Job title:	Deputy Head of Fisheries Management		
Department:	Natural Resources	**Section:**	Fisheries Management
Reports to:	Head of Fisheries Management		
Grade:	Falkland Islands Government Grade - B	**Job code:**	321DHF

Overall purpose of the role

The postholder supports the Director and Head of Fisheries Management in ensuring the timely, effective and sustainable management of the various Falkland Islands fisheries by leading on the delivery of policy work. This includes supporting the creation and implementation of fisheries management plans, developing and delivering fisheries management and licensing policy initiatives and producing the annual fee reports, working closely with colleagues in the Fisheries Department and Legal Services, as well as industry and other external stakeholders.

Key role activities

Corporate responsibilities

- Ensure the director has the information required to make operational and strategic decisions over the governance, management and regulation of Falkland Islands fisheries, including analysis of risk, evidence, alternative measures, and stakeholder views.
- For each fishery, support the development of a Fisheries Management Plan that provides a clear, evidence-based framework for the sustainable management of the fishery, seeking to balance the long-term conservation of marine resources with the economic benefits they provide.
- Lead on the delivery of the department's policy work, consulting with relevant colleagues across Fisheries, Legal Services, Policy, Treasury and external stakeholders including industry, conservation organisations and other bodies as necessary in order to facilitate the development and implementation of robust, evidence-based fisheries management policy.
- Provide advice and guidance on fisheries management policy matters to senior managers and elected members as required.
- Support internal and external working groups to ensure the fisheries are managed to the highest sustainable standard possible.
- Prioritise work activities effectively to achieve goals while responding to stakeholder and departmental needs.
- Identify the need for external support to help deliver policy outcomes for the Department and work with the Director and other team leads to scope policy projects including resourcing needs.

Staff & resource management

- Provide management and leadership to the Policy Officer (Bycatch and Fisheries Management), 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 pro-active use of the individual performance appraisal system.
- Provide advice and coaching to team members and colleagues on the interpretation and application of legislation and policies.

Operational responsibilities

- Ensure the timely circulation of policy proposals to industry via the Fisheries Advisory Committee and directly to ITQ and licence holders (though FIFCA, industry working groups or otherwise), at the same time as maintaining a robust decision making and stakeholder feedback audit trail.
- Work closely with colleagues and external consultants to ensure the timely production of high-quality fisheries policy papers.
- Work closely with the Fisheries Development Officer, economist and legal services, develop a new licencing framework for Illex, financial reporting requirements for ITQ-B holders and tests for compliance with the ITQ goals of active involvement, local control and economic efficiency.
- Work with the Bycatch Mitigation Officer to develop and implement appropriate measures to minimise bycatch of seabird, marine mammals and other protected species, including ongoing monitoring and reporting.
- Work closely with the science team to ensure their policies, procedures and protocols (particularly in relation to data collection, management and analysis) are aligned with fisheries management priorities and provide a robust evidence base for management advice and decision-making.
- Deputise for the Head of Fisheries Management when required.

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.

Person specification:	Deputy Head of Fisheries Management		
Criteria	**Essential**	**Desirable**	**Assessment method**
Knowledge, skills & experience			
At least seven years' experience in fisheries-related activities in a similar role	✓		A/I/R
Significant experience in fisheries-related policy development and implementation, including stakeholder consultation	✓		A/I/R
Ability to influence senior decision makers, including the ability to argue persuasively for proposals	✓		A/I/R
A comprehensive understanding of fisheries legislation	✓		A/I/R
Experience in leading, motivating & co-ordinating a team and a track record of successfully coaching and developing staff	✓		A/I/R
Good problem-solving skills and an ability to analyse a wide range of information and deduce the appropriate pathway	✓		I/R
Excellent verbal communication skills and the ability to write clear and concise documents to a high standard, including briefs, decision reports and general correspondence	✓		A/I/O
Good general IT skills sufficient for the purpose of preparing analytical reports and presenting information	✓		A/I/R
Experience of developing and maintaining effective working relationships with internal and external stakeholders	✓		A/I/R
Ability to maintain confidentiality at all times	✓		I/R
Successful project management experience		✓	A/I/R
Ability to adapt own workload to meet the needs of the team and encourage team members to work together and develop new ideas		✓	A/I/R
Ability to speak Spanish or other languages used within the F.I. Fishery		✓	A/I/O
Personal attributes			
Align with FIG's core values – Diverse, Professional, Resilient & Resourceful	✓		A/I/R
Team player, willing and able to assist other work colleagues	✓		I/R
Displays integrity and self-motivation, both on a personal and professional level	✓		I/R
Competent, reliable and diligent	✓		I/R
Qualifications & training			
A bachelor's degree in a relevant subject, or significant relevant work experience in an equivalent senior role	✓		A
Valid full driving licence	✓		A
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			
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 O – Other