JOB DESCRIPTION

Job Identification

Job Reference:	
Job Title:	Fisheries Economist
Work Unit:	Fisheries Development Division
Responsible To:	Chief Economist
Responsible For:	No staff
Job Purpose:	This job exists to-: • Undertake economic research and analysis to assist and support FFA member countries to maximize and measure the economic benefits gained from the management of their tuna resources and the development of their domestic tuna industries.
Date:	12th November 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.

<div align="right">FFA Strategic Plan</div>

Organisational Context
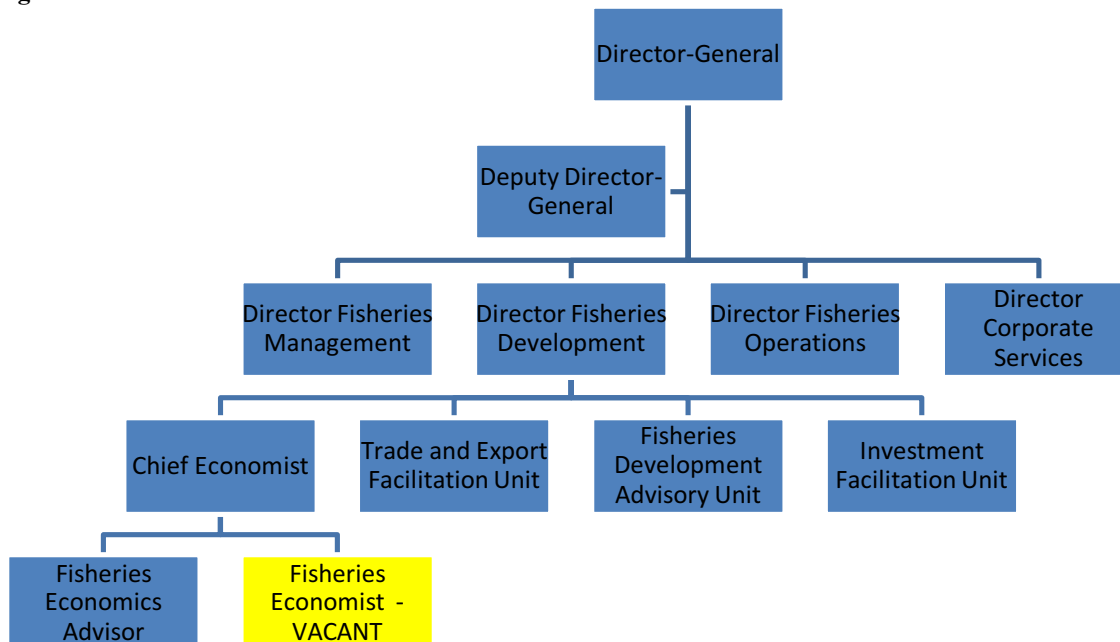
Key Result Areas

This encompasses the following major functions or Key Result Areas

1. Economic Model Development
2. Economics Data Collection and Analysis
3. Economic Policy Advice
4. Research and Development

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

is accountable for	and is successful when
1. Economic model development and refinement • Develop and/or refine models that can be used to analyse the economic impact of a range of management measures at the national, sub-regional and regional levels. • Work closely with SPC-OFP to obtain the biological inputs for these models at a suitable level of spatial discrimination. • Identify and work with international experts to guide, review and advise on model development.	• There are appropriate models that can respond to the needs of FFA member countries and groups of countries in estimating rents, pricing of access, optimisation of fishing effort, and trade-offs between fisheries. • Economic analysis is effectively used in the development of reference points and harvest control rules for the regional tuna stocks.
2. Economics Data Collection and Analysis • Collect and compile required economic data from regional tuna fisheries to be used for economic analysis and modelling, including detailed operational (fixed and variable) costs of different categories of fishing vessel and species-specific price data from the major tuna markets. • Undertake surveys and analysis of the economic benefits of the tuna industry to FFA member countries.	• Economic parameters are estimated accurately, updated as necessary, and verified as far as possible. • Economic importance of the tuna industry is analysed and publicised.
3. Economic Policy Advice • Undertake economic and financial assessments of national fisheries development projects to identify the costs, benefits and risks of these ventures. • In consultation with other FFA Economics and Management staff, use models and other analysis to provide policy-related information to members via written reports and oral presentations at regional and sub-regional meetings as well as national consultations.	• National decision making on development projects and proposals is informed by sound economic analysis. • Appropriate and relevant advice provided
4. Research and Development • Undertake other economic research projects to deliver high quality and relevant policy advice and reports to FFA, PNA and Member countries. • Review and analyse fisheries economic modelling and analysis in other regions and/or fisheries that can inform work in this area. • Contribute to fisheries economics training courses and practical attachments of national staff to build capacity in member Fisheries agencies.	• Relevant policy advice is provided and acted upon by members. • FFA's work on bio-economic modelling remains current and 'state of the art'. • Capacity in national fisheries agencies is developed.

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

The most challenging duties typically undertaken:
- Development of appropriate models for conducting economic impact assessments in a fast changing management and economic environment;
- Linking management strategy evaluation with economic modelling;
- Securing accurate and reliable financial information on which to base analysis of the costs and benefits of development options.
- Consulting with and explaining to members and fisheries technicians the logic and ramifications of various economic modelling outcomes.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of Contact most typical
External • FFA Members and Stakeholders • SPC	• Provide and receive information. • Liaise and gain cooperation from FFA and its stakeholders. • Explaining the logic and outcomes of the modelling.
Internal • Director Fisheries Development Division • Chief Economist and other EIU staff • FFA Management • Other Staff	• Take directions. • Report on progress of work. • Provide and receive information.

Level of Delegation

The jobholder:

This position does not have any formal financial authorities or authority over staff, but may involve making administrative arrangements for meetings, attachments and consultancies.

Person Specification

Essential (for appointment to a Band 10 position)	Desirable (essential for appointment to a Band 12 position)
Qualification • Graduate qualification in economics, fisheries management, natural resource management or a relevant discipline with strong economics content	**Qualification** • A postgraduate qualification – preferably a PhD - in economics
Experience • Around 3 years' experience in using economic analysis in the provision of policy advice • Experience in researching, preparing and presenting submissions and papers to national and international forums • Experience of research design, data collection, analysis, report writing, preparing and delivering presentations, working in project teams and working with stakeholders • Prior experience working in the Pacific and/or developing country situation **Skills and Abilities**	**Knowledge and Experience** • At least 7 years' experience in a similar role as fisheries economist • Ability to develop computer models at the code level, using software such as C++, R and AD Model Builder • Peer reviewed publications in a recognised economics journal • Knowledge of pelagic fisheries, particularly tuna fisheries

Essential (for appointment to a Band 10 position)	Desirable (essential for appointment to a Band 12 position)
• Possess strong analytical skills to provide sound economic analysis of relevant fisheries situation • Demonstrated ability to communicate effectively both orally and in writing with appropriate personnel and stakeholders • An excellent understanding of the principles of fisheries development and fisheries economics • Ability and willingness to travel frequently within and outside the Pacific Island region.	

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.

Key Skills/Attributes/Job Specific Competencies
The following levels would typically be expected for the 100% fully effective level:

Expert Level	Knowledge and experience in developing and using economic analysis and models for policy and resource management
Advanced Level	Understanding of the sub-sectors of the industrial tuna fishery, and the economics of operations of different fleets and processors Familiarity with fisheries management options and the application of economic tools and incentives to improve management
Working Knowledge Level	Economic development aspirations of Pacific Island countries and the importance of tuna fisheries
Awareness	Work of other Divisions of FFA, SPC, PNA and other organisations active in the fisheries field.

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: