



Western and  
Central Pacific  
Fisheries  
Commission

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TO ALL COMMISSION MEMBERS, COOPERATING NON-MEMBERS,  
PARTICIPATING TERRITORIES AND OBSERVERS

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**WCPFC Secretariat Professional Staff Vacancy – Fisheries Management and Compliance  
Adviser**

Dear All,

Please find attached a Vacancy Announcement for the post of Fisheries Management and Compliance Adviser.

The deadline for application submission is **Friday, 2 August 2024**. Please circulate to interested parties. You may also reference this information under the Opportunities section on our website [www.wcpfc.int](http://www.wcpfc.int).

Yours sincerely,

Rhea Moss-Christian  
**EXECUTIVE DIRECTOR**



## Vacancy

### **FISHERIES MANAGEMENT AND COMPLIANCE ADVISER**

Applications are invited for the professional level post of Fisheries Management and Compliance Adviser at the Secretariat for the Western and Central Pacific Fisheries Commission, based in Kolonia, Pohnpei, Federated States of Micronesia.

We are seeking a detail-oriented and passionate individual to support Commission initiatives in monitoring and communicating information about the implementation of Commission decisions and conservation and management measures. The Fisheries Management and Compliance Adviser will work within the Compliance and MCS team and across the Secretariat in support of an integrated approach to the presentation and reporting of fisheries management and compliance matters. The position will work closely with members and others cooperating with the Commission in supporting the increased use of online-based systems and greater responsibility by member officials in the management of their data. A particular focus for the Commission that will relate to these responsibilities is on closing remaining gaps in its management framework which includes the transition to harvest strategies and the enhanced monitoring and associated data collection programs that support this.

The Commission was established following the entry into force in June 2004, of the Convention on the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean (Convention). The objective of the Convention is to ensure, through effective management, the long-term conservation and sustainable use of highly migratory fish stocks in the western and central Pacific Ocean (WCPO) in accordance with the 1982 United Nations Convention on the Law of the Sea (UNCLOS) and the 1995 Fish Stocks Agreement. The Commission currently has 26 Members, seven Cooperating Non-Members, and seven Participating Territories. Additional information concerning the Commission, including meeting documents, is available from [www.wcpfc.int](http://www.wcpfc.int).

In 2024, the Secretariat has commenced the implementation of a phased restructure of the Compliance and MCS team to realign workloads within the team, and to ensure that the Commission has a broader base of policy, data analysis, and monitoring competency within the Secretariat. The organizational changes recognize that after 20 years the Commission has well-established data collection and monitoring programs, and the next phase of the Commission's

work is focused on closing remaining gaps in its management work which includes transition to harvest strategies and the enhanced data collection and monitoring programs that support them. The recruitment of this post is part of the planned changes in the Compliance and MCS team towards building capacity and balancing workloads across the Secretariat.

Applicants are required to have a proven record of achievement that demonstrates their ability to successfully undertake the responsibilities of the post. The Fisheries Management and Compliance Adviser post requires a tertiary qualification in fisheries management or related field and a good working knowledge of the WCPFC's Conservation and Management Measures and the fisheries interests of Members and other cooperating with the Commission. The TORs for the position can be found at <https://www.wcpfc.int/vacancies-opportunities> Applications should include cover letter, resume and details of three referees. Applications and any questions can be addressed to Mr Aaron Nighswander, Finance and Administration Manager, with submission by email to [Aaron.Nighswander@wcpfc.int](mailto:Aaron.Nighswander@wcpfc.int) by **2 August 2024**.

For related information and queries visit our website at [www.wcpfc.int](http://www.wcpfc.int). The successful applicants will be expected to take up the position around September/October 2024.



## DUTY STATEMENT

### Fisheries Management and Compliance Adviser

**Professional Grade:** 4 (*Assistant Manager*)

**Reports to:** Deputy Compliance Manager

**Organizational relationships:** The Fisheries Management and Compliance Adviser will operate under the general direction and line management of the Deputy Compliance Manager and will be expected to perform relatively advanced work activities with a degree of autonomy. He/she is required to liaise with Members and others cooperating with the Commission. The position will necessarily work closely with all other staff in the Compliance and MCS team, the Science team, the IT team and with the scientific services provider and scientific data manager (SPC-OFP).

**Direct reports:** The Fisheries Management and Compliance Adviser will provide general direction and line management for one or more support level staff positions.

**Key responsibilities:** The Fisheries Management and Compliance Adviser is suited to someone with excellent attention to detail and who is passionate about supporting Commission initiatives to monitor and communicate information about the implementation of the decisions of the Commission and conservation and management measures as effectively as possible. The Fisheries Management and Compliance Adviser will work within the Compliance and MCS team and across the Secretariat in support of an integrated approach to the presentation and reporting of fisheries management and compliance matters. He/she will be responsible for the maintenance of published information about Commission conservation and management measures, initiatives to monitor and verify CCMs implementation of obligations and to prepare reports based on that information. A particular focus for the Commission that will relate to these responsibilities is on closing remaining gaps in its management framework which includes the transition to harvest strategies and the enhanced monitoring and associated data collection programs that support this. An important function will be to assist with Secretariat support to the Annual Technical and Compliance Committee Meeting and its working groups, the Regular Annual Session, and potentially other subsidiary bodies.

**Duties will include:**

- Maintaining records and information that are published through the WCPFC's Monitoring and Evaluation online reporting system, which incorporates Conservation and Management Measures and obligations.
- Working collaboratively with the Data Analyst, related consultants, SPC-OFP and the Science Team on initiatives that are aimed to improve the accessibility and use of information by CCMs, stakeholders and public users through the Commissions website.
- Participating as an active member of the Secretariat to the Technical and Compliance Committee and its Working Groups, including providing support, as required, to inter-sessional work and preparation of Secretariat papers.
- Assisting the Deputy Compliance Manager with:
  - preparing, contributing to and reviewing annual reports related to WCPFC's Vessel Management and Monitoring Programs for the Technical and Compliance Committee, and ad hoc reports that support particular focuses for the Commission and its subsidiary bodies,
  - the maintenance of website published content relating to WCPFC functional and Support webpages and training/learning aids to support CCM implementation and reporting, the planning and delivery of the reporting required under the Compliance Monitoring Scheme.
- Actively contributing to and supporting Secretariat workflows around the WCPFC IUU Vessel List and online Compliance Case File System (CCFS).
- Overseeing the annual CNM application/renewal process, including supporting the technical review by the Technical and Compliance Committee and decisions of the Commission on each CNM request, and handle the preparation of the associated communications to periodically provide updates to the CNM applicants on their request.
- Liaison role with the Commission's Data Services Provider on matters relating to CCM data submissions and WCPFC's Monitoring Programmes.
- Liaising with Members and others cooperating with the Commission on fisheries management and compliance matters and on their reporting obligations to WCPFC.
- Supporting the Deputy Compliance Manager with internal training activities for staff on fisheries management and compliance matters, and to build greater understanding and awareness of emerging issues for the Commission.
- Collaborating with the other staff in the Compliance and MCS team to prepare Staff Workflow Process Guides to support staff understanding of required process and data related workflows.
- Arranging approved training opportunities for fisheries personnel from Commission CCMs and where directed, assisting with the administration of WCPFC's capacity building funds.

- In support of the Compliance Manager and Deputy Compliance Manager, maintaining mutually beneficial collaborative relationships with other regional and national agencies and organisations involved in fisheries in the western and central Pacific.
- Any other duties as directed.

## Qualifications and Experience

### **Essential:**

- Tertiary qualification in fisheries management or a related field;
- Broad knowledge of marine science, fisheries biology, oceanography, socioeconomics, and fisheries compliance with an emphasis on oceanic pelagic fisheries, particularly tuna;
- Appreciation of the nature of the Western and Central Pacific Fisheries Commission, the role of the Secretariat and the aspirations of CCMs;
- Good working knowledge of WCPFC Conservation and Management Measures and the fisheries interests and characteristics of individual CCMs;
- Detailed knowledge of oceanic pelagic fisheries, with an emphasis on tuna;
- Experience with the operational aspects of fisheries compliance, including but not limited to fisheries enforcement, policy formulation, monitoring and surveillance;
- Communication skills in English of a high order, particularly in written and oral presentation of technical compliance advice to multicultural audiences including fishermen and policy makers;
- Computer literacy with skilled use of Microsoft Office Applications.

### **Desirable:**

- Post-graduate qualification in fisheries management, international law or a related field;
- At least four years' experience working on fisheries management and/or MCS;
- Experience in regional (multinational) fisheries management and fisheries compliance;
- Experience with database and information management system development, preferably in a fisheries context;
- Experience with R programming language, LaTeX software and using code versioning software (eg GitHub);
- Interpersonal skills of a high order, including demonstrated experience with supervision of technical staff and managing business relationships critical for effective fisheries management; and
- Readiness to undertake travel in support of the Commission's work.

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