

All employees are measured against the following Key Behaviours as part of Performance Development

- Commitment/Personal Accountability
- Professional/Technical Expertise
- Teamwork
- Customer Focus
- Effective Communications & Relationships
- Leadership
- Coaching and Development (for Managers only)
- Strategic Perspective (for Managers only)

Personal Attributes

- Relevant Qualifications
- Excellent Analytical Skills
- Excellent Communication Skills
- Results orientation
- Ability to manage and work well in multi-disciplinary and multi-cultural teams.
- Ability to work in an organized and systematic manner.

- Ability to transfer information/knowledge to a non-technical audience
- Recognizes and responds appropriately to the ideas, interests and concerns of others
- Builds trust and engenders morale by displaying open, transparent and credible behaviour
- Respects individual/ cultural differences
- Utilizes diversity to foster teamwork
- Ensures others understanding of, involvement in, adaptation to a change process

Change to Job Description:

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment-including technological requirements or statutory changes. Such Change may be initiated as necessary by your Director. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.

Approved:

Manager/Supervisor

Date:

Employee

Date: