

Job Identification

Job Reference:	
Job Title:	Surveillance Operations Officer
Work Unit:	Fisheries Operations Division
Responsible To:	Director Fisheries Operations
Responsible For:	Supervision of one (1) staff member
Job Purpose:	<p>This job exists to-:</p> <ul style="list-style-type: none">• Ensure that effective and efficient fisheries Monitoring, Control and Surveillance (MCS) services are provided to the FFA Secretariat and its member countries.
Date:	TBA

The Leaders' Vision

Leaders believe the Pacific region can, should and will be a region of peace, harmony, security and economic prosperity, so that all of its people can lead free and worthwhile lives.

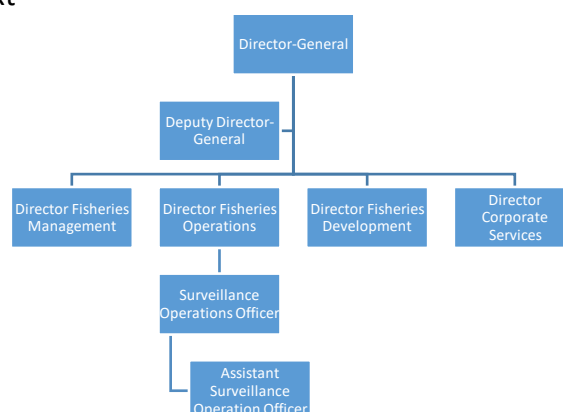
We treasure the diversity of the Pacific and seek a future in which its cultures, traditions and religious beliefs are valued, honored and developed.

We seek a Pacific region that is respected for the quality of its governance, the sustainable management of its resources, the full observance of democratic values and for its defense and promotion of human rights.

We seek partnerships with our neighbors and beyond to develop our knowledge, to improve our communications and to ensure a sustainable economic existence for all.

The Pacific Plan

Organisational Context



Key Result Areas

This encompasses the following major functions or Key Result Areas

<ul style="list-style-type: none"> • Monitoring, Control and Surveillance • Capacity Building • Administration

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

is accountable for	and is successful when
Monitoring, Control and Surveillance (coordination) <ul style="list-style-type: none"> • Provide operational advice to FFA member countries' surveillance authorities in respect of regional coordination of fisheries MCS • Develop initiatives to enhance the coordination and effectiveness of aerial and surface fisheries surveillance provided by Australia, New Zealand, United States and France and other countries through regular liaison with relevant operational authorities in those countries and FFA members. • Explore emerging technologies to support regional and national MCS activities. • Collaborate with FFA Members to fully utilise existing regional cooperative arrangements • Collaborate with FFA Members and other key stakeholders such as CROP and regional law enforcement agencies to enhance Maritime Domain Awareness (MDA) in the WCPO. • Provide operational input into other regional MCS work areas. 	<ul style="list-style-type: none"> • MCS frameworks are current and have responded to change effectively • Cooperative approaches and operations utilized to increase MCS coverage for given investments • Use of existing surveillance and enforcement assets optimized • Technology is used to enhance and strengthen existing MCS tools • FFA members utilise cooperative arrangements to enhance MCS activities • Enhanced MDA on the WCPO • Operational consideration taken in other MCS work areas.
Capacity Building <ul style="list-style-type: none"> • Provide training for FFA member surveillance agencies • Provide pro-active liaison between the FFA Secretariat and FFA member maritime surveillance authorities, in relation to their fisheries surveillance activities. • In collaboration with FFA member surveillance authorities, including Maritime Surveillance Advisers, identify in-country fisheries MCS needs and develop strategies to meet these needs. • 	<ul style="list-style-type: none"> • Enhanced capacity of Member Countries MCS Agencies • Existing and emerging MCS capacity and capability deficiencies identified and responded to • Sustainability of human and other resources ensured through succession planning
Administration: <ul style="list-style-type: none"> • Provide operational oversight and guidance to the operations and management of the Regional Fisheries Surveillance Centre at the FFA Secretariat, including compilation and dissemination to FFA members of operational information derived, 	<ul style="list-style-type: none"> • Effective and efficient day-to-day running of the RFSC • MCS information effectively analysed and disseminated to members

is accountable for	and is successful when
including vessel position information from the FFA VMS. <ul style="list-style-type: none"> • Provide oversight of the implementation of the Niue Treaty Subsidiary Agreement (NTSA) and operation implementation of the Niue Treaty Information System (NTIS) 	<ul style="list-style-type: none"> • MCS services to Members are provided in an efficient and effective manner • The NTIS supports the implementation of the NTSA

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-; <ul style="list-style-type: none"> • Liaising and maintaining cooperation among FFA member surveillance authorities. • Identifying emerging MCS deficiencies and gaps and responding effectively to them. • Ensuring cost efficient and effectively run surveillance operations. •

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of Contact most typical
External <ul style="list-style-type: none"> • FFA Members • FFA Member countries Surveillance Authorities • Quadrilateral defence forces of Australia, New Zealand, US and France • Technological Solution vendors • CROP and regional law enforcement agencies • International organisations such as INTEPOL and International MCS Network • 	<ul style="list-style-type: none"> • Provide operation advice and assistance on MCS • Collaboration and coordination
Internal <ul style="list-style-type: none"> • Director Fisheries Operations Division • Fisheries Operations Division staff • FFA Executive Management • FFA RFSC staff • Other Staff 	<ul style="list-style-type: none"> • Provide and receive advice. • Take directions. • Report on progress of work. • Influence and persuade.

Level of Delegation

The jobholder will:

- Commit to and organize regional travel in line with FOD work plan and SLA tasks (subject to approvals)
- Manage consultancies, including reviewing outputs
- Manage multiple projects across several members
- Manage small teams of consultants, staff from other divisions and member personnel

Person Specification

Essential	Desirable
<p>Qualification</p> <ul style="list-style-type: none">• A relevant graduate qualification <p>Experience</p> <ul style="list-style-type: none">• At least five years' experience working in fisheries MCS or maritime operations• Demonstrated experience in collaborative identification and analysis of fisheries MCS needs and development of strategies to address these• Demonstrated experience in collaboration across different sectors• Demonstrated experience in evaluating technological solution to enhance and strengthen existing MCS tools• Demonstrated experience in provision of fisheries MCS operational advice as well as the training and development of surveillance agencies staff with respect to regional coordination of fisheries MCS <p>Skills, knowledge and abilities</p> <ul style="list-style-type: none">• Proven ability to develop initiatives to enhance the coordination and effectiveness of aerial and surface fisheries surveillance provided by international military providers and national authorities• Proven knowledge and skills in managing a fisheries surveillance centre including periods of regional and sub-regional MCS operations• Ability and willingness to travel frequently within the region, at times for extended periods	<p>Qualification</p> <ul style="list-style-type: none">• Academic training in a maritime, fisheries or naval profession <p>Experience</p> <ul style="list-style-type: none">• Prior experience working in the Pacific and/or developing country situation with MCS <p>Skills, knowledge and abilities</p> <ul style="list-style-type: none">• Proven ability to plan and execute unilateral, bilateral and multilateral MCS operations• Proven abilities in MCS training positions

Essential	Desirable
<ul style="list-style-type: none"> Proficient with communicating in English both orally and in writing 	

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	<ul style="list-style-type: none"> Advance knowledge of surveillance needs of member countries and strategies for addressing these needs High level of facilitation and training skills
Advanced Level	<ul style="list-style-type: none"> In-depth knowledge of surveillance issues faced by member countries
Working Knowledge Level	<ul style="list-style-type: none"> Excellent understanding of MCS Surveillance in supporting Fisheries Operations and Fisheries Development and Management
Awareness	<ul style="list-style-type: none"> Excellent understanding of MCS Surveillance in supporting Fisheries Operations and Fisheries Development and Management

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.

