

Falkland Islands Government Head of Finance Candidate Information



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Welcome Letter



Dear Candidate,

Thank you for your interest in applying for the office of Head of Finance in the Falkland Islands. This truly is an exciting opportunity in an unparalleled location. The role has a broad remit and carries significant responsibility which means that there is opportunity to make a big impact.

The Islands themselves have a land mass of around two thirds the size of Wales and are set in an area of outstanding natural beauty in the South Atlantic. This is a small but thriving society with a way of life very similar to that in the UK. There are also great local services, high employment and an ever-growing economy. For those with a sense of adventure, the Islands provide opportunities which are hard to match elsewhere in the world. Similarly, the Islands are an excellent retreat, with unspoiled landscapes and a vibrant community lifestyle. By taking time to understand and appreciate the Islands' special culture and heritage, you can be assured of a once in a lifetime experience in this role.

If you have the professional drive, ambition and initiative, coupled with a proven track record of successful service delivery, then we certainly want to hear from you and share with you our excitement and ambitions for the Islands and the people we serve.

Barry Rowland

Chief Executive

Falkland Islands Government

The Package

Duration of Appointment

Appointments will be fixed-term up to a maximum four years.

Salary Package

The salary range is from £75,976k to £81,389k per annum. Salary on appointment will depend on qualifications and experience. In addition, the successful applicant will be eligible for a 25% gratuity payment based on basic salary earned, upon satisfactory completion of the contract. The salary and gratuity are subject to Falkland Islands taxation which is substantially lower than in the UK.

Taxation

The Islands current tax rates are as follows:

Personal Allowance:	£15,000 per annum
First £12,000 of chargeable income:	taxed at 21%,
Remainder:	taxed at 26%

Relocation

If relocating from UK/Europe, there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500, if accompanied by a spouse/partner. (An additional £100 is awarded for each dependent child that accompanies the individual to post).

If relocating from elsewhere in the world the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner (plus £200 per dependent child coming to post).

Flights

FIG pays for flights to the Islands to take up appointment and at the end of the contract for the post holder, (and where applicable, any recognised accompanying dependents who will be residing with the post holder for the duration of the appointment).

Employees on contracts of 2 years or more in length are also eligible for paid concessionary return flights between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post. Alternatively, the value of this concession may be used for holiday travel to the destination of your choice. This benefit is available from the first anniversary of your commencement date.

Pension

There is an option for the employee to contribute to the Falkland Island Pension Scheme, (though no employer contributions will be made) with potential to transfer in funds from a recognised UK pension, (residency criteria and UK pension scheme & FIPS criteria may apply). Responsibility for confirming eligibility of transfer sits with the employee.

Education Allowance

Education up to age 16 is provided free at schools in Stanley. If your dependent children are 16-18 and undertaking GCSE's/A Levels, (or equivalent), provision of post-16 education may be made available at a residential college, (certified as acceptable by FIG) normally in the UK. Where the necessary criteria are met for such a provision the boarding school fees will be met by Government subject to a maximum of £8,200 per annum, per child. Where a post holder is eligible for this allowance, holiday visit flights will also be provided for children who are attending boarding school under this provision. This allowance does not apply to any dependents undertaking any other category of studies.

Access to Medical/Dental Services

Overseas staff will have access to the Falklands Health Services. Most services, including prescriptions are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures and cosmetic dentistry such as crowns and bridges. The charges are variable based on the cost of the materials including freight.

Housing

The Government maintains a housing stock from which it will make a house available to rent. Typical rents range from £270 for a one-bedroom maisonette property to around £800 for a 4bed detached house. Private Sector accommodation is also available though this can be limited.

Timetable for Recruitment and Selection Process

Stage	Date
Closing Date for Applications:	11 September 2020
Short-listing:	w/c 14 September 2020
Interviews:	October 2020

How to Apply

Interested candidates can download the job description and further information from our online vacancy page.

To apply, please complete our online application form from our vacancy page, by clicking on 'Apply Now' and completing the form. Alternatively, download an offline form from the same page and email to kgreenland@sec.gov.fk before the closing date.

Applications close 11 September 2020 at 2030 GMT.

Initial shortlisting will be carried out on the basis of information contained in the resume and covering letter. Please include your full contact details, including daytime and evening telephone numbers.

For further information regarding the position: please contact Tim Waggott, Financial Secretary by emailing twaggott@sec.gov.fk or by calling (+500) 28400.

Completed resumes and accompanying cover letters should be submitted by email to kgreenland@sec.gov.fk by the above noted deadline.

Standard Pre-Employment Checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment made will therefore be made on a conditional basis until such checks are completed. (Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment).

References

All appointments are subject to a minimum of two satisfactory references being received. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

Professional Membership/Qualification Checks/Verification of Identity

Checks will be carried out to confirm any qualifications/professional memberships which are listed as 'Essential' in the Person Specification at the interview stage.

Applicants relying on qualifications regarded as equivalent are responsible for providing evidence as to how their qualifications meet the required standard. If equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalency.

You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

Criminal Record Checks

As part of the Immigration requirements all applicants for Government posts are asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as completely confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Pre-Employment Health Assessment

The Falkland Islands has good primary and secondary health care however, because of its geographical remoteness and size it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates will be required to undertake a pre-employment health assessment for immigration purposes to obtain a work permit. The medical will normally be arranged with your own GP unless FIG instruct otherwise. Such medicals will also be required for any dependents that are due to accompany you to post.

It is important to note that if you have complex medical needs or may need on-going medical support that is not practically/physically available on the Island or is considered as being economically unviable to provide, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependents also have such needs they may not be able to accompany you to post as dependents on your Work Permit.

They would not however be prohibited from visiting the Islands, but this could only normally be done through means of a 'Visitors' permit. For more information on any related immigration issues you can contact the Customs and Immigration Department on + 500 27340.

Education for Dependents

If your dependents have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process.

While some support may be available, each case has to be considered on its merits based on the capacity available within the particular year group in the relevant school. If your children have complex special needs, for reasons similar to those noted in the above paragraph concerning health provision relating to complex medical needs it is unlikely that the criteria required to be met to be covered by any Work Permit would be achievable and so there may be no automatic right to reside in the Islands awarded under any Work Permit issued.

For more information on the Falkland Islands, please visit: <http://www.falklands.gov.fk>

More about the Falkland Islands Government



The Falkland Islands are a UK Overseas Territory where executive authority remains vested in Her Majesty the Queen. This authority is exercised by HM's Governor on her behalf. The Governor is advised by an Executive Council, comprising of three elected Members of the Legislature, the Chief Executive and the Financial Secretary. This forum is also attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually fortnightly).

The passage of legislation, votes for expenditure and the annual budget including taxation levels are resolved by the Legislative Assembly. This comprises of eight elected Members (three from 'Camp'¹ and five from Stanley²), the Chief Executive and the Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles.

The Assembly itself is presided over by a 'Speaker' who is elected by the Members of the Assembly. It currently meets monthly and the proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation.

All eight elected Members are independent of political parties and each carry portfolios of services which cover a wide array of diverse activities including Education, Treasury and Taxation, Committee and Trade and Industry, all the way through to Health and Medical Services and child protection.

A wider network of 'Committees' that exist, (somewhere around 20) and they generally include at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee for example considers and monitors the budget and includes all eight members. Such committees now meet in public under rules mirroring the UK's Local Government (Access to Information) Act, as does the Falkland Islands Safeguarding Children Board. The intention is to speed up decision making processes and strengthen transparency, accountability and scrutiny.

The above is all set against the background of the 'The Islands Plan'. This Plan has been established to encapsulate the high-level strategic aspirations agreed as being key to progress the sustainable, economic, social and political development of the Falkland Islands for the benefit of all residents.

Elected Members' top priorities under the Plan currently include (in no set order): self-determination and good governance; economic development; population and workforce; transport and communications; education and training; Health and Social Care; Infrastructure; Safety and Security; Community, Culture and protecting the environment.

¹ Camp – the countryside is known as Camp

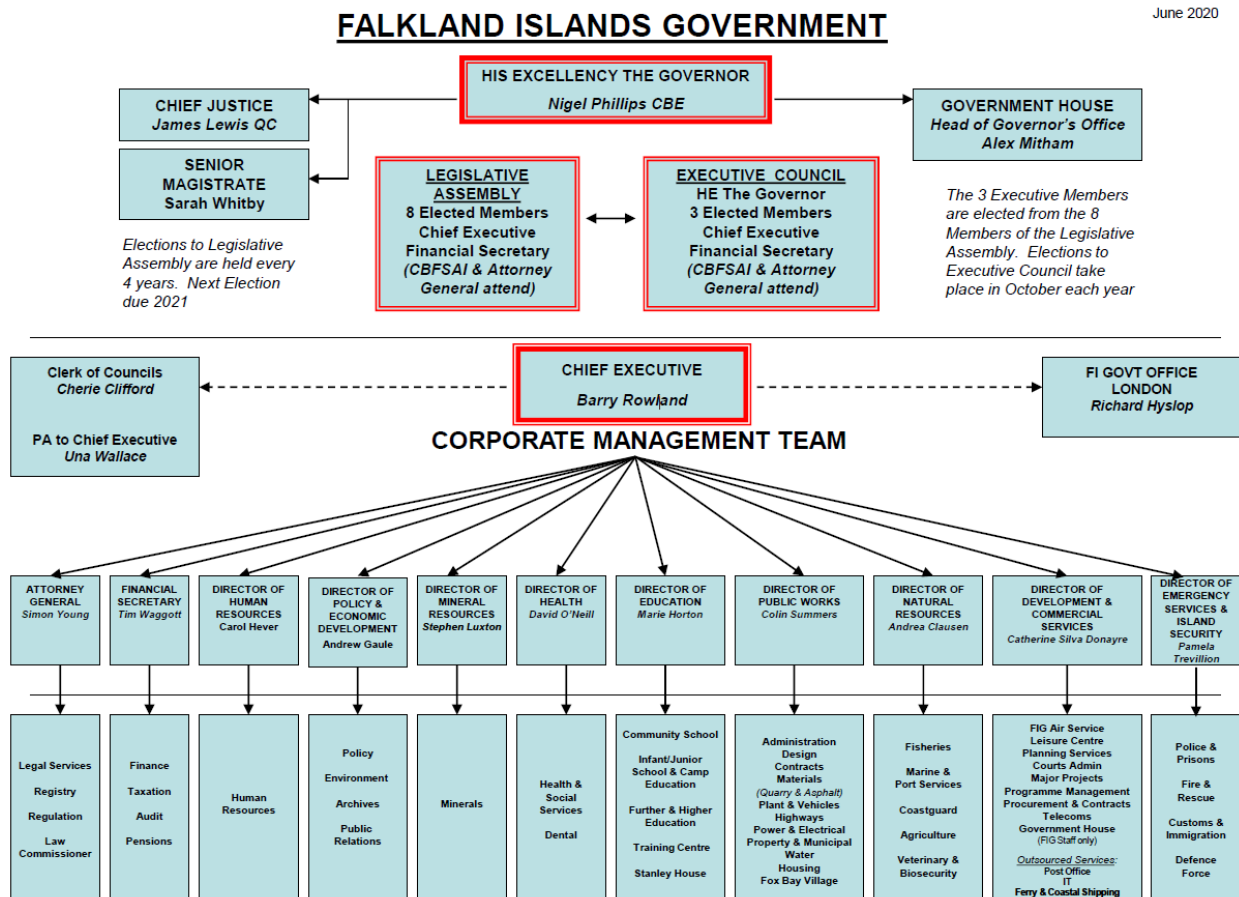
² Stanley – the main town



Structure of the Government

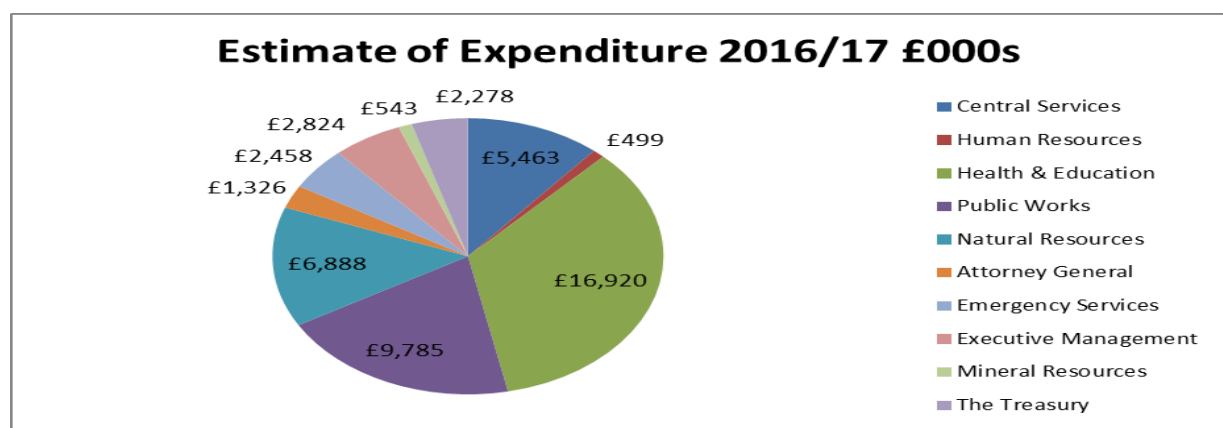
As can be seen from the following chart, Government departments in the Islands' mirror the entire range of not only UK civil service departments, but also those services which are often provided by local government and NGO's elsewhere. Directors of the departments meet regularly in a forum known as the Corporate Management Team, (CMT), chaired by the Chief Executive to consider corporate policy and strategy.

The business of Government itself is delivered by a core professional Public Service of circa 650 permanent and temporary employees, (at any one time of which approximately 100 are officers on contract from outside the Falkland Islands i.e. they have been recruited from locations such as the UK, Australia, New Zealand and Canada etc.).



Government Finances

The Government maintains a balanced budget and has no debt. The most recent operating expenditure budget estimates for the Government are detailed in the following graph:

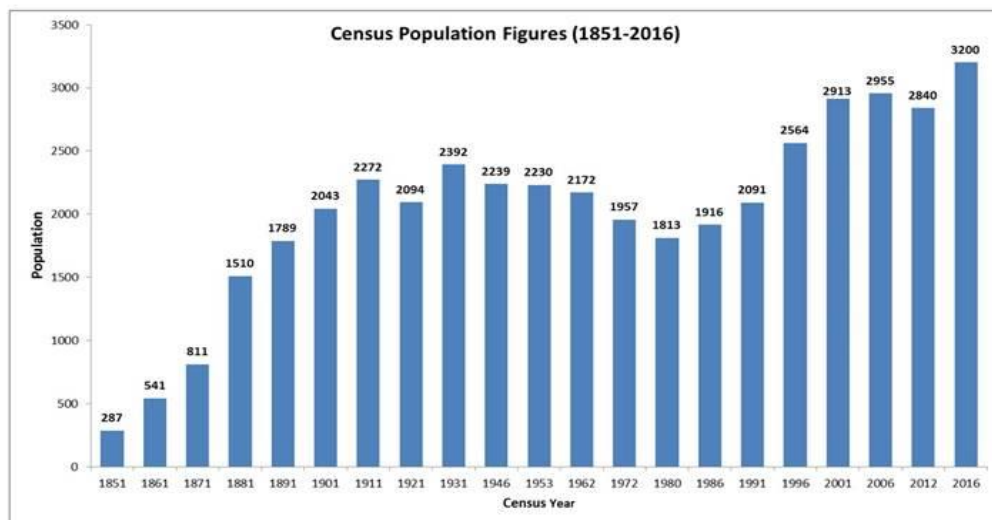


General Facts about the Falkland Islands

The People

The Islands have a usually resident population of almost 3,200 people. Approximately 2,460 live in Stanley which is the southernmost capital in the world. The remainder of the population live in the countryside or “Camp” as it is referred to locally.

The population itself is predominantly of British birth or descent and many can trace their family on the Islands back to the mid-nineteenth century. In addition, there is a permanent military garrison at the Mount Pleasant Complex (MPC), some 35 miles west of Stanley, comprising around 1400 military personnel and 360 civilian workforce and dependants. The growth of the non-military population is highlighted in the graph below:

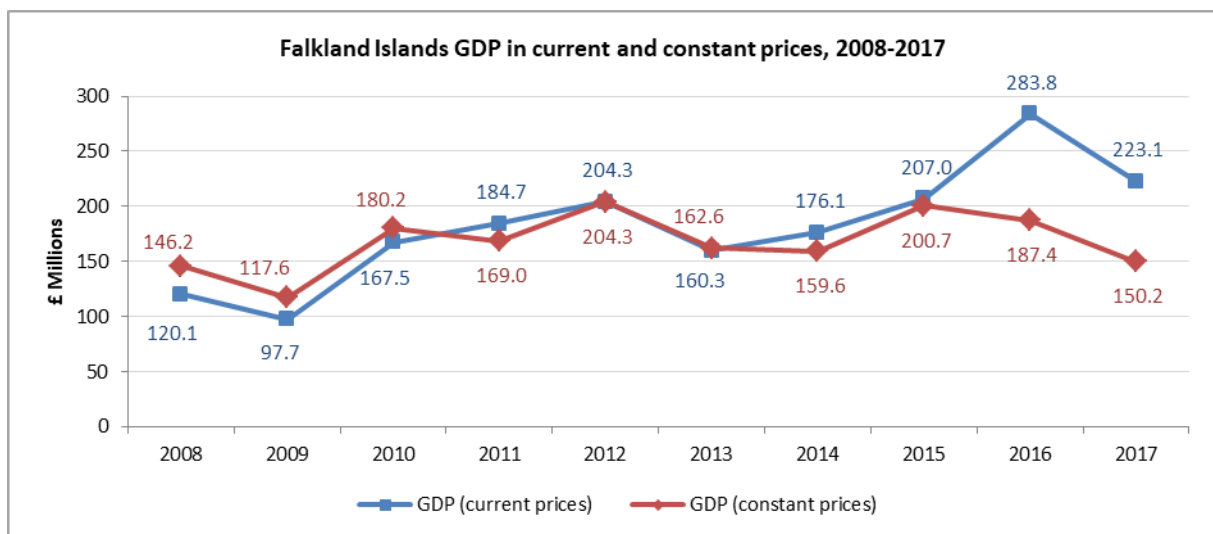


1851 and 1861 are estimated populations. 1980-2016 exclude persons aboard visiting vessels. 1986 and 1991 exclude all persons at Mount Pleasant military complex (MPC). 1991-2016 exclude persons temporarily present. 1996-2016 include civilian workers and their families based at MPC.

The Economy

As the following graph shows, the Islands’ economy is one which is continuing to grow at a time when many other larger, better resourced countries’ economic growth has slowed down or even regressed.

The Falkland Islands gross domestic product since 2008, at current and constant prices, is shown in the chart below:



The main economic driver since the late 1980s has been commercial fishing, with the establishment of a controlled fishery conservation zone in 1987. In recent years, revenues from oil exploration have also contributed significantly to our economy.

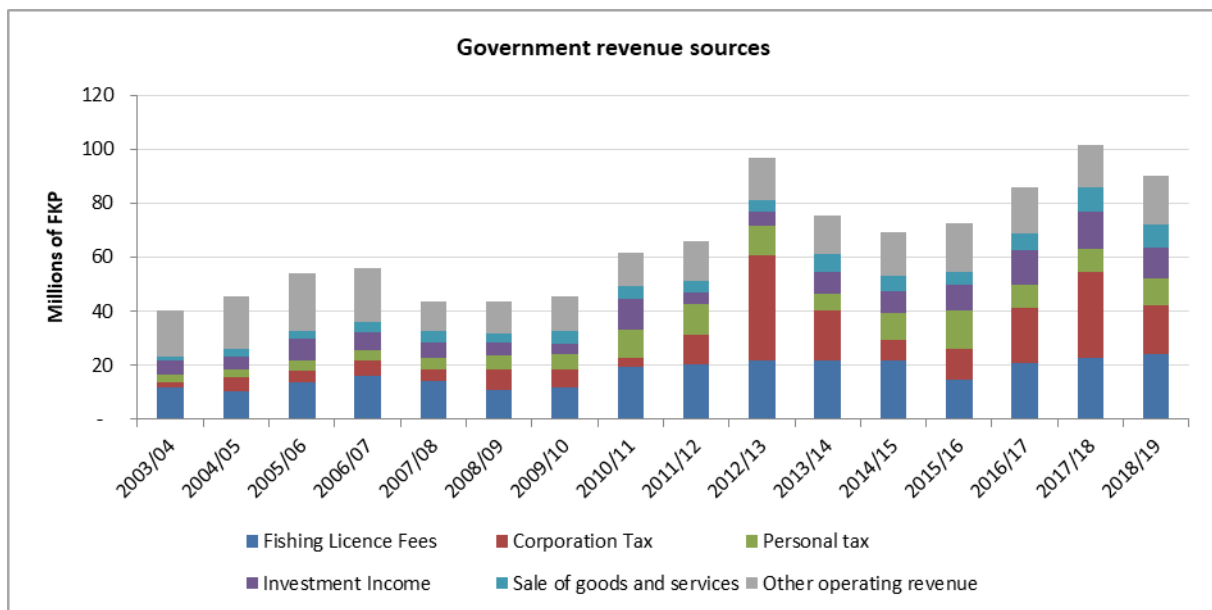
Fishing

Fishing vessels in the zone caught between 111 thousand and 462 thousand tonnes per year between 2014 and 2018, principally *Illex* and *Loligo* squid. Almost all the catch is exported abroad, especially to Europe (through the port of Vigo, Spain) and the United States of America.

Over the last ten years, revenues to Government were between £12 million and £24 million per year from sale of fishing licence fees, as illustrated in the following chart. In addition to this, a significant proportion of corporation tax arises from the local fishing industry.

In some recent seasons there have been downturns in catches, but the existence of the Government's substantial cash reserves has proved valuable in smoothing economic fluctuation. The commercial fishing industry remains a buoyant sector today and revenue from the fishery is the main income source for the Government, though oil exploration activities have also boosted GDP in recent years.

The graph below highlights the Government's revenue stream.

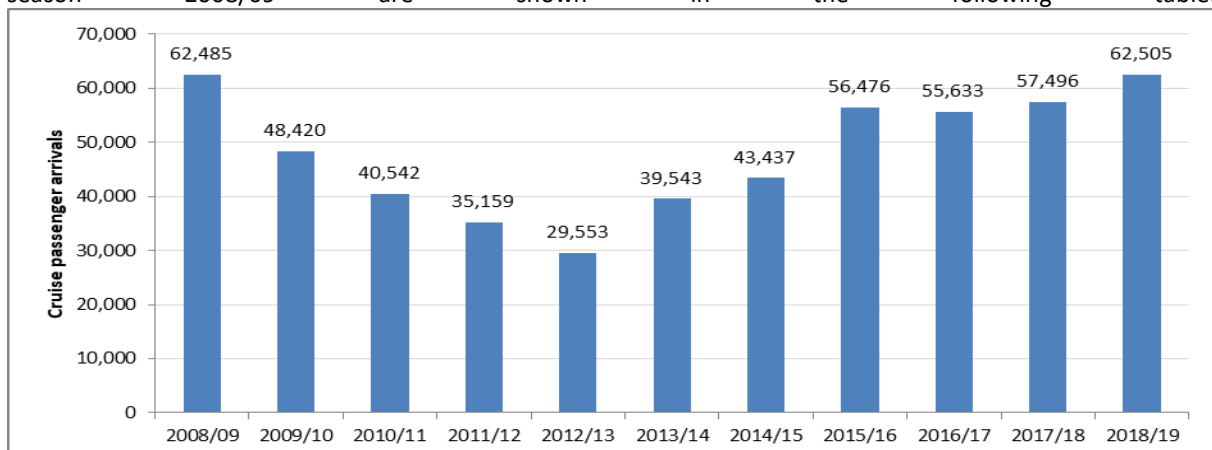


New business opportunities include increasing tourism (currently earning around £9m million per annum), aquaculture, and hydrocarbons.

Tourism

Air connections to the Islands include two flights a week by Ministry of Defence Chartered Airline from Brize Norton, Oxfordshire; a weekly LATAM Chile flight service connection to Santiago, Chile; and a weekly LATAM Brazil flight service connection to São Paulo, Brazil. The Islands are keen to develop these connections.

During the summer months the Islands are visited by an ever-increasing number of cruise ships. We currently welcome in excess of 60,000 cruise ship tourists per year. The recorded number of visits and passengers since season 2008/09 are shown in the following table:



More information on the Islands and tourism in general can be found on the following link:

<http://www.falklandislands.com>

Hydrocarbons

Offshore oil exploration has been ongoing since the 1990s around the Falkland Islands. So far, activity has focused on the Sea Lion field, a significant c. 500-million-barrel oilfield north of the Falklands which was discovered in 2010 and is currently undergoing development planning with a view to a project sanction decision in 2020. Other resources have been discovered around the islands including several oil and gas deposits close to the Sea Lion field discovered in 2010/11 and 2015/16, and a gas condensate field discovered to the south of the Islands during 2012 drilling. Oil and gas exploration activity has made a significant contribution to the economy to date.

Local Businesses

Enterprises from micro start-ups to international joint ventures have been helped to establish, grow and consolidate by the Falkland Islands Development Corporation.

Aiding a huge range of business starts and development projects with advice, guidance, training, project management and funding, its remit includes enabling the Falkland Islands Government's economic development plans, as well as the primary role in steering the private sector to commercial opportunities and building a spirit of entrepreneurship in the community.

Further information about the Corporation is available at: <http://www.fidc.co.fk>

Science

The protection of this unspoiled environment is a high priority in the Islands Plan and the Government spends around £1.5m each year in environmental research with university partners, the British Geological Survey and independent local NGOs including Falklands Conservation. More details on Falklands Conservation can be found on www.falklandsconservation.com. In addition, the Falklands-based South Atlantic Environment Research Institute (SAERI) is a world class academic institute operating in the South Atlantic from the equator down to the ice in Antarctica. It conducts world class research, teaches students, and builds capacity within and between the UK South Atlantic Overseas Territories (UK OTs). SAERI's remit includes the natural and physical sciences. See www.south-atlantic-research.org



Islands Living – Key Facts

Geography/Climate

The Falkland Islands are located in the South Atlantic on the same latitude as London lies north. They comprise of two main Islands (East and West Falkland) and some 700 smaller islands, set 400 miles from the South American mainland and 8000 miles from the UK.

The maps below show where the Islands lie in relation to South America and give an overview of the Islands themselves and their main settlements.

Map 1. The Islands and their position



Map 2. The Islands and their main settlements



The temperature varies between a maximum of 24°C in January down to circa minus 5°C in July/ August. Rainfall is generally low, winters are not as severe as the UK and the Islands enjoy more sunshine per annum than the South of England.

The countryside is comparatively bare of forestry, but it has its own unique flora and fauna. In geographical terms the Islands have a fascinating history that has resulted in some striking natural features such as the impressive rock formations known as 'stone runs', but which are actually rivers of angular quartzite. Bird and marine mammal wildlife also abound.

The Islands are also home to vast colonies of penguins and albatross, as well as over 200 species of other birds. They are also popular breeding grounds for sea lions, elephant and fur seals and over 15 species of whales and dolphins.

Currency & Banking:

The currency of the Falkland Islands is the Falkland Islands Pound (FKP) which has the same value as Sterling when used in the Falkland Islands. British pounds are legal tender throughout the islands and US dollars are also accepted in some locations. The Falkland Islands Pound cannot be exchanged outside of the islands but Bank of England notes are accepted. Standard Chartered bank is the only commercial bank on the Islands and new accounts can be set up to allow salary payment and transfers to and from other banks outside the Islands.

Electricity:

The electrical current is 220/240 volts, 50 Hz. Standard British appliance plugs will work in the Falklands. Household electricity is normally paid for by Electric Card which can be purchased at various outlets in Stanley.

Fuel:

Diesel and Petrol prices are lower than in the United Kingdom. Bottled Gas (propane) being comparable in price. Stanley Services is the provider of fuel on the islands. www.stanley-services.co.fk

Telecommunications:

Sure Telecoms provide telecommunication services in the Falkland Islands. This includes telephone and internet services. Being remote means that internet services are provided by a satellite link; as such internet speeds are slower in comparison to UK fibre optic, and services are more expensive. A monthly internet package allowing about 6000mb of data will cost around £37. Internet access between midnight and 06:00 am is currently free to service account holders. Further information can be obtained from their website at www.sure.co.fk

Shopping:

Stanley has two supermarkets and a number of smaller convenience stores. These are stocked with a good selection of imported goods, (canned, frozen and other packaged foods). Supplies of fruits and vegetables are grown locally and imported from South America. These in particular can be in limited supply and more expensive than the UK. Fresh local produce such as beef/lamb is readily available and of good quality and typically less expensive than the UK.

Eating out:

Stanley has two good quality restaurants serving a range of local food. There is also a diner and some of the local pubs provide bar meals.

Falkland menus feature locally grown produce such as lamb, beef and vegetables, as well as seafood caught both inshore and offshore. Strong links with Chile mean that a range of excellent wines are also available from South America.

Leisure

There is a vibrant and varied offering of sports, recreation and cultural activities in the Falklands. Stanley boasts two fully equipped fitness facilities, as well as a swimming pool and public library. Organized sports for both children and adults include inline hockey, football and badminton, and there are many keen runners, hikers and off roaders taking advantage of the unique outdoor landscape. Cultural life includes crafting and an active amateur theatre community.

