



IPNLF Role Description:

Role Title	Fisheries Director
Team	Senior Leadership
Location	Flexible
Salary	Competitive and based on experience
Working Hours offered.	Full time, flexible hours; international travel will be required.
Contract term	Fixed-term 12-month contract, with intent to extend subject to performance; job descriptions will be reviewed at least once a year as part of HR processes
Reporting to	Managing Director
Purpose of job	<p>Leading IPNLF's work, collaboratively with fisheries, governments, NGOs, industry and markets, to develop and support one-by-one tuna fisheries through projects and activities that:</p> <ul style="list-style-type: none">- Maintain and enhance the economic, social and ecological benefits of the fisheries.- Increase and improve the global supply of one-by-one caught tuna.
Responsible for	Fisheries team, including those involved in regional fisheries projects, fisheries policy work, socio-economic benefits work, advisors, interns and relationships with external service providers.

To apply or enquire about this role please contact elsabe.crockart@ipnlf.org with a succinct CV and cover letter, by 15 August 2019.

Context

The International Pole & Line Foundation (IPNLF) works to develop, support and promote socially and environmentally responsible pole-and-line, handline and troll (collectively one-by-one) tuna fisheries around the world. IPNLF's ambition is to contribute to thriving coastal fisheries, including the people, communities, businesses and seas connected with them. As a hub for sustainably-minded organisations, we use the influence of the market to forge change through practical fishery projects and stakeholder cooperation. IPNLF membership is open to organisations involved in the one-by-one caught tuna supply chain. Allied with our Members, IPNLF demonstrates the value of one-by-one caught tuna to consumers, policymakers and throughout the supply chain. We work across science, policy and the

seafood sector, using an evidence-based, solutions-focused approach with guidance from our Scientific & Technical Advisory Committee, Market Advisory Group and Board of Trustees.

The role of the fisheries team is central to IPNLF meeting its objectives and the Fisheries Director will have to provide the necessary leadership to ensure that this workstream effectively contributes to our overall mission and vision.

Overall Purpose

This Fisheries Director will work, with direction from the Managing Director, to coordinate the Fisheries Team

This role will act to support, facilitate and be a driving-force for fisheries development and improvement, including helping achieve third party certification, and improving traceability and transparency in supply chains. It will also focus on:

- Understanding and Enhancing the social benefits of pole-and-line fisheries.
- Embedding social consideration and value into IPNLF's fisheries development projects, scientific research and promotional communications.

The Fisheries Development Director is a senior role in IPNLF - through their conduct and activities this role is anticipated to contribute towards enhancing the support for and status of IPNLF's work.

Responsibilities and Activities, include:

1. *Strategy and Organisational Identity*

- Support the Managing Director as part of IPNLF's Senior Management Team;
- Coordinate and supervise Fisheries team members and oversee their work programme;
- Oversee management of Fisheries programme operations, team recruitment and budgetary expenditure;
- Provide input, support and review of Fisheries operational plans to ensure that they deliver into the group strategy;
- Develop, motivate, inspire and lead the Fisheries team to achieve and deliver the group strategy and plans that will ensure high performance;
- Review weekly and monthly performance and consolidate identified solutions;
- Develop action plans to ensure departmental KPI's are met and exceeded;
- Set and manage departmental financial and expense budgets in line with the group's budget;
- Drive succession planning and develop talent within the teams;
- Develop and maintain sustainable, mutually beneficial long-term relationships with stakeholders;
- Lead analytical work to develop a decision framework for fisheries outreach;
- Represent IPNLF at national and international fora, acting as an ambassador for our mission and work - and as a public spokesperson where necessary;
- Actively grow IPNLF fundraising by maintaining and developing funder relations and supporting in the development of funding proposals and grant report writing;
- Contribute to the development of IPNLF's organisational strategy;
- Contribute to communications materials (incl. website, newsletter, social media).

2. Fisheries Development Projects

- Oversee, lead and manage existing IPNLF fisheries development projects and associated staff and consultants;
- Establish new fisheries development projects in priority geographies;
- Ensure that the environmental and socio-economic benefits of one-by-one fisheries are evidenced and provide support to IPNLF's Marketing team so that these can be clearly communicated;
- Oversee IPNLF's work on fisheries policy and certification against 3rd party standards;
- Manage IPNLF's work on traceability, transparency and verification of supply chains;
- Help develop IPNLF's work on Seafood Safety and Quality issues;
- Writing and/or overseeing project, meeting and technical reports;
- Tracking work progress, measuring impact, and further advancing IPNLF's monitoring and evaluation of its effectiveness;
- Maintain awareness of topical developments and challenges in the sectors and relationships important to IPNLF fisheries and supply-chain work.

3. Maximising the value of and for IPNLF's network

- Provide strategic fisheries sustainability advice and IPNLF project information to IPNLF's network members;
- Identifying fisheries development projects and leverage points for and with both IPNLF's entire member network and individual partner members;
- Building relationships (alongside other IPNLF staff) with existing IPNLF members - and potential new members - to deepen and broaden IPNLF industry engagement;
- Using the influence of IPNLF's member network to strengthen the organisation's policy and advocacy activities;
- Fostering collaborative external relationships (e.g. with partner NGOs) that can optimise efficiency and impact of IPNLF's work.

Required skills/expertise/qualities

Criteria	Essential	Desirable
Qualifications	A post-graduate degree in a relevant subject, such as: marine sciences, fisheries science/management, ecology, environmental science or agriculture, or alternatively, at least 10 years' experience in fisheries management or the management of fisheries projects.	Project management and/or Sustainable business qualification
Knowledge/ Experience	Understanding of, and a commitment to, the mission of IPNLF. Strong technical knowledge and understanding of both environmental and socio-economic issues in tuna fisheries.	A strong understanding of fisheries sustainability issues and market-orientated solutions; considering environmental, social and economic elements.

	<p>Good technical knowledge of seafood supply chain issues such as traceability, transparency, seafood quality and safety.</p> <p>At least 5 years' experience working in a management role in a mission driven organisation.</p> <p>Proven experience in developing and implementing strategies with evidence of measurable impact.</p> <p>Experience in working with small-scale and developing world fisheries issues.</p> <p>Proven experience in managing staff.</p> <p>Experience in coordinating and delivering communication and engagement activities (i.e. events, talks, conferences, cross-sectoral meetings) with a number of partner organisations involved.</p>	<p>A strong understanding of the Sustainable Development Goals and sustainability initiatives aimed at ethical consumption.</p> <p>Knowledge of fisheries in developing countries.</p>
Skills	<p>Strong leadership qualities.</p> <p>Outstanding written and verbal communication skills – fluency in English to communicate a complex message clearly and creatively.</p> <p>Excellent computer literacy and willingness to use new IT tools.</p> <p>Decisiveness and strong problem-solving skills, in high-intensity environments.</p> <p>Excellent analytical, organisational, interpersonal and communication skills.</p> <p>Planning / project management skills</p> <p>Strong integrator – proven ability to work within in a diverse team - drive cross group projects</p> <p>Strong presentation, communication and negotiation skills</p>	<p>Additional language skills.</p> <p>Experience communicating with a wide range of stakeholders, including fishers; consumers, scientists; corporate world; NGOs and government partners.</p>
Personal qualities	<p>Ability to work independently, self-motivated and also an amicable team-player.</p> <p>A commitment to continuous improvement at organisational and self-development level.</p> <p>Critical thinking, highly creative and solutions-oriented.</p>	

	<p>An appreciation of - and sensitivity to - different cultures and norms.</p> <p>Innovative / continuous improvement mindset, ability to work under pressure</p> <p>A positive attitude and superior interpersonal skills.</p> <p>Ability to engage and motivate others and generate a working culture among partners which supports creativity, positivity and innovation.</p> <p>Team player with appreciation of diversity</p>	
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