



Vacancy

ASSISTANT COMPLIANCE MANAGER (ACM)

Applications are invited for the post of Assistant Compliance Manager (ACM) 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 35,7849 to SDR 48,363** per annum. This is equivalent to **US\$49,474 to US\$66,961** 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 ACM's key responsibilities include contributing to Secretariat development of draft Compliance Monitoring Reports and Secretariat reporting for Compliance Monitoring Processes; overseeing the maintenance of records and information related to compliance by CCMs with CMMs, including CCM reports containing management and compliance information, in accordance with CMMs and other decisions of the Commission; monitoring and analyzing near-real time reporting by CCMs and vessels of fishing activities, including in high seas pocket special management areas, and where possible verifying these reports with other WCPFC MCS information; assisting the Compliance Manager with the generation of lists and other reports based on near-real time information, and as is required to be maintained by the Secretariat in accordance with CMMs and other decisions of the Commission; and liaising closely with the ICT Manager, and IMS contractors, on technical matters relating to the IMS and its maintenance and development.

Applicants are required to have a proven record of achievement that demonstrates their ability to successfully undertake the role. Appropriate tertiary qualification is required in fisheries management or related field; detailed knowledge of oceanic pelagic fisheries, with emphasis on tuna; broad knowledge of marine science, fisheries biology, oceanography and socio-economics; and appreciation of the nature of the Western and Central Pacific Fisheries Commission, the role of the Secretariat and the aspirations of CCMs. The full Terms of Reference (TORs) for the ACM and 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 **6 April 2020** and the successful applicant will be expected to take up the position June 2020. Applications should be submitted to Aaron Nighswander at Aaron.Nighswander@wcpfc.int.

THE WESTERN AND CENTRAL PACIFIC FISHERIES COMMISSION

Terms of Reference for the Assistant Compliance Manager

Organizational relationships: The Assistant Compliance Manager (ACM) reports to the Compliance Manager and will have two support staff as direct reports (the Compliance Officer and the Record of Fishing Vessels Officer). Reflecting the integrated nature of the WCPFC MCS and Compliance programmes, the ACM will necessarily work closely with all other MCS and Compliance programme staff, as well as staff of the science programme including staff members of the scientific services provider in respect of WCPFC information for compliance purposes.

Key responsibilities:

The ACM will assist the Compliance Manager of the Commission in respect of: monitoring and analyzing near-real time reporting by CCMs and vessels where required under CMMs including on the WCPFC Integrated MCS Information Management System (IMS); the analysis and reporting by the Secretariat in support of Members fisheries monitoring, control and surveillance activities including the review and implementation of requests under the WCPFC data rules and procedures; the preparation of draft Compliance Monitoring Reports as required under the CMM for the Compliance Monitoring Scheme; and examining WCPFC MCS information to identify incidents of non-compliance. The ACM will also assist the Compliance Manager in the preparation and coordination of the Secretariat support to the Technical and Compliance Committee Meetings including the preparation of papers as required by the Compliance Manager; and otherwise support the work of the MCS and Compliance Programme and the Compliance Manager.

Duties will include:

- Compliance Monitoring and CCM reporting:
 - actively contributing to Secretariat development of draft Compliance Monitoring Reports and Secretariat reporting for Compliance Monitoring Process;
 - overseeing the maintenance of records and information related to compliance by CCMs with CMMs, including CCM reports containing management and compliance information, in accordance with CMMs and other decisions of the Commission;
 - examine WCPFC MCS information, including VMS, HSBI reports, regional observer reports, and transshipment reports, to identify incidents of non-compliance for forwarding to the relevant CCMs;
 - assisting the Compliance Manager with managing the online Compliance Case File System and associated reporting products;
 - communicating regularly with the Commission's Data Services Provider on matters relating to CCM data submission content and access to compliance information in WCPFC databases they maintain; and
 - where requested, providing assistance and capacity building to developing WCPFC members, particularly small island developing States in meeting their reporting obligations to the WCPFC.

- WCPFC CMM monitoring and analysis activities;
 - monitoring and analyzing near-real time reporting by CCMs and vessels of fishing activities, including in high seas pocket special management areas, and where possible verifying these reports with other WCPFC MCS information;
 - assisting the Compliance Manager with the generation of lists and other reports based on near-real time information, and as is required to be maintained by the Secretariat in accordance with CMMs and other decisions of the Commission; and
 - where directed, assist with Secretariats implementation of data requests under the WCPFC data rules and procedures, and the maintenance of related records.
- IMS user system and related-IT developments;
 - liaise closely with the ICT Manager, and IMS contractors, on technical matters relating to the IMS and its maintenance and development;
 - contribute to Secretariats work to research new and emerging technologies and procedures that will enhance the WCPFCs compliance monitoring efforts and contribute meaningfully to WCPFC Members MCS activities.
- And other duties as required, including
 - overseeing the maintenance of the Record of Fishing Vessels; and
 - 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 annual reports.

Qualifications and Experience

Essential

- Tertiary qualifications in fisheries management or a related field;
- Broad knowledge of marine science, fisheries biology, oceanography and socio-economics,
- Appreciation of the nature of the Western and Central Pacific Fisheries Commission, the role of the Secretariat and the aspirations of CCMs;
- Detailed knowledge of oceanic pelagic fisheries, with emphasis on tuna;
- Experience with operational aspects of fisheries compliance, including but not limited to enforcement, policy formulation, monitoring and surveillance;
- Demonstrated understanding of the role of information and communication technology in MCS operations;
- Interpersonal skills of a high order, including the ability to establish and maintain relationships critical for effective compliance operations;
- 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; and
- Computer literacy with working knowledge of Microsoft Office applications.

Desirable

- Post-graduate qualification in fisheries management, international law or a related field;
- At least 4 years' experience working on fisheries management and/or MCS;
- Experience in regional (multinational) fisheries management and fisheries compliance;
- Good working knowledge of WCPFC Conservation and Management Measures and the fisheries interests and characteristics of individual CCMs;
- Familiarity with the MCS tools used in the WCP region;
- Experience in computer database administration and/or information management system development, preferably in a fisheries context; and Readiness to undertake travel in support of the Commission's work.