

<b>Job Title:</b>	Senior Fisheries Observer		
<b>Department:</b>	Natural Resources	<b>Section:</b>	Fisheries
<b>Reports to:</b>	Observer Manager		
<b>Grade:</b>	Falkland Islands Government Grade – D2	<b>Job Code:</b>	TBC
<b>Overall Purpose of the Role</b>			
To collect biological information and monitor vessel compliance, playing a critical role in the conservation and management of fisheries resources by gathering data essential to the sustainable management of the Falkland Islands fisheries resources.			
<b>Key Role Activities</b>			
<p>The focus of your tasking may vary between deployments. Duties that may be required include, but are not limited to, the following:</p> <ul style="list-style-type: none"> <li>• Monitor compliance with licence conditions, regulations and relevant Ordinances by spending periods of up to 8 weeks at sea (on average deployments are between 3 and 5 weeks). This may include: assessing net cleaning, reporting of catch levels and vessel compliance with discard management and reporting compliance issues directly to Fisheries Protection.</li> <li>• Collect samples and other biological and fisheries information on-board commercial fishing vessels. Participate in scientific survey cruises as required.</li> <li>• Communicate with Fisheries Protection Officers and Fisheries Management about compliance issues requiring further action.</li> <li>• Write clear, concise reports/briefs following each deployment at sea to support research applicable to Fisheries Management and present supporting data in the required electronic format to ensure the Fisheries Department's databases are kept up to date with critical information.</li> <li>• Monitor interactions between seals and vessels. This may include: monitoring trawls and record seal abundance, their interactions with fishing gear, live escapees, live releases and incidental mortalities.</li> <li>• Monitoring effectiveness of Bird Scaring Lines (BSLs). Recording and reporting these interactions in the approved format.</li> <li>• Monitor landings and transhipments</li> <li>• Support the Observer Manager in providing development and mentoring for Fisheries Observers</li> <li>• On occasion covering for the Observer Manager in their absence</li> </ul> <p><b><i>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.</i></b></p>			

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<b>Additional Information:</b>	
<p>The below paragraphs outline in more depth what may be involved in the sampling, monitoring and observation duties listed under the Main Accountabilities section of this job description.</p> <ul style="list-style-type: none"> <li> <b>Observations</b> <p>Observations of infringements of FI Fisheries law including fishing license conditions should be brought to the attention of fisheries protection officers for further action. In all cases observations must be recorded accurately and photographic evidence collected if possible. Observer records will be used to develop a comprehensive and continuing overview of the effectiveness of fisheries management and identify areas of potential concern.</p> </li> <li> <b>Monitoring</b> <p>Monitoring that fishing vessels are operating according to the Falkland Island laws and regulations pertaining to commercial fishing. The post holder is in effect the 'eyes and ears' in the field for fisheries managers and scientists.</p> </li> <li> <b>Sampling</b> <p>Sampling the catch of the vessel and collecting biological information collected including sex, maturity and measurements of fish and squid. Collecting otoliths and statoliths, sample processing in the laboratory and participating on research cruises.</p> </li> </ul> <p><b>Further information about the post and working environment</b></p> <p>Observers will be required to be at sea on commercial fishing vessels for up to eight weeks at a time, although this may vary if conditions dictate. They may also be required to remain on vessels that leave the Falkland Islands Exclusive Economic Zone (FI EEZ) into the High Seas.</p> <p>Living conditions aboard vessels of the fishing fleet may be variable. Usually, a single cabin is allocated to the observer for the period onboard, but sometimes especially on some vessels it may be necessary to share accommodation with one of the ship's officers or observers (of the same sex). Standards of cleanliness also vary and the observer is expected to contend with such variable conditions, within reason.</p> <p>The safety and security of Falkland Islands Fisheries Department (FIFD) observers are taken seriously and FIFD makes every effort to ensure the job is done safely. All vessels that observers are placed on are checked for their safety equipment/procedures and suitability prior to being boarded by an observer. All observers must have completed a basic sea survival (STCW95) course prior to taking up post. If you do not hold a valid STCW95 at the time of application, it must be completed before arriving in the islands.</p> <p>Observers will be entitled to an at sea allowance in addition to their basic salary. You will receive 50 days annual leave per annum. In addition to this allowance, one day's time off in lieu is granted for every fortnight spent at sea.</p>	

Person Specification:	Senior Fisheries Observer		
Criteria	Essential	Desirable	Assessment Method
<b>Knowledge, Skills &amp; Experience</b>			
A minimum of 3 years' (recent) at sea observer experience and ideally experience as a Fisheries Observer, Fisheries Enforcement Officer, Marine Officer or Inspector	✓		A/I
Ability to communicate well in English at all levels as well as issue and understand written and verbal instructions	✓		A/I/R
Capacity to write detailed and comprehensive reports using appropriate software packages such as Microsoft Word and Excel	✓		A/R
Fully able to plan for work at sea, thereby ensuring all protocols are adhered to	✓		I/R
Proven experience of working effectively within a team	✓		I/R
Eye for detail and good decision-making skills	✓		A/I/R
Flexible approach to working hours, (observers are expected to work every day they are deployed at sea, and at times unsocial hours)	✓		I/R
Ability to conduct yourself in a manner that balances the role of being a member of the regulatory authority (Fisheries Dep't), with working alongside the vessel crew, whilst on board a fishing vessel.	✓		I/R
Ability to work effectively and safely alone, sometimes under adverse weather conditions	✓		I/R
Experience of mentoring and coaching others	✓		A/I/R
Experience of fish and squid identification, preferably in the South West Atlantic		✓	A/I/R
Experience with bycatch mitigation technologies such as bird-scaring lines and seal-exclusion devices.		✓	A/I/R
Experience in biological sampling techniques and strategies, working on fishing vessels or other types of vessels		✓	A/I
Second language, preferably Spanish		✓	A/I
Ability to competently use databases and statistical packages		✓	A/I/R

<b>Person Specification:</b>	Senior Fisheries Observer		
Criteria	Essential	Desirable	Assessment Method
<b>Personal Attributes:</b>			
Align with FIGs Core Values – Diverse, Professional, Resilient & Resourceful	✓		A/I/R
Forward-thinking and proactive	✓		I/R
As a representative of the department, you will be expected to interact in a professional and diplomatic manner	✓		I/R
Methodical, disciplined and diligent approach to work	✓		I/R
<b>Qualifications &amp; Training</b>			
BSc (or equivalent) in Fisheries Science, Marine Affairs or other relevant subject, (or demonstrable evidence of working in a comparable role at a similar level)	✓		A
Completion of a basic sea survival (STCW95) course	✓		A
Higher education such as a masters or equivalent in a relevant subject		✓	A
<b>Note to Applicants:</b> 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