



Kidney Island | © Vicki Jackson

Candidate brief for the position of

Head of Fisheries Management



Falkland Islands Government

April 2025



Diverse • Professional • Resilient • Resourceful

Dear Candidate,

Thank you for your interest in applying for the Head of Fisheries Management post in the Falkland Islands. This truly is an exciting opportunity in an unparalleled location. We have made significant progress in the development of the public service to date, and we are looking for the new post holder to join us and be involved in leading future improvements. 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, an abundance of wildlife 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.

We hope this candidate brief gives you an insight into what the Head of Fisheries Management role looks like, and whether it is the right role for you. To appreciate the nature, remit and responsibilities of this role, it helps to understand the context in which it operates. To do this, this candidate brief will outline more about the Falkland Islands Government, its purpose and its internal structure as well offering an insight to the Islands themselves and their people. If you believe your drive and ambition matches our desire to deliver first class public services, then we certainly want to hear from you.





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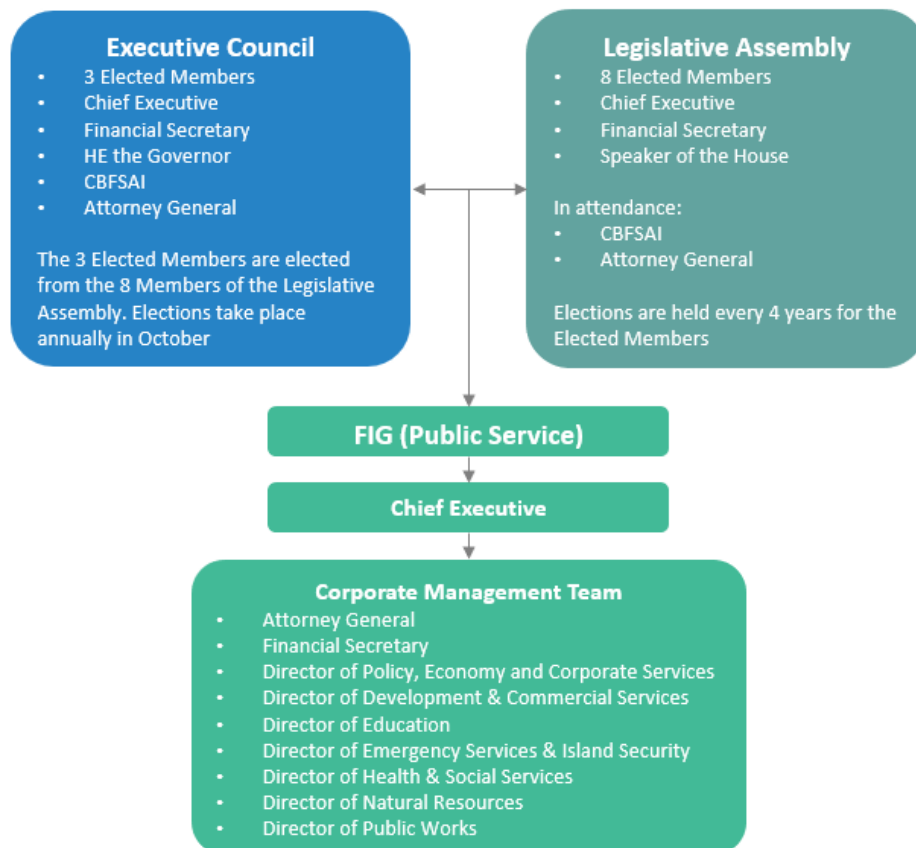
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About the Falkland Islands Government (FIG)

The Falkland Islands are a UK Overseas Territory where executive authority remains vested in His Majesty the King. This authority is exercised by HM’s Governor on his behalf. The Governor is advised by an Executive Council, comprising three elected Members of the Legislature, the Chief Executive and the Financial Secretary. The Structures of Government are as follows:



The Legislative Assembly

The passage of legislation, votes for expenditure and the annual budget (including taxation levels) are resolved by the [Legislative Assembly](#).

The Legislative Assembly comprises eight elected Members (three from Camp¹ and five from Stanley²), the Chief Executive and 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.



Celebrating 250 years of being British | © Zuvic

¹ Camp – the countryside, anywhere outside of Stanley, is known locally as Camp

² Stanley – the capital of the Islands



The City of Stanley | © FIG

The Assembly itself is presided over by a ‘Speaker’, who is elected by the Members of the Assembly. It currently meets monthly, and its 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 generally aligned with the functions of each FIG directorate and other government-funded entities such as the Falkland Islands Development Corporation and Falkland Islands Tourist Board.



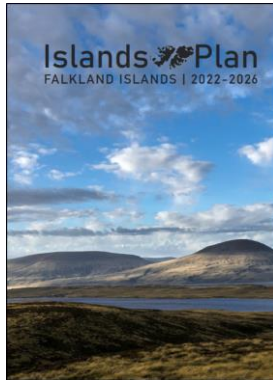
There is a wider network of approximately 20 committees, each of which generally includes at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee, for example, considers and monitors the budget and includes all eight Members. Such committees now meet in public, under rules mirroring the UK’s Local Government (Access to Information) Act. The intention is to speed up decision-making processes and strengthen transparency, accountability and scrutiny.

Executive Council

This forum is the policy making body of the Falkland Islands Government and is 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 monthly).

The Islands Plan

The Falkland Islands Government operates against the background of the [‘Islands Plan’](#). The Plan has been established to encapsulate the high-level strategic aspirations agreed as being key to progressing the sustainable, economic, social and political development of the Falkland Islands for the benefit of all its residents. It is the job of the public service to deliver the Islands Plan and progress is tracked via the [Islands Plan Delivery Plan](#). Elected Members’ top priorities under the newly adopted Plan for 2022-2026 are:



- Self-Determination & Public Diplomacy
- Protecting the Environment
- Sustained Economic Development for the Islands
- Infrastructure, Transport and Communications
- Health, Wellbeing and Social Care
- Education, training, Workforce, Community & Culture
- Social Equity
- Safety & Security
- Organised & Effective Government

The Public Service

Government departments in the Islands’ mirror the entire range of UK civil service departments and also those services which are often provided by local government and other NGOs elsewhere. The business of Government itself is delivered by a core Public Service of circa 850 core employees, over 20% of which come from overseas: see www.falklands.gov.fk

Our vision and values

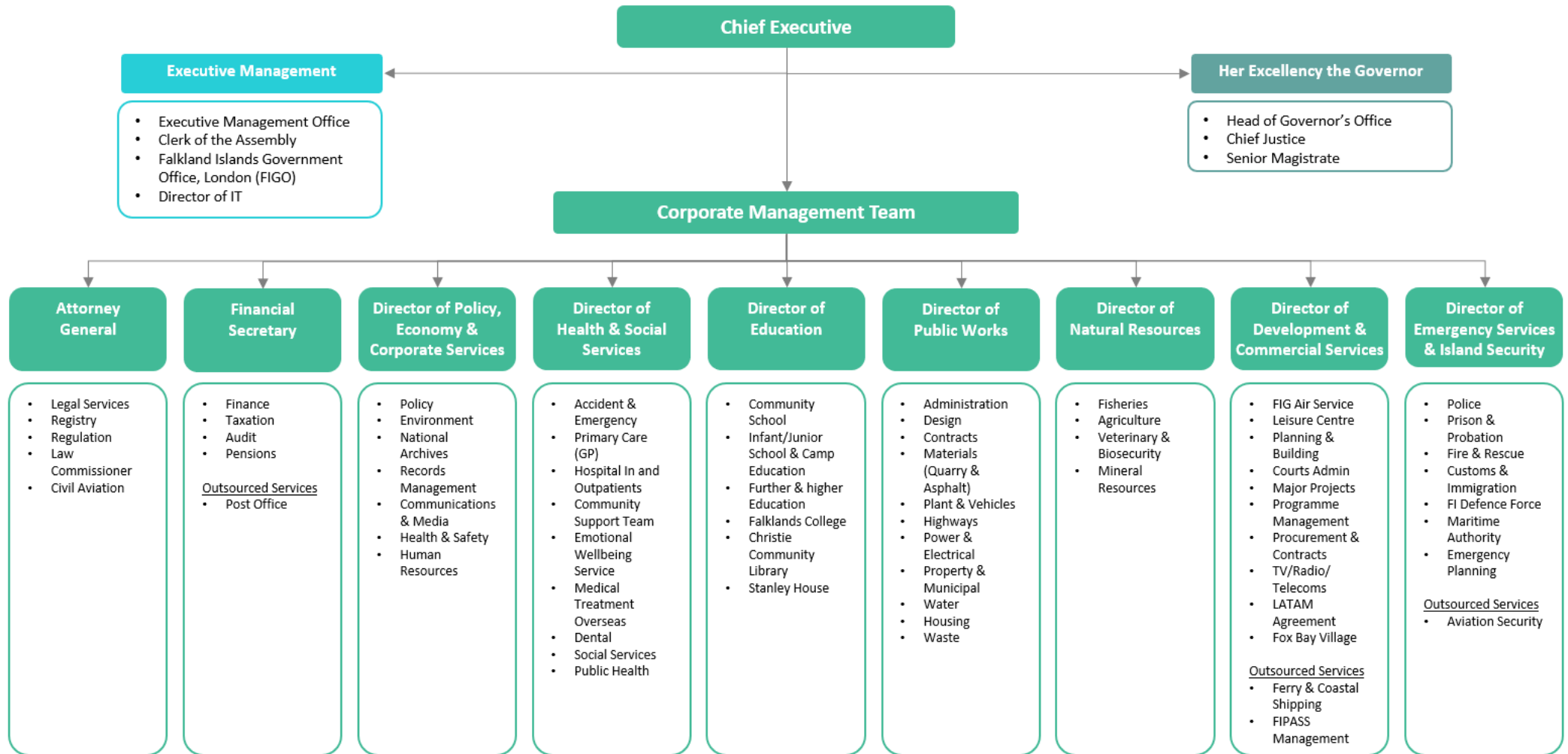
“In the public service we work together to deliver reliable and effective services for the Falkland Islands, enabling our community, environment and economy to flourish.”



Corporate Management Team (CMT)

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 public service organogram



The role of Head of Fisheries Management

The Head of Fisheries management is responsible for ensuring the timely and effective management of the various Falkland Islands licensed fisheries. This will be delivered by making evidence-based decisions using a range of stakeholder, science and compliance information. The postholder will also provide leadership for the team responsible for the effective monitoring, control and surveillance of the Falkland Island Conservation Zones and other associated fishing activities.

The Head of Fisheries Management is expected to work both across the department and across wider government to ensure that a coordinated approach is taken to the any Fisheries management issues.



Job facts and figures

- Approx. 18 staff in the Fisheries Management team
- Revenue budget of £36 million (licence and access fees)
- Expenditure budget of £6 million
- Reports to the Director of Natural Resources / Deputy Director

The main accountabilities of the post

Corporate responsibilities

- Lead on the development of management strategies and other initiatives to achieve positive outcomes that underpin the long-term sustainable success of the Islands' fisheries.
- Ensure that the Control & Enforcement team fully enforce licence conditions as issued by the Falkland Islands Government and Convention for the Conservation of Antarctic Marine Living Resources (CCAMLR) as required.
- Liaise with the Falkland Islands Maritime Authority (FIMA) and any other relevant personnel to ensure effective fisheries protection, assisting FIMA/Search and Rescue as necessary.
- Consult with relevant team leaders in science, compliance, and external organisations as necessary to deliver an effective annual review of all licence conditions and associated regulations, in order to facilitate the implementation of recommended fisheries management decisions.
- Provide advice and guidance on marine environmental and fisheries management issues to senior managers and elected members as required.
- Work alongside the Deputy Director, leading internal and external working groups to ensure the fishery is managed to the highest sustainable standards.
- Facilitate other working groups of internal and external subject matter experts as necessary. This may include providing analysis, process design, creating novel, pragmatic and rapidly adaptable solutions, as well as supporting improved decision-making.
- Foster constructive relationships with all stakeholders and ensure effective communications are maintained between all parties at all times.
- Ensure that in the consideration of fisheries management decisions, information is gathered from a variety of robust sources to ensure that the fishery is managed in a sustainable manner.
- Support the director in maintaining a 'fit for purpose' operational structure, by reviewing the existing operations as necessary, considering the feedback from independent consultants and implementing any changes as required



Staff and resource management

- Provide management and leadership through setting of objectives and performance indicators, the allocation of resources, the monitoring of achievement, identification of variances and remedial action; mentoring and role modelling, and proactive use of the performance appraisal system.
- Provide advice and coaching to team members and colleagues in control and compliance on the interpretation and application of legislation, policies, procedures and protocols.
- Undertake all matters relating to budget management oversight, ensuring the teamwork within the agreed budget profile, proactively checking on progress of both actual revenue receipts and expenditure against the budget forecast.

Operational responsibilities

- Oversee the timely production of harvest controls for all commercial fisheries using information and advice produced by the science and compliance teams.
- Ensure the timely circulation of harvest control information to industry via the Fisheries Advisory Committee and directly to Catch Entitlement holders.
- Work closely with colleagues and external consultants to ensure the timely production of high-quality fisheries policy papers.
- Interrogate Individual Transferable Quota B (ITQB) annual reporting to ensure compliance with development goals, in particular ensuring the timely collection of data pertaining to the monitoring of operational cost data.
- Oversee the Illex licence application process, including timely assessments and offers, ensuring the continued improvement in crew welfare whilst maximising the financial return to stakeholders and FIG.
- Working closely with the Fisheries Development Officer, economist and legal services, develop a new licencing framework for Illex.
- Undertake a review of underlying transshipment policy reflecting on port development and ITQB commitments and ensure amendment of regulations and the fee structure is in line with prevailing policy approach.
- Prioritise work activities effectively to achieve goals while responding to stakeholder and departmental needs.
- Effectively liaise with a range of internal and external stakeholders to deliver timely and practical advice on the management and use of fisheries.
- Ensure the development and maintenance of current Standard Operating Procedures for both the Control & Enforcement Team and the Licencing & ITQ Manager roles and other team members as required.
- Ensure all necessary documentation, including policies, procedures and protocols required by the department in place and kept up to date.
- Overall accountability for ensure that the required training of Fisheries Officers is carried out so they can carry out license briefing in the absence of the Licence and ITQ Manager, ensuring continuity with the information being provided to fishing masters and stakeholders

Given the breadth and scope of the Government, the above is of course not an exclusive or exhaustive definition of the duties of this position. The Head of Fisheries Management would be expected to undertake additional or other duties as may reasonably be required by FIG commensurate with the role and grade.



Gentoo Penguin in the surf | © Marc Bouldoukain

The candidate

The successful candidate will be able to demonstrate evidence of:

Knowledge, skills and experience

- At least 7 - 10 years' past work experience in Fisheries related activities in a similar role or at least 7-10 years' experience of managing personnel in a similar field
- Evidenced experience of taking part in fisheries/marine enforcement and a comprehensive understanding of fisheries and other marine legislation, in particular the Fisheries legislation
- Experience in leading, motivating & co-ordinating a team
- Ability to work in a reactive environment and operate with a calm and measured response to emerging situations at all times
- Good problem-solving skills and an ability to analyse a wide range of information and deduce the appropriate pathway
- Excellent verbal communication skills and the ability to write clear and concise documents to a high standard, including briefs, reports and general correspondence
- Good general IT skills sufficient for the purpose of preparing analytical reports and presenting information
- Proven ability to work and liaise sensitively and effectively with people, while understanding cultural differences and diversity issues
- Proven ability to understand, correctly interpret and apply relevant legislation, policy and procedures
- Past experience of investigating suspected fisheries offences & preparation of prosecution files, or comparable law enforcement experience
- Track record of successfully coaching and developing staff
- Experience of developing and maintaining effective working relationships with others
- Able to maintain confidentiality at all times
- Experience of successfully preparing and managing budgets effectively.
- Desirable criteria:
 - Successful project management experience
 - Ability to adapt own workload to meet the needs of the team and encourage team members to work together and develop new ideas
 - Ability to speak Spanish or other languages used within the F.I. Fishery

Character and personal attributes

- Align with FIG's core values – Diverse, Professional, Resilient & Resourceful
- Demonstrate patience in dealing with others whose first language is not English

- Team player, willing and able to assist other work colleagues
- Recognises and copes positively with high workloads in self and others and remains calm under pressure
- Contributes pro-actively to the goals and outcomes of a team environment
- Demonstrates awareness of commercial / political confidentiality
- Displays integrity, influence and self-motivation, both on a personal and professional level
- Ability to think innovatively and implement change
- Ability to foster constructive relationships with stakeholders and ensure effective communications are maintained between all parties
- Competent, reliable and diligent.

Qualifications and training

- A BSc in marine science, fisheries management or another relevant subject, or significant relevant work experience in an equivalent senior role
- Valid full driving licence.

NB Applicants without the qualifications listed above may be considered if they satisfy other requirements to a high level, or have had previous experience within fishery protection or law enforcement or other relevant experience appropriate to the post.

For a full copy of the Job Descriptions, please refer to Appendix 1 attached to this candidate brief.

The package

Duration of appointment

The post will be offered on a fixed term contact of up to four years.

The following package terms will apply to both Permanent Residents and applicants from overseas:

Salary

This is a dual graded role depending on qualifications and experience, commencing from £47,428 - £54,424 per annum within **Grade B** or from £56,716 - £65,084 per annum within **Grade A**.

Taxation

The remuneration package is subject to Falkland Islands taxation. As from 1st January 2025, the income tax personal allowance will be £16,860. The first £18,000 after the personal allowance limit and other allowable deductions are taxed at 21%, with any remaining amount being taxed at 26%.

The Falkland Islands also operate a Double Taxation Agreement with the UK. Please see <https://www.falklands.gov.fk/taxation/legislation> for more information.

- **Pension**

In addition to the above, a successful applicant from the permanent resident market, (i.e., an applicant who holds either a Permanent Residents Permit or is a Falkland Islands Status holder) will also be eligible for the FIG occupational pension scheme. FIG will contribute the equivalent of 10% of their basic annual salary into the Scheme for the duration of the appointment. (A successful applicant would contribute 5% of their basic pensionable salary into the Scheme).

For non-permanent residents

In addition to the above noted salary and accommodation package, a successful overseas applicant, (who is not a permanent resident of the Islands and who would be required to relocate to the Falkland Islands to take up the post as a result), will be eligible for:

- **Annual gratuity**

The successful candidate will be eligible for an annual taxable gratuity payment equal to 25% of the basic salary earned.

- **Housing**

The Government maintains a housing stock from which it will make a house available to rent. Typical rents range from £400 for a one-bedroom maisonette property to around £850 for a 4-bed detached house. Private Sector accommodation is also available although this can be limited.

- **Relocation package**

If relocating from the UK or 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**

In addition to flights to the Islands to take up post and upon satisfactory completion of the contract, employees engaged on 'overseas contract' terms will be eligible for the following concessionary flights:

- 2-year contract – on the first anniversary of appointment
- 3-year contract – on the first and second anniversary of appointment
- 4-year contract – on the first, second and third anniversary of appointment

Such flights being between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post.



Other key elements of note for prospective applicants from overseas

- **Access to Medical/dental services**

An overseas appointee would 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).

- **Education**

Education for children up to the age of 16 years is provided free at schools in Stanley. If the successful applicant's dependent children are aged under 19 years, where the qualifying criteria for an Education Allowance has been met in respect of any dependent to enable them to complete A Level studies (or equivalent) in the UK (and payment of such an allowance has been sanctioned by the Education Department), then this allowance will be paid at the rate from time to time prescribed by the Education Department on the terms set out by the Education Department.

N.B. Payment of this allowance is not guaranteed and may be subject to change during the course of an individual's term of employment. Any provision would not be provided to any dependents where an eligible child will reside with family members, a guardian or nominated carer during the term of the appointment to undertake such studies.

Recruitment process

Once the closing date for applications has passed, applications will be evaluated according to the person specification and the Selection Panel will select which candidates will be invited to take part in the initial stage of the process.

Candidates will be selected for interview based on how closely they demonstrate their skills and experience in relation to the job description and person specification. Applications should consist of a completed application form and a curriculum vitae detailing career and achievements, as well as a supporting statement which addresses the role description and person specification.

Please ensure that you complete the application form fully.



Fishery Patrol Vessel (FPV) Lilibet in the Narrows | © Larus Dominicanus Ltd

Timetable

The indicative timetable is as follows:

Stage	Date
Closing date for local applications	Sunday 18 May 2025 <i>Please note that local applications will be accepted up until 13:00 local time. (UTC -3)</i>
Closing date for overseas applications	Sunday 18 May 2025 <i>Please note that overseas applications will be accepted up until 17:00 UK time.</i>
Interviews for all applicants	From week commencing 16 June 2025

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 will therefore be made on a conditional basis, subject to satisfactory checks being received. Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment.

References

All appointments are subject to at least two satisfactory professional references being provided. 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

Applicants relying on equivalencies to those specified are responsible for providing evidence of how they meet the required standard. If such 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.

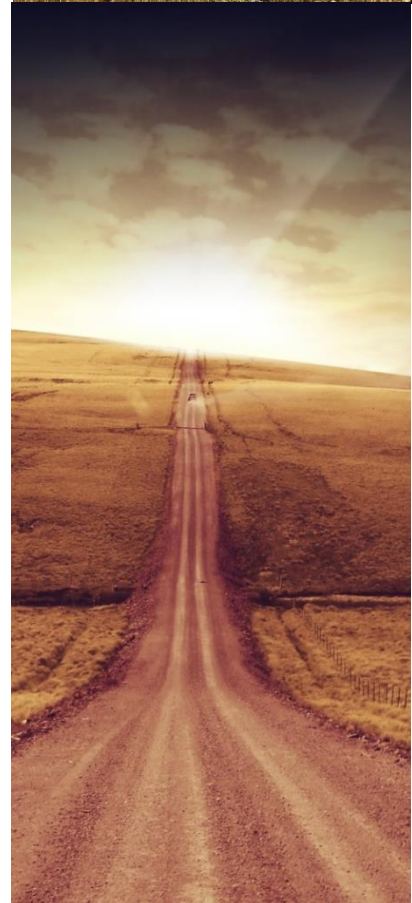
You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

Criminal Record Checks

All applicants for Government posts will be 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 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.



Successful candidates from overseas will also be required to submit an appropriate Police check as part of Islands Immigration requirements for Work Permit purposes.

Pre-employment Health Assessment

The Falkland Islands has good primary and secondary health care, but 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 from overseas will be required to undertake a pre-employment health assessment for the purposes of obtaining a Work Permit. The medical will normally be arranged with your own GP unless FIG advise 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 ongoing medical support that is not practically/physically available on the Island or the provision of which is not economically viable, 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 as dependents on your Work Permit.

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




Educational requirements for recognised dependents

If you are not a permanent resident and 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 will be considered individually and will be based on the capacity available within the particular year group in the relevant school. If your dependents have complex special needs which cannot reasonably be met from the resources available in the Islands, it is unlikely that immigration criteria would be met and so they may be unable to accompany you as a dependent under the provisions of any work permit issued.

How to apply

The closing date for all applications are as detailed in the timetable on page 14 of this candidate brief. To apply to join our team in a unique and breath-taking location, with penguins, dolphins and the wilderness just next door to your office you can contact us as follows:

For those applying from overseas

 www.jobs.gov.fk
 medwards@sec.gov.fk
 (+500) 27420

For those applying from within the Falkland Islands

 <https://falklands.gov.fk/jobs>
 medwards@sec.gov.fk
 (+500) 27420

For further information on the post, please contact Matthew Jenkins by email on MJenkins@naturalresources.gov.fk or by telephone (+500) 27260.

Thank you for your interest in this post, we look forward to hearing from you.



Falkland Islands Government

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www.falklands.gov.fk

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