



# Falkland Islands Government – Job Description

<b>Job Title:</b>	Fisheries Protection Officer		
<b>Department:</b>	Natural Resources	<b>Section:</b>	Fisheries Protection
<b>Reports to:</b>	Operations Manager		
<b>Grade:</b>	Falkland Island Government Grade – D2	<b>Job Code:</b>	322FP1-3

## Job Purpose

To provide an efficient fishery protection service to uphold regulations, ensure that FIG Conservation Policy is implemented, and to support the provision of Harbour Control services.

## Main Accountabilities

- Monitor compliance with relevant Fishery and Marine laws, investigating cases and preparing prosecution cases as required to uphold the law for Falkland Islands (FI), and the Convention for the Conservation of Antarctic Marine Living Resources (CCAMLR); and respond to and investigate reports of illegal fishing activities, taking enforcement action where necessary to ensure compliance with fisheries legislation.
- Deployment and tasking of fishery protection vessels and aircraft to provide surveillance and monitoring.
- Collate, enter, analyse, display and act upon information gathered from fishing vessels, agents and other sources in order to produce accurate reports on incidents.
- Manage, implement and update the fishery protection vessel patrol plan by conducting surveillance, boarding fishing vessels and making best use of the vessel to uphold regulations and conservation policy (patrols at sea of variable duration).
- Liaise with the Operations Manager and Licensing Officer to ensure timely and appropriate actions regarding the licensing process and any subsequent compliance issues.
- Maintain and develop good liaison with all relevant stakeholders including marine protection vessels and fishing vessels, agents and military representatives to ensure efficiency and effectiveness of duties.
- Subject to being appropriately trained and experienced for the tasks, provide support to the Maritime Authority as requested.
- As appropriate, in accordance with a request from the South Georgia and South Sandwich Islands (SGSSI) Government, provide Fisheries Protection assistance and support to SGSSI Fisheries Protection operations.
- Objectively gather facts, determine options and draw logical conclusions in accordance with Fisheries guidelines.
- Encourage and develop a safety conscious culture within the team to deliver high impact fisheries enforcement and minimise the health & safety risk to the team or any other individual.



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## Main Accountabilities *(continued)*

- Produce required documentation, reports and casefiles to agreed quality standards to support operational work, management decisions, public enquiries, court appeals etc, so that information and evidence is accurately and effectively presented.

***The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.***

## Additional Information

This position will be a combination of normal office-based hours with an on-call rota, and at-sea deployment on the Fishery Patrol Vessel on a rotational basis.

When based ashore, normal office hours are: 0800 – 1200; 1300 – 1630; Monday – Friday. Weekends will also be worked as part of normal duty rosters for the control room and programmed inspection duties.

When based ashore, an on-call rota system operates on a weekly basis. An on-call fee will be paid for each week on call.

Working as a Fisheries Protection Officer involves a great deal of physical activity. All successful applicants will be required to pass a physical and medical assessment prior to appointment. These assessments are required to ascertain whether individuals have any prior injuries or conditions that may pose an occupational safety and health risk to them or colleagues in the future. The tests are designed to measure a future employee's physical fitness level so that we can understand that person's ability to operate in adverse working conditions.

Some of the physical activities a Fisheries Protection Officer may be expected to perform include:

- Working effectively on vessels at sea and travelling significant distances by vehicle and aircraft, without being unduly affected by motion sickness.
- Driving 4WD vehicles over rough roads or operating a small vessel in open sea conditions.
- Coping with and handling potentially volatile situations and disengaging from a high-risk encounter before physical threat or assault occurs.



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<b>Person Specification:</b>	Fishery Protection Officer		
Criteria	Essential	Desirable	Assessment Method
<b>Education and Training:</b>			
GCSE Maths & English Grade C or above	✓		A
BSc or equivalent in a relevant subject, such as Marine Science, Oceanography or Fisheries Management, etc.			
<b>Or</b>	✓		A
Marine Certificate of Competency or Skipper (Full) Fishing Certificate			
A recognised Fisheries Officer Training Certificate		✓	A
<i>Applicants without the qualifications listed above may be considered if they satisfy other requirements to a high level, or have had previous experience within fisheries protection, law enforcement or other relevant experience appropriate to the post.</i>			
<b>Knowledge, Skills and Experience:</b>			
Ability to lead a small boarding team and take charge of an inspection on board a ship	✓		I/R
A good understanding of commercial fisheries issues	✓		I
Able to demonstrate good verbal communication skills	✓		I
Ability to write clear and concise documents to a high standard, including briefs, reports and general correspondence	✓		A/O
Demonstrates mathematical, deductive and observational ability (will be assessed in a written test during interview)	✓		O
Good general computer skills sufficient for the purpose of preparing reports and presenting information	✓		A/O
Ability to work and liaise sensitively and effectively with people, while understanding cultural differences and diversity issues	✓		I/R
Capacity to understand, correctly interpret and apply relevant legislation, policy and procedures	✓		I/R
Proven ability to work effectively as part of a team or with minimal supervision	✓		I/R
Proven ability to develop and maintain effective working relationships with others	✓		I/R
Ability to remain calm under pressure	✓		I/R



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Person Specification:		Fishery Protection Officer		
Criteria	Essential	Desirable	Assessment Method	
<b>Knowledge, Skills and Experience:</b>				
Ability to learn new skills quickly (specialist training in fisheries protection will be provided)	✓		I/R	
Able to maintain confidentiality at all times	✓		I/R	
Ability to negotiate and resolve conflict, whilst engaging in potentially difficult and volatile situations	✓		I/R	
Knowledge of radio communication etiquette		✓	I	
Practical knowledge and understanding of bridge equipment on board ships		✓	I/R	
Previous experience of working in Fisheries Protection or Law enforcement		✓	A/I	
Ability to speak Spanish or other language relevant to the FI Fishery		✓	A/I	
<b>Personal Attributes:</b>				
Physically fit, capable of climbing pilot ladders in a harsh environment on the high seas. Must be able to pass ENG1 Medical check. (An assessment on ability to use a pilot ladder may be undertaken)	✓		O	
Assertive but not aggressive; able to enforce regulations firmly and fairly	✓		I/R	
Behaves in an honest, ethical and professional manner at all times	✓		I/R	
Demonstrate patience in dealing with others whose first language is not English	✓		I/R	
Team player, willing and able to assist other work colleagues	✓		I/R	
Recognises and copes positively with stress in self and others	✓		I/R	
Must be prepared and willing to spend long periods of time at sea and work weekends and some public holidays	✓		I	
Contributes pro-actively to the goals and outcomes of a team environment	✓		I/R	
Displays integrity, influence and self-motivation, both on a personal and professional level	✓		I/R	

## Method of Assessment:

- A - Application Form
- I - Selection Interview
- R – Reference
- O – Other