

Job Title:	Fisheries Compliance Observer		
Department:	Natural Resources	Section:	Fisheries
Reports to:	Observer Manager		
Grade:	Falkland Islands Government Grade – D2	Job Code:	326FO3
Job Purpose			
To monitor vessel compliance with current Fisheries legislation, relevant regulations and fishing licence conditions as set annually by the Director and play a critical role in the conservation and management of fisheries resources by gathering data essential to the sustainability of the Falkland Islands fisheries resources.			
Main Accountabilities			
<ul style="list-style-type: none"> Monitor compliance with licence conditions. This may include: assessing net cleaning, reporting of bycatch levels and vessel compliance with discard management. Report compliance issues direct to Fisheries Protection. Communicate with Fisheries Protection Officers and Fisheries Management about compliance issues requiring further action. Write clear, concise reports/briefs following each deployment at sea and present supporting data in the required electronic format to ensure the Fisheries Department's databases are kept up to date with critical information. This will involve uploading data as necessary. Monitor interactions between seals and vessels. This may include: monitoring trawls and record seal abundance, their interactions with fishing gear, live escapees, live releases and incidental mortalities. Recording and reporting these interactions in the approved format. Monitor interactions between seabirds and vessels. This may include: monitoring trawls and recording seabird abundance, their interactions with fishing gear, incidental mortalities and any issues seen with the effectiveness of Bird Scaring Lines (BSLs). Recording and reporting these interactions in the approved format. Carry out basic biological sampling tasks, such as: conduct catch composition sampling or length/frequency measurements of catch Monitor landings and transhipments Any other duties that may be identified that are consistent with the scope and aims of the program. <p><i>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.</i></p>			

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Additional Information:	
<p>The role of a Fisheries Compliance Observer is to ensure that fishing vessels are operating according to the Falkland Island laws and regulations pertaining to commercial fishing. The post holder is in effect the 'eyes and ears' in the field for fisheries managers and scientists.</p> <p>Observations of infringements of FI Fisheries law including fishing license conditions should, depending on their severity, be brought to the attention of the vessel master immediately and also fisheries protection officers for further action. In all cases observations must be recorded accurately and photographic evidence collected if possible. Observer records will be used to develop a comprehensive and continuing overview of the effectiveness of fisheries management and identify areas of potential concern.</p> <p>Compliance observers will also be required to be at sea on commercial fishing vessels for up to ten weeks at a time, although this may vary if conditions dictate. They may also be required to remain on vessels that leave the Falkland Islands Exclusive Economic Zone (FI EEZ) into the High Seas and possibly to stay on vessels and observe transshipment activities in the Port of Montevideo.</p> <p>Living conditions aboard vessels of the fishing fleet may be variable. Usually, a single cabin is allocated to the observer for the period onboard, but sometimes especially on some small vessels it may be necessary to share accommodation with one of the ship's officers or observers. Standards of cleanliness also vary and the observer is expected to contend with such variable conditions, within reason. Smoking is widely prevalent on most fishing vessels, taking place on deck, factory deck, and mess rooms. The sleeping cabin should be a smoke free area, but the observer may encounter smoking in other areas of the fishing vessel. Observers are generally treated well aboard all vessels and have, throughout the years, earned the respect of many of the regular captains and crew.</p> <p>The safety and security of Falkland Islands Fisheries Department (FIFD) observers are taken seriously and FIFD makes every effort to ensure the job is done safely. All observers should have completed a basic sea survival (STCW95) course before starting their employment, and all vessels that observers are placed on are checked for their safety equipment/procedures and suitability prior to being boarded by an observer. If you do not hold a valid STCW95 at the time of application it is possible to complete this before arriving in the islands.</p> <p>Life jacket and sea survival suit are issued when starting the job. It should be borne in mind that observers should also be pro-active in safeguarding their security and safety whilst onboard by making themselves familiar about safety procedures, escape routes etc.</p>	

Person Specification:	Fisheries Compliance Observer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience			
A minimum of 3 years' (recent) at sea observer experience and ideally experience as a Fisheries Observer, Fisheries Enforcement Officer, Marine Officer or Inspector	✓		A/I
Ability to communicate well in English at all levels, as well as issue and understand written and verbal instructions	✓		A/I/R
Capacity to write detailed and comprehensive reports using appropriate software packages such as Microsoft Word and Excel	✓		A/R
Fully able to plan for work at sea, thereby ensuring all protocols are adhered to	✓		I/R
Proven experience of working effectively within a team	✓		I/R
Eye for detail and good decision-making skills	✓		A/I/R
Flexible approach to working hours (observers are expected to work every day they are deployed at sea, and at times unsocial hours)	✓		I/R
Ability to conduct oneself in a manner that balances the role of being a member of the regulatory authority (Fisheries Dep't), with being part of the vessel crew, whilst on board a fishing vessel.	✓		I/R
Ability to interact in a professional and diplomatic manner	✓		I/R
Ability to work effectively alone, sometimes under adverse weather conditions	✓		I/R
Experience of fish and squid identification, preferably in the South West Atlantic		✓	A/I/R
Experience with bycatch mitigation technologies such as bird-scaring lines and seal-exclusion devices.		✓	A/I/R
Experience in biological sampling techniques and strategies, working on fishing vessels or other types of vessels		✓	A/I
Second language, preferably Spanish		✓	A/I
Ability to competently use databases and statistical packages		✓	A/I/R
Personal Attributes:			
Forward-thinking and proactive	✓		I/R
Methodical, disciplined and passionate approach to work	✓		I/R

Person Specification:	Fisheries Compliance Observer		
Criteria	Essential	Desirable	Assessment Method
Personal Attributes:			
Alignment with FIG's Core Values – Diverse, Professional, Resilient & Resourceful	✓		I/R
Qualifications & Training			
BSc (or equivalent) in Fisheries Science, Marine Affairs or other relevant subject, (or demonstrable evidence of working in a comparable role at a similar level).	✓		A
Completion of a basic sea survival (STCW95) course	✓		A
Higher education such as a masters or equivalent in a relevant subject		✓	A
NB Equivalent combinations of educational qualifications and experience may be considered.			
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference