

WESTERN AND CENTRAL PACIFIC FISHERIES COMMISSION
www.wcpfc.int

Senior Management Vacancy
Compliance Manager
to commence late 2011/early 2012

The base salary is from **SDR 52,387** per annum. This is equivalent to **US\$83,540** at current exchange rate. The total salary package comprises of base salary, Cost of Living Differential Allowance, Housing Allowance, Superannuation and Location Allowance.

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 Commission's Secretariat which is located in Pohnpei, Federated States of Micronesia now invites applications for the position of Compliance Manager.

In addition to providing secretariat support to the Commission's Technical and Compliance Committee the Compliance Manager manages a small professional team that provides advice and technical oversight for all fisheries management and conservation compliance matters to the Executive Director. He/she will take action, as agreed by the Commission, to encourage compliance with the conservation and management measures and other decisions of the Commission by vessels fishing in the WCPF Convention Area. Important areas of responsibility include management of the Commission's Vessel Monitoring System, Regional Observer Programme, Record of Fishing Vessels, high seas boarding and inspection procedures and monitoring of compliance with measures.

Applicants are required to have a proven record of achievement that demonstrates their ability to successfully undertake the role. A tertiary qualification in a relevant discipline is required. A duty statement, organisation chart, information on conditions of service in Pohnpei can be obtained from www.wcpfc.int. If needed, additional information can be obtained from the Executive Director (Glenn Hurry) or the Finance and Administrative Officer (Aaron Nighswander) at +691 320-1992.

The vacancy will close on 24 October 2011 and the successful applicant will be expected to take up the position around 1 December 2011. Applications can be submitted to wcpfc@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 fisheries compliance matters of the Commission. He/she is required to deal with senior members of government among members and others cooperating with the Commission, as well as perform a senior management role in the Secretariat. The position will share the acting arrangement for Executive Director when he/she is on leave or travel.

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

Duties will include to:

- Oversee the management and technical development of the Commission's monitoring, control and surveillance (MCS) activities including the efficient technical operation of the Commission's Vessel Monitoring System, Record of Fishing Vessels, Regional Observer Programme, IUU List, boarding and inspection arrangements; standards for national reporting for monitoring compliance, vessel and gear markings, authorisations to fish, Port State measures, and monitoring transshipment;
- Liaise, and facilitate coordination, with other regional and national agencies and organisations involved in fisheries MCS, including those that provide operational support to the western and central Pacific region;
- Organize the Annual Technical and Compliance Committee Meeting;
- Liaise with cooperating non-Members of the Commission on MCS affairs;
- Provide technical assistance on MCS to CCMs, as requested;
- serve as the Secretariat to the Technical and Compliance Committee and its Working Groups including providing support, as required, to inter-sessional work;
- Arrange approved MCS related training opportunities for fisheries MCS personnel from Commission CCMs;
- Collect, analyse and distribute MCS related information to Commission CCMs;
- Provide expert advice on MCS related issues to the Commission;
- contribute to the overall management of the Commission's Secretariat;

- Research new and emerging technologies and procedures that will enhance the Commission's MCS efforts; and
- other duties as required by the Executive Director.

Qualifications and Experience

Essential:

- Tertiary qualification in fisheries management or related field;
- At least five years experience in the planning, management and operational aspects of fisheries MCS;
- Extensive experience in project management and team leadership;
- broad knowledge of marine science, fisheries biology, oceanography and socio-economics;
- detailed knowledge of oceanic pelagic fisheries, with emphasis on tuna;
- demonstrated active international involvement in fisheries management and fisheries compliance - preferably involving tuna; and
- experience in the formulation of fisheries compliance advice for fisheries management purposes.

Desirable:

- At least 2 years working on fisheries MCS;
- Experience in regional (multinational) fisheries management;
- 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;
- interpersonal skills of a high order, including the ability to supervise technical and to manage relationships critical for effective compliance operations; and
- a willingness to undertake extensive travel in support of the Commission's work.