

Job Identification

Job Reference:	
Job Title:	Monitoring, Control and Surveillance (MCS) Policy Advisor
Work Unit:	Fisheries Operations Division
Responsible To:	Director Fisheries Operation
Responsible For:	Nil
Job Purpose:	<p>This job exists to:</p> <ul style="list-style-type: none">Oversee implementation of the Regional MCS Strategy (RMCSS), provide recommendations to FFA's Executive Management on the effective utilization of the Agency's MCS resources to support core RMCSS implementation actions and activities both at the FFA Secretariat and within FFA member countries, and provide quality MCS policy advice to FFA members and Secretariat staff.
Date:	April 2020

FFA's Vision and Mission

Vision of the Members of the Pacific Islands Forum Fisheries Agency

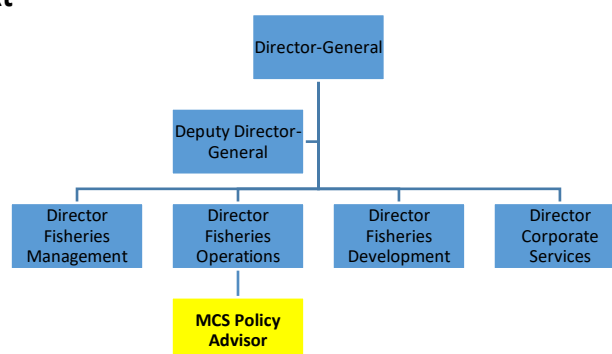
Our people enjoying the greatest possible social and economic benefits from the sustainable use of offshore fisheries resources.

Mission for the Pacific Islands Forum Fisheries Agency

Empowering FFA Members to take collective and national action for the sustainable use of offshore fisheries resources.

FFA Strategic Plan 2020-2025

Organisational Context



Key Result Areas

This encompasses the following major functions or Key Result Areas

1. MCS Policy
2. Enhanced MCS, integrated with fisheries management, planning and implementation
3. Implementation of the Regional MCS Strategy
4. Oversee implementation of FFA Strategic Plan as it pertains to Fisheries Operations Division

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

is accountable for	and is successful when
<p>1. MCS policy</p> <ul style="list-style-type: none"> • Provide MCS policy input into all aspects of regional and national MCS work. • Provide MCS policy advice and support on the implementation Port State Measures and CDS. • Provide policy input into researching or investigation of appropriate and suitable technologies/developments for fisheries compliance. • Liaise closely with the Director Fisheries Operations on all MCS policy matters. • Liaise closely with relevant FOD Managers/staff on policy input into their work areas, including close liaison with FFA Legal on the development of policies, advice to Members and delivery of relevant MCS workshops and training. • Development of MCS policies and detailed briefs which support members' efforts to integrate MCS into fisheries management planning • Development and implementation of policies that address market-based measures and voluntary compliance in MCS 	<ul style="list-style-type: none"> • Policy considerations are incorporated into regional and national MCS work. • Regional and national implementation of PSM and CDS. • Enhanced influence on WCPFC measures is garnered by FFA members • Technologies use at regional and national level to combat IUU fishing are cost effective and efficient. • Application of MCS tools via market based measures and mechanisms are consistently utilized by members • Cost efficient and effective MCS programs on both national and regional levels are implemented and operational
<p>2. Enhanced MCS, integrated with fisheries management planning & implementation</p> <ul style="list-style-type: none"> • MCS policy advice for the strategic utilization of regional MCS resources used to combat IUU fishing (VMS, observers, surveillance, etc...) • Supervise and participate in systematic reviews of available data relevant to identifying IUU fishing activities in the region • Developing robust and cost effective responses to IUU fishing 	<ul style="list-style-type: none"> • Regional and national MCS Frameworks based on best practice risk assessment are implemented and operational • Enhanced regional and national capacity for responding to IUU risks is demonstrated. • Drivers of compliant and non-compliant behaviour are understood and addressed effectively by members. • Voluntary compliance initiatives implemented and assessed

<ul style="list-style-type: none"> Promote and participate in capacity building at both the national and regional levels to improve fisheries MCS capabilities across the region Develop and maintain systems for ongoing MCS monitoring and data integration and analysis 	<ul style="list-style-type: none"> IUU fishing is accounted for or regulated through international or national law IUU fishing is legislated through international or national law
3. Implementation of Regional MCS Strategy <ul style="list-style-type: none"> Liaise closely with the Compliance Policy Advisor to monitor and oversee the implementation of the RMCSS through Activity and Strategic monitoring. Assist Members in development of MCS Strategies/Plans. Liaise closely with relevant partner agencies (PNAO, SPC) to implement the RMCSS 	<ul style="list-style-type: none"> The RMCSS is fully implemented
4. Implementation of FFA Strategic Plan <ul style="list-style-type: none"> Coordinate Fisheries Operations implementation of the FFA Strategic plan, including oversee coordination of Fisheries Operations implementation of CSLA. 	<ul style="list-style-type: none"> Effective and efficient services delivery to Members through alignment of activities with Strategic plan implementation plan and CSLA.

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;

- Managing the interplay between international and national MCS frameworks.
- Identifying and implementing risk based approaches to MCS regionally and nationally for each of the FFA members.
- Identifying and implementing capacity initiatives to MCS programs regionally and nationally for each of the FFA members.
- Project and contract management for large scale geographically dispersed MCS providers.
- Development of MCS policy advice and briefs designed to integrate MCS into fisheries management planning.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of Contact most typical
Key External <ul style="list-style-type: none">• FFA Member countries• Secretariat of the Pacific Community• WCPFC• Quad Operational Working Group• PNAO	<ul style="list-style-type: none">• Receive queries and provide advice in relation to areas of interest• Liaise and gain cooperation.• Assist where appropriate
Internal <ul style="list-style-type: none">• Director, Fisheries Operations Division• Fisheries Operation Division Managers• FFA Division Directors	<ul style="list-style-type: none">• Receive Instruction and take action• At times supervise and lead on or more of the following programme areas: IT, the Regional Fisheries Surveillance Centre, Observers, VMS, and Surveillance and Enforcement Training• Report on progress of work• Provide and receive advice

Level of Delegation

The jobholder:

<ul style="list-style-type: none">• 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
Qualification <ul style="list-style-type: none">• A tertiary Qualification in maritime law, maritime operations, fisheries policy or a similar discipline. Experience	<ul style="list-style-type: none">• A post graduate Degree in maritime and fisheries policy, law operations or similar discipline

<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 regional and national levels to improve fisheries MCS. • Experience interpreting and administering international and national laws. • Experience in fisheries policy development and incorporating into MCS processes. <p>Skills, Knowledge and Abilities</p> <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 • Computer literacy with working knowledge of Microsoft Office applications • Demonstrated ability to communicate fluently both orally and in writing • Demonstrated ability to communicate effectively with national counterparts in national fisheries administration and naval officers within the region and beyond. 	<ul style="list-style-type: none"> • Experience in working in inter-governmental organizations • Ability to travel frequently as required • Demonstrated working knowledge and use of MCS tools used in the region
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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.

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"> • Developing national and international MCS procedures and laws in response to IUU fishing • Policy analysis of MCS proposals and programmes
Advanced Level	<ul style="list-style-type: none"> • Working knowledge and experience working with two or more of the following MC programme areas: Observers, VMS, Surveillance Operations, Licensing, Information Technology • Working knowledge and understanding of RFMOs and their MCS conservation and management measures

Working Knowledge Level	<ul style="list-style-type: none"> Procedures, tools and forums for maintaining effective and efficient Maritime Security regimes
Awareness	<ul style="list-style-type: none"> Fisheries management frameworks, application of the precautionary principle, 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:

