



Vacancy COMPLIANCE MANAGER

Applications are invited for the post of the Compliance Manager at the Secretariat to the Western and Central Pacific Fisheries Commission based in Pohnpei, Federated States of Micronesia. The Western and Central Pacific Fisheries Commission was established to ensure, through effective management, the long-term conservation and sustainable use of highly migratory fish stocks in the western and central Pacific Ocean.

The base salary for the post is from **SDR 54,504 to SDR 81,755** per annum. This is equivalent to **US\$75,956 to US\$122,437** per annum at the current exchange rate. The total salary package comprises of base salary, Cost of Living Differential Allowance, Housing, Superannuation and Location Allowance.

The Compliance Manager's key responsibilities include providing a support role to the work of the Technical Compliance Committee (TCC) and oversight and management of all fisheries management and conservation compliance matters in support of the Executive Director. He/she provides oversight of the processes to obtain quality technical advice from contractors and Members, Cooperating Non-members and Participating territories (CCMs) compliance and fisheries management programs. He/she will take all necessary actions as agreed by the Commission to encourage compliance with conservation and management measures and other decisions of the Commission.

Applicants are required to have a proven record of achievement that demonstrates their ability to successfully undertake the responsibilities of the Compliance Manager. A postgraduate qualification in fisheries management or related field and at least five years' experience in the planning, management and operational aspects of fisheries MCS is required. The full Terms of Reference (TORs) for the Compliance Manager and the staff regulations can be obtained from www.wcpfc.int. If needed, additional information can be obtained from the Finance and Administration Manager (Aaron Nighswander) at +691 320-1992 or Aaron.Nighswander@wcpfc.int.

The vacancy will close on **26 September 2019** and the successful applicant will be expected to take up the position around February 2020. Applications should be submitted to Aaron Nighswander at Aaron.Nighswander@wcpfc.int.

WESTERN AND CENTRAL PACIFIC FISHERIES COMMISSION

DUTY STATEMENT

COMPLIANCE MANAGER (CM)

Professional Grade: Level L

Organizational relationships: The Compliance Manager reports to the Executive Director regarding all fisheries compliance matters of the Commission. He/she is required to deal with senior officials of governments of Members, cooperating non-member states and participating territories on fisheries compliance issues. He/she is also a member of the senior management team of the Secretariat and as may be required deputize for the Executive Director when the Executive Director is on duty travel or on leave. The Compliance Manager presently has three professional staff as direct reports (Assistant Compliance Manager, VMS Manager and ROP Coordinator). The Compliance Manager is expected to work closely with the ICT Manager, IT service-providers and SPC-OFP in the development and maintenance of online reporting and publishing IT tools that support the MCS and Compliance work areas of the Commission.

Key responsibilities: The Compliance Manager provides the key support role to the work of the Technical Compliance Committee (TCC) and provides oversight and management of all fisheries management and conservation compliance matters in support of the Executive Director. He/she provides oversight of the processes to obtain quality technical advice from contractors and Members, Cooperating Non-members and Participating territories (CCMs) compliance and fisheries management programs. He/she will take all necessary action as agreed by the Commission to encourage compliance with conservation and management measures and other decisions of the Commission.

The specific duties of the CM include:

- a) oversee the development and management of the Commission's monitoring, control and surveillance (MCS) tools and activities including the efficient technical operation of the Commission's Record of Fishing Vessels; Vessel Monitoring System; Regional Observer Programme; IUU Vessel List; High Seas Boarding and Inspection Scheme; Standards for National Reporting for Monitoring Compliance; Vessel and Gear markings;; Port State Measures; monitoring transshipment; administration of the data access rules and procedures; and administration of the standards for Electronic Reporting;
- b) lead the development and management of the Commissions key information management systems, online compliance reporting tools and electronic reporting systems to support the MCS and Compliance work of the Commission;
- c) liaise and facilitate coordination with other regional and national agencies and organisations involved in fisheries data collection and MCS in the western and central Pacific region, particularly SPC-OFP as scientific service provider and FFA as VMS service provider;
- d) organize the annual meetings of the Technical and Compliance Committee and the Secretariat support to the annual compliance monitoring scheme processes;
- e) provide support to the work of the Technical and Compliance Committee and its Working Groups including inter-sessional work;
- f) liaise with CCMs of the Commission on MCS and Compliance affairs;
- g) provide, as requested, technical assistance on MCS and Compliance to CCMs;
- h) arrange approved MCS and Compliance related training opportunities for fisheries personnel from CCMs;
- i) coordinate the collection, analysis and distribution of MCS and Compliance related information to CCMs;

- j) provide expert advice on MCS and fisheries management related issues to the Commission;
- k) contribute to the overall management of the Secretariat;
- l) coordinate the Commission's efforts on the development of electronic reporting and electronic monitoring and other emerging technologies that will enhance the Commission's MCS and Compliance monitoring efforts;
- m) liaise and maintain networks with other tuna RFMOs and relevant RFMOs on MCS and Compliance affairs relevant to the work of the Commission; and
- n) undertake other duties as may be required by the Executive Director.

Qualifications and Experience

Essential:

The essential qualifications and experience of the Compliance Manager include:

- a) post-graduate qualification in fisheries management or related field;
- b) at least five years' experience in the planning, management and operational aspects of fisheries MCS;
- c) extensive experience in project management and team leadership;
- d) broad knowledge of marine science, fisheries biology, oceanography and socio-economics;
- e) substantive knowledge of oceanic pelagic fisheries, with emphasis on tuna;
- f) extensive experience in international fisheries management and compliance, preferably involving tuna; and
- g) experience in the formulation of fisheries compliance advice for fisheries management purposes.

Desirable:

In addition to the above essential qualifications and experience, it will be desirable to also have the following skills:

- a) 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;
- b) interpersonal skills of a high order, including the ability to supervise technical and to manage relationships critical for effective compliance operations; and
- c) a willingness to undertake extensive travel in support of the Commission's work.

Approved by Executive Director August 2019