



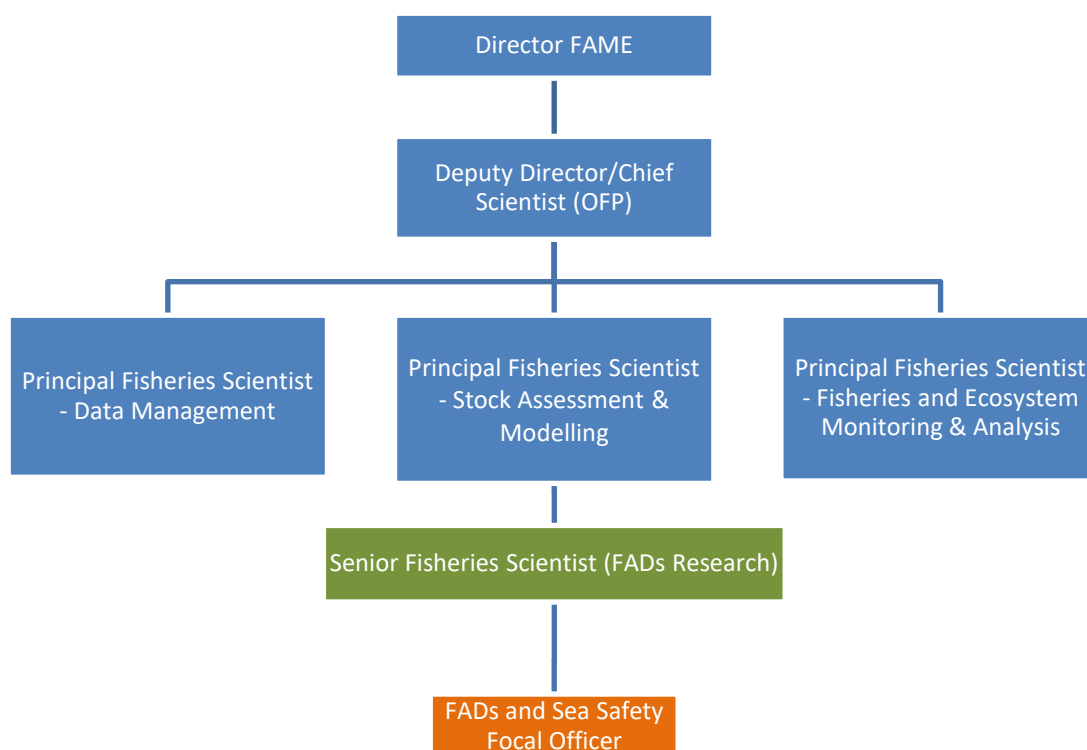
Pacific
Community

Communauté
du Pacifique

JOB DESCRIPTION

Job Title:	FADs and Sea Safety Focal Officer
Division/Programme and Section/Project (if any):	The Fisheries, Aquaculture and Marine Ecosystems (FAME) Division includes the Oceanic Fisheries Programme (OFP) and Coastal Fisheries and Aquaculture Programme (CFAP). This position will be within the OFP, with co-supervision in CFAP.
Location:	The Micronesia Regional Office (MRO) situated in Kolonia, Pohnpei, Federated States of Micronesia (FSM), is the main hub for SPC's projects and partnerships with the Micronesian members of the Federated States of Micronesia, the Republic of the Marshall Islands (RMI), the Republic of Palau, and the territories of the Northern Mariana Islands (CNMI), and Guam. The MRO opened in January 2006.
Reporting to:	<i>Senior Fisheries Scientist (Fish Aggregation Devices)</i> <i>Co-supervisor: Fisheries Development Officer (Fishing Technology)</i>
Number of Direct Reports:	None
Purpose of Role:	Provide technical, field and communications support for the implementation and day to day coordination of projects related to drifting and anchored Fish Aggregation Devices (FADs) and sea safety in FSM. The role provides a focal point for information, training, and general liaison with relevant agencies and partners, including governments, fisheries agencies, NGOs, fishing industry and local communities. The role will contribute to and co-ordinate data collection, data entry, and maintaining local databases, as well as producing summary reports on the work and promotional communications for local media and communities.
Date:	<i>January 2023</i>

Organizational Context and Organization Chart



Key Result Areas (KRAs):

The position of Focal Officer (FADs and Sea Safety) encompasses the four Key Results Areas listed below, with the aim of supporting the development, monitoring, implementation and day to day operations of the FAD and sea safety related projects in FSM (and the wider Micronesia). Importantly, the role will be successful through building relationships with fishing departments, NGOs and local communities to facilitate collaboration, increase awareness and data collection, and conduct on-the-ground work, including field operations. The role will be expected to provide regular liaison with the internal and external partners and communities.

- Local coordination and day to day management of FAD related project activities
- Data collection, entry and management
- Local coordination and day to day management of sea safety related project activities
- Awareness and communication

The position will require working remotely from the main project team who are based in Noumea, including time in the field in remote locations. As such the person will need to show initiative, a focus on health and safety, creativity and resourcefulness to solve problems on the ground, work independently, make decisions on day-to-day operational issues and be self-motivated.

The performance requirements of the Key Result Areas are broadly described below

Jobholder is accountable for	Jobholder is successful when
KRA#1 Local coordination and day to day management of FAD related project activities <ul style="list-style-type: none"> With guidance from SPC project lead scientists and other OFP (Oceanic Fisheries Programme) and CFAP (Coastal Fisheries and Aquaculture Programme) staff in Noumea, coordinate and 	<ul style="list-style-type: none"> Activities are performed within timelines and the workplans are implemented. Collaborative and productive relationships established with project partners and local fisheries staff and other stakeholders.

<p>manage the local activities of FAD related projects in FSM (biodegradable FAD trial, anchored FAD programme, stranded FADs mitigation).</p> <ul style="list-style-type: none"> Identify and engage with relevant local stakeholders and interest groups. Work closely with local fisheries staff. Take responsibility for the implementation of project workplans – specifically on-ground operations and activities, including field operations, in FSM. Key focal point for the national FAD program and local FAD projects in FSM. Provide regular progress updates on project activities to key fisheries staff in-country and the SPC Noumea and MRO offices. 	<ul style="list-style-type: none"> Provides regular detailed progress reports to lead project scientists. Project activities are undertaken with appropriate planning, consideration and vigilance of health and safety risks.
<p>KRA#2 Data collection, entry and management</p> <ul style="list-style-type: none"> Collect and enter data collected by fishers/general population on stranded drifting FADs, including an inventory of buoys and drifting FADs already retrieved in the past. Work with local fisheries staff to develop and increase the collection of data on catch, effort, and gear use on anchored FADs. Assist with surveys of local communities on anchored FAD socio-economic benefits and perceptions, as required. 	<ul style="list-style-type: none"> Data collection and entry is performed on a regular basis with limited errors and quality control systems followed. Local facilities and initiatives are reviewed. Data on catch, effort, and gear used on anchored FADs is being collected.
<p>KRA#3 Local coordination and development of sea safety initiatives in Pohnpei and other FSM states</p> <ul style="list-style-type: none"> With guidance from SPC project lead scientists and other OFP (Oceanic Fisheries Programme) and CFAP (Coastal Fisheries and Aquaculture Programme) staff in Noumea, support the development of initiatives to increase sea safety outcomes for small scale/artisanal fishers in Pohnpei and other states of FSM. Increase awareness and organize activities to enhance and promote sea safety to fishers and communities. Support and guide the activities of staff external to SPC. Visit other states to work with local agencies and communities to develop approaches and strategies to increase sea safety. Liaise regularly on sea safety issues and project work with partners in fisheries department, governments and local community groups. 	<ul style="list-style-type: none"> Activities are performed within timelines and the workplans are implemented. Collaborative and productive relationships established with project partners and local fisheries staff and other stakeholders Provides regular detailed progress reports to lead project scientists and partners. Community awareness of sea safety is increased and behaviors that promote better sea safety are adopted. Project activities are undertaken with appropriate planning, consideration and vigilance of health and safety risks.
<p>KRA#4 Awareness and communication</p> <ul style="list-style-type: none"> Help design and prepare communication products using various means and approaches for different audiences and settings and manage the logistics and local dissemination of materials. When needed, organise translation into local languages. 	<ul style="list-style-type: none"> Communication approaches, products and styles are effective and appropriate to the audience. Adequate incentives are developed, and data collection pathways are established and maintained.

<ul style="list-style-type: none"> Organize and present project information to targeted relevant public meetings, events, community groups, local media etc. Represent SPC on sea safety and FAD-related projects or other initiatives at local authorities, partners and community meetings as required. Participate in the reporting and communication processes for the projects (i.e. team meetings, donor meetings etc.) Discuss and explore ways to reach communities, especially from outer islands and other states. 	<ul style="list-style-type: none"> Communities, government and industry are aware of FAD related research and development and key issues. Communities, and government are aware of sea safety risks and related sea safety improvement initiatives and opportunities.
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The above performance requirements are provided as a guide only. The precise performance measures for this job will need further discussion between the jobholder and supervisor as part of the performance development process.

Most Challenging Duties Typically Undertaken (Complexity):

<ul style="list-style-type: none"> Reaching out and engaging communities, and relevant partners in support of the projects and maintaining their support. Finding ways to communicate, collect and receive data from remote Island communities. Developing work plans in Pohnpei and other FSM States that may have different local government and community challenges. Communicating effectively with a broad range of stakeholders of varying socio-economic and educational backgrounds. Working remotely from the main project team and lead project scientists and providing direction for non SPC staff involved in project work.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of the contact most typical
External Key external contacts are: <ul style="list-style-type: none"> Fisheries agencies (in particular National Oceanic Resource Management Authority NORMA and the Pohnpei State Government Office of Fisheries and Aquaculture OFA) and similar entities in other FSM states. Local municipal government offices, including in outer islands, local organizations, youth or women's groups, fishing clubs, businesses and communities. NGOs of other philanthropic or business donors that may support the work. 	<ul style="list-style-type: none"> Provide project information to key staff in fisheries departments and other relevant government departments and personal. Engage, inform and report on project progress to external partners and donors.
Internal Key internal contacts are: <ul style="list-style-type: none"> Staff at the MRO, Project lead scientists and research assistant in Noumea, both OFP and CFAP. 	<ul style="list-style-type: none"> General project support, guidance and mentoring. Financial and procurement support and guidance.

<ul style="list-style-type: none"> • OFP Stock assessment and modelling; Data; and Fisheries ecosystem monitoring and assessment sections • CFAP management and policy; technical and sustainable livelihoods units • FAME communication officer and information section. 	<ul style="list-style-type: none"> • Seeking data collection and database support services and collaboration on data collection and reporting. • Collaboration on anchored FAD programmes, awareness, data collection and socio-economics; as well as community engagement. • Collaboration on the implementation of the FADs communication strategy and development of supports and incentives.
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Level of Delegation:

Routine Expenditure Budget: 0

Budget Sign off Authority without requiring approval from direct supervisor: 0

Personal Specification:

This section is designed to capture the expertise required for the role at the 100% fully effective level. (This does not necessarily reflect what the current position holder has.) This may be a combination of knowledge / experience, qualifications or equivalent level of learning through experience or key skills, attributes or job specific competencies.

Qualifications

Essential:	Desirable:
<ul style="list-style-type: none"> • Tertiary qualifications in fisheries science, natural resource management, life sciences, data collection or a related field, or significant demonstrated relevant experience working in a fisheries related area. 	<ul style="list-style-type: none"> • University degree in life sciences, fisheries, natural resource management or a related discipline.

Knowledge/Experience

Essential:	Desirable:
<ul style="list-style-type: none"> • At least 3 years of demonstrated experience in oceanic and/or coastal fisheries management, science, community engagement or monitoring activities in the Pacific region. • Good written and verbal communication skills in English. • Strong communication skills and ability to adapt the message delivery and approaches to the audience. • Strong planning and organizational skills including the ability to manage a number of competing priorities, and work with limited supervision. 	<ul style="list-style-type: none"> • Direct experience and operational knowledge of tuna fisheries, Fish Aggregation Devices and sea safety. • Knowledge of Micronesia language(s) (both oral and written), customs and culture will be a strong advantage. • Experience in organization of workshops and meetings will be an advantage. • Track record in and commitment to mentoring, capacity development, transferring skills to local staff and working with diverse communities. • A proactive and positive team player able to work effectively in a multicultural environment. • Knowledge/experience of Pacific Island countries and territories, and working in remote locations.

<ul style="list-style-type: none"> • Strong field skills, including working at sea from small vessels and/or working with ropes and fishing gear. • Driving license 	
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Key Skills/Attributes/Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	<ul style="list-style-type: none"> • Technical experience with fishing gear and sea safety practices • Experience in working with fishers, running data collection and data entry day to day work. • Organization of workshops, meetings, community awareness activities. • Communicating to various audiences and educational backgrounds. • English language. • Knowledge of oceanic and/or coastal fisheries operations and issues in the Western and Central Pacific Ocean and Fish Aggregation Devices.
Advanced level	<ul style="list-style-type: none"> • Mentoring, capacity development and transferring skills to local staff, communities, and fishers. • Planning and organization. • Working with limited supervision.
Working knowledge	<ul style="list-style-type: none"> • Developing workplans • Progress reporting • Computing and analytical skills: Excel, word • Visual presentation skills and tools: i.e. powerpoint
Awareness	<ul style="list-style-type: none"> • Regional FAD management issues and development work in the Western and Central Pacific Ocean, both in coastal and oceanic fisheries.

Key Behaviours

*All employees are measured against the following **Key Behaviours** as part of Performance Development:*

- Change and Innovation
- Interpersonal Skills
- Teamwork
- Promotion of Equity and Equality
- Judgement
- Building Individual Capacity

Personal Attributes

- High level of professional integrity and ethics
- Friendly demeanor
- Demonstrated high level commitment to customer service
- Self-motivated and determined to succeed
- Initiative and creativity
- Good communicator (written and spoken)
- Organised and independent

Change to Job Description:

From time to time it may be necessary to consider changes in the job description in response to the changing nature of the work environment – including technological requirements or statutory changes. Such change may be initiated as necessary by SPC. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.