

Southern Inshore Fisheries and Conservation Authority Role Profile

Job title	Head of Compliance & Enforcement
Location	Poole, Dorset.
Reports to	Chief Executive Officer
Line Management Function	Circa. 6 staff
Salary	£44,981 to £51,746 (SCP 32-38 inclusive of a 5% irregular hours allowance). Starting salary is awarded based on experience.
Pension	Local Government Scheme (defined benefits and employer contributions at 15%)
Benefits	<ul style="list-style-type: none"> • Initial Spinal Column Point (SCP) progression following successful completion of IFCA warranted status, followed by annual performance-based SCP progression in accordance with SCP bandwidth. • Annual National Joint Council public sector pay award (2026 pay award pending which will be backdated to 1st April). • 26 days Annual Leave (rising to 28 following 5 years' service and 30 following 10 years' service) • Flexible working arrangements: flexitime & TOIL • Staff parking • Paid Bank Holiday • Paid break (30 minute) when working ≥ 6 hours. • Access to wellbeing initiatives & support
Contract type	Full-time, Permanent
Location	Office based or within the District undertaking compliance & enforcement functions
Working Pattern	Monday – Friday during normal office hours, recognising the irregular hours allowance (5% on top of salary) to reflect flexible out of hours working in accordance with business need.
Hours	37 hours per week
Eligibility & Appointment	<p>To be eligible to apply for this role you must have the right to work in the United Kingdom, hold a current UK Manual Driving Licence and be able to travel within the District and nationally as required</p> <p>Appointment to the post is dependent on passing an ENG1 Medical and will be subject to satisfactory BPSS checks.</p>
Application Process	<p>Closing date: 09:00 on 22nd June 2026</p> <p>For an informal discussion regarding this post please contact Chief Executive Officer Pia Bateman via email pia.bateman@southern-ifca.gov.uk to arrange a call back.</p> <p>For further information and how to apply please click on our website and follow the appropriate links www.southern-ifca.gov.uk. Please send completed application forms to pia.bateman@southern-ifca.gov.uk</p> <p>Provisional Interview dates: Interviews for shortlisted candidates are likely to take place week commencing 29th June 2026 in person. Further details regarding location and the interview day will be provided upon invite to interview.</p>
Start Date	Immediate

About the Role

Southern IFCA manages sustainable inshore fisheries out to six nautical miles, supporting a diverse mix of commercial and recreational fishing activity that is vital to coastal communities across Hampshire, Dorset, and the Isle of Wight. Our district also includes a network of nationally and internationally important Marine Protected Areas.

We are seeking an exceptional leader to head our Compliance & Enforcement function, ensuring proportionate, effective, and intelligence-led enforcement of local byelaws and national fisheries legislation.

This is a high-impact leadership role, responsible for safeguarding marine environments while supporting thriving and sustainable fishing communities. As a member of the Senior Management Team, you will play a key role in driving delivery of the Authority's statutory duties in fisheries and marine conservation, championing exceptional standards of practice.

What You'll Be Doing

You will lead a skilled team of Inshore Fisheries & Conservation Officers (IFCOs) operating across the district—at sea on our fleet of fisheries protection vessels, and on land through inspections and drone patrols.

Key responsibilities include:

- **Leadership & People Management**

- To lead and manage the Compliance & Enforcement (C&E) Team ensuring performance expectations and objectives are clearly defined, ensuring that IFCOs are appropriately motivated and directed in line with procedures and expectations fostering a high-performance culture
- Ensure that operational IFCOs are appropriately trained and developed so that they are fully equipped to carry out their duties
- Support professional development and welfare of all operational staff
- Approve C&E operational expenditure in line with budget parameters

- **Operational Delivery**

- To ensure operational delivery of high-risk intelligence-based compliance patrols across the district, both on land and at sea
- Ensure all operational activity complies with relevant legislation, policy and internal procedure, to include all operational aspects of Health & Safety.
- To develop, review and implement policies, procedures and risk frameworks relevant to operational delivery of fisheries and conservation management within the district ensuring they are current and fit for purpose
- To maintain a good working knowledge of relevant fisheries legislations and be able to translate these to a range of stakeholders to ensure compliance with the regulations
- To determine the deployment of all operational resources and assets via strategic operational planning
- To oversee the management of operational assets in accordance with recognised frameworks, leading capital replacement programmes and asset reviews
- To provide budgetary forecasting for the C&E Team in accordance with operational need, ensuring C&E spending approval in year within these parameters

- **Enforcement & Investigations**
 - Exercise delegated authority to make regulatory and enforcement decisions in accordance with specified policy and frameworks
 - Oversee end-to-end case file management, ensuring investigations meet required standards and timelines
 - Conduct systematic reviews of investigative functions to support C&E functions
 - Prepare enforcement recommendations for CEO and Chair in accordance with specified authorities, attend court and act as the primary liaison with prosecutors
- **Working with others**
 - Ability to converse with a diverse range of key stakeholders with often conflicting requirements
 - To develop and maintain effective working relationships with stakeholders and partner organisations through effective communication, shared understandings, and efficient working practice
 - To maintain interagency relations through effective communications and networking.
 - Develop appropriate memoranda of understanding (MoU's) and Service Level Agreements (SLA's) with key partner organisations relevant to the C&E function.
 - To coordinate with other marine enforcement agencies to include the Marine Management Organisation, the Environment Agency, Border Force, Harbour Authorities and the Police, as well as other IFCAs and DEFRA
 - Oversee the issuing of dispensations
 - Promote compliance through engagement, education, and partnership working
- **Senior Leadership Function**
 - To represent the Authority at a national level on C&E matters
 - To be the subject expert on C&E matters at Authority level, maintaining understanding of and compliance with the relevant UK & EU legislation and operating procedures
 - To provide and deliver updates to the Authority on all matters relevant to the C&E function
 - To develop and deliver the annual C&E Team Plan and provide C&E input to the Organisational Strategy and Annual Report
 - To oversee organisational compliance with GDPR requests relevant to the C&E function

About You

We're looking for a motivated and experienced leader who can bring expertise, sound judgement, and strong interpersonal skills to a complex regulatory environment.

You will have:

- Proven experience leading and developing teams
- Strong communication skills and the ability to engage with a wide range of stakeholders
- Experience working within policy, regulatory, or enforcement frameworks (direct or transferable)
- The ability to interpret and apply legislation in operational contexts
- A proactive, solutions-focused approach with strong decision-making capability

You will also be willing to undertake training to become a warranted IFCO (Inshore Fisheries & Conservation Officer).

Person Specification

Attribute	Essential	Desirable
Education & Training	<ul style="list-style-type: none"> • Educated to degree level in a relevant discipline, or equivalent experience of working in a similar role for a minimum of five years. • Ability to hold an ENG1 certificate • Ability to undertake training to achieve an IFCO warrant • Proficiency with computer software packages to include Microsoft Office programmes and bespoke online platforms. 	<ul style="list-style-type: none"> • Holds an existing enforcement warrant (IFCO, MEO, or equivalent) • Marine qualifications (e.g. RYA Advanced Powerboat, sea survival, STCW, VHF) • Experience as a vessel skipper • Drone pilot certification
Experience	<ul style="list-style-type: none"> • Proven experience managing staff in a formal line management capacity, including leading and mentoring a team. • Strong stakeholder engagement skills • Previous experience of working in accordance with set policy & procedures • Producing written reports • Project management 	Previous experience of: <ul style="list-style-type: none"> • operating within a regulatory capacity and/or working with enforcement agencies. • Working operationally (board vessels on shore/at sea and undertake compliance inspections) • Undertaking risk based, intelligence led enforcement. • undertaking dynamic risk assessments. • conflict management. • working at sea and on boats. • working with the fishing industry • reporting to a committee or governing body.
Knowledge	The ability to interpret and apply legislation	To have a good working knowledge of: <ul style="list-style-type: none"> • fisheries legislation • Police and Criminal Evidence Act 1984 (PACE) • Criminal Procedure & Investigations Act 1996 (CPIA)
Key Skills & Behaviours	<ul style="list-style-type: none"> • Ability to make sound decisions and exercise good judgement under pressure • Strong problem-solving skills with the ability to anticipate, adapt, and overcome challenges • Ability to manage competing priorities and deliver effectively to deadlines • Highly organised with the ability to prioritise work and manage tasks autonomously • Forward-thinking approach aligned with strategic direction and objectives • Diligent, with strong attention to detail and accuracy • Effective communicator with the ability to adapt communication style to suit different audiences • Strong negotiation, influencing, and mediation skills • Ability to build, develop, and maintain professional working relationships with a diverse range of stakeholders • Collaborative, diplomatic, and resilient approach to working with others • Acts with integrity and professionalism at all times • Commitment to equality, diversity, inclusion, and cultural awareness in the workplace 	

Why Join Us?

This is a rare opportunity to take on a rewarding and varied leadership role at the intersection of environmental protection and sustainable fisheries.

You'll have the chance to:

- Make a tangible difference to marine conservation and coastal communities
- Lead a highly skilled and dedicated operational team
- Work in a unique and dynamic environment—in the office, on land and at sea