

## **Environmental Liaison Officer (ELO) to the South African Hake Trawl Fishery**

The ELO will be the focal point for communication with trawl vessels, cluster managers, fleet managers, industry body representatives and CapMarine (a Cape Town based Company). All vessels in the fleet, at all times, are required to abide by the prescriptions of national legislation, permit conditions, ETP and VME management strategies. This includes the application of proactive and precautionary best-practices to reduce the overall impact of the fishery on habitats and bycatch species. In order to achieve this the ELO will be responsible for reaching the key people at each company and on each vessel, to train them first hand in their vessel-level responsibilities.

The ELO will also drive the fishery towards on time and accurate data submission on all fronts. The initial focus of the ELO role will be to advance the self-reporting program, working with fleet managers and CapMarine to improve data reliability.

### **Overall Objectives**

- Each year, at least once, visit a minimum of 90% of the deepsea and inshore trawl fleet (covering fresh fish and factory vessels)
- To train senior crew and vessel managers on precautionary measures to reduce the fisheries impact on the environment
- Promote best-practice mitigation standards across the fleet, including revision of the SA Hake Trawl standards set out within the ETP and Habitats Management Strategies.
- Develop Vessel/Risk Management Plans (VMPs/RMPs) specific to each vessel in the fleet.
- Improve effectiveness of offal and fish waste control and bycatch mitigation device use.
- Endeavour to achieve near real-time reporting of ETP and VME trigger breaches.
- On call 7 days a week to respond to any “trigger” capture event reported by trawl vessels.
- Advance the self-reporting program to a level whereby it can be integrated with vessel electronic reporting of catch statistics
- Develop validation processes, using fishery observer feedback, to audit the application by the fleet of good-practices, best-practices, and innovations.

### **Minimum ELO job role requirements**

- Minimum Diploma/Bachelor of Science in Marine Science related field
- Valid driver’s license and own vehicle
- Ability to travel to all registered ports in South Africa where trawlers operate
- Ability to go to sea on trawl vessels
- Fluent in English / Afrikaans (with isiXhosa desirable)
- At least 10 years’ experience in the South African fishing industry
- Proficient with MS Office
- Professional report writing and communication skills
- Good health and wellbeing

### **Terms of Employment**

- Salary will be discussed with shortlisted candidates and is expected to fall within the range of R300,000 to R400,000 per year.
- Fuel and accommodation at cost-recovery
- The candidate will be allocated a R6000 motor vehicle allowance (included in salary) but will require their own vehicle
- R1500 monthly cellphone contract and data
- The candidate will be provided with a laptop
- Covered by CapMarine insurances
- The candidate will be supervised by the CapMarine Scientific Technician and Data Quality Officer during the first 6 months of their employment. Thereafter the employee will be expected to operate independently, though they will have access to and work with Scientific Officers at CapMarine throughout the contract period.
- The duration of the employment contract will be for a minimum of 2 years with a 3 month probationary period during which time the candidate will be evaluated on their performance.

To Apply please email your CV to [stewart@capfish.co.za](mailto:stewart@capfish.co.za) and [melanie@capfish.co.za](mailto:melanie@capfish.co.za) before 31 March 2025.

CapMarine reserves the right to fill this position only once a suitable candidate has been identified.

CapMarine expects the successful candidate to work exclusively in this role and start immediately or as soon as practically possible.