

## Southern Inshore Fisheries and Conservation Authority Role Profile

<b>Job title</b>	<b>Inshore Fisheries &amp; Conservation Officer (IFCO)</b>
<b>Team</b>	<b>Compliance &amp; Enforcement Team</b>
<b>Role Type</b>	<b>Enforcement</b>
<b>Role Summary</b>	<p>The successful candidate will work in inshore waters onboard fisheries protection vessels to deliver risk based, intelligence-led patrols, operating in either the role of skipper or crew (subject to previous experience). The individual will either facilitate and/or undertake boardings of fishing vessels at sea, in addition to conducting shore-based operations. The role also requires office based working to support operational delivery.</p> <p>Collectively, both onshore and at sea work will help support Southern IFCA's delivery of its statutory duties relating to fisheries and conservation management across the District.</p>
<b>Location</b>	Poole, Dorset
<b>Reports to</b>	Principal Deputy Chief Officer
<b>Salary</b>	<p><b>£28,576 to £37,339 (SCP 11-25 inclusive of a 10% irregular hours allowance).</b></p> <p>Starting salary is awarded based on experience.</p>
<b>Pension</b>	Local Government Scheme (defined benefits and <b>employer contributions at 15%</b> )
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• Spinal Column Point (SCP) progression following successful completion of probationary period.</li> <li>• Annual performance-based salary increments</li> <li>• Annual pay increases subject to backdated (pending 2024) and future National Joint Council public sector pay awards. 26 days Annual Leave (rising to 28 following 5 years' service and 30 following 10 years' service)</li> <li>• Paid Bank Holiday</li> <li>• 30 minute paid break when working ≥ 6 hours.</li> <li>• On site parking</li> <li>• Access to Wellbeing Initiatives &amp; support</li> </ul>
<b>Contract type</b>	<b>Full-time, Permanent</b>
<b>Working Pattern</b>	The post will require flexible working based on business needs, as recognised by a 10% irregular hours allowance (in addition to basic salary).
<b>Hours</b>	37 hours per week
<b>Eligibility</b>	<p>To be eligible to apply for this role you must:</p> <ul style="list-style-type: none"> <li>• have the right to work in the United Kingdom</li> <li>• hold a full and current UK driving licence</li> <li>• be able to travel locally and nationally where required.</li> </ul> <p>Appointment to the post is dependent on passing an ENG1 Medical and will be subject to satisfactory BPSS checks.</p>
<b>Application Process</b>	<p>Closing date: <b>11:59am on 12<sup>th</sup> July 2024</b></p> <p>For an informal discussion regarding this posts please contact Principal Deputy Chief Officer Sam Dell via email <a href="mailto:Sam.Dell@southern-ifca.gov.uk">Sam.Dell@southern-ifca.gov.uk</a> to arrange a call back.</p> <p>Please send completed application forms to <a href="mailto:Maria.Chaplin@southern-ifca.gov.uk">Maria.Chaplin@southern-ifca.gov.uk</a>.</p>

For further information and how to apply please click on our website and follow the appropriate links [www.southern-ifca.gov.uk](http://www.southern-ifca.gov.uk)

**Reapplication Policy: Guidelines for individuals wishing to reapply for a position.**

Candidates who have previously applied for a position at Southern IFCA may reapply for the same or similar position after a minimum waiting period of 6 months from the date of their previous application or interview (whichever is the most recent). There is no limit on the number of times a candidate may reapply, provided they meet the waiting period requirements.

Former employees seeking reemployment with Southern IFCA must adhere to a waiting period of 12 months from the date of their departure from the organisation. There is no limit on the number of times a former employee may reapply, provided they meet the waiting period requirements.

**Provisional Interview dates:** Interviews for shortlisted candidates are likely to take place **week commencing 5<sup>th</sup> August 2024**. It is anticipated that a panel interview will take place at the Southern IFCA Office, BH15 2AA, this may be followed by a practical session at sea (subject to applicant experience).

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<b>Start Date</b>	Immediate
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**Overview**

Southern Inshore Fisheries and Conservation Authority (IFCA) are currently looking for an individual who will contribute to the operational delivery of Control and Enforcement in the inshore coastal waters of Hampshire, Dorset, and the Isle of Wight. The diverse commercial and recreational fisheries within the district play a vital role in supporting the coastal communities along our coast. The district also hosts a network of nationally and internationally important Marine Protected Areas.

In this exciting and dynamic role, the successful candidate will work across the Authority's three Fisheries Protection Vessels, operating in either the role of Skipper or crew (subject to previous experience). Accordingly the individual will either facilitate and/or undertake boardings of fishing vessels at sea, in addition to conducting shore-based inspections of vessels and premises.

In this varied operational role, the successful applicant will also support Southern IFCA in its delivery of drone flight operations in accordance with business needs. Collectively, both onshore and at sea work will help support Southern IFCA's delivery of its statutory duties relating to fisheries and conservation management.

Whilst delivering operational marine functions, the successful candidate will undertake training to become a warranted IFCO. Once qualified as an IFCO, the successful applicant will champion the delivery of proportionate and effective regulatory enforcement of Southern IFCA byelaws, as well as national fisheries legislation, working as a member of the Compliance and Enforcement Team.

The successful candidate will be a good team player with excellent communication skills, with an ability to develop and maintain professional working relationships in order to promote and maintain compliance via stakeholder engagement.

This is an exciting time to join Southern IFCA, where realisation as an independent coastal state is forging new ways of governance in inshore fisheries. In addition, during 2024 Southern IFCA will be introducing a new bespoke Fisheries Protection Vessel, which has been procured to support the future delivery of compliance and enforcement across the District's waters.

**We look forward to receiving applications from dynamic and motivated individuals who are invested in promoting and delivering the National IFCA vision.**

### **Key Duties & Responsibilities**

In your role as IFCO in the Compliance & Enforcement Team you will:

1. Contribute to the delivery of the Southern IFCA Annual Strategy and the Compliance and Enforcement Team Plan.
2. Undertake risk-based, intelligence-led land and sea-based compliance patrols within the Southern IFCA district, in line with the IFCAs' Code of Conduct for Inspections.
  - a. Subject to previous experience and operational requirement, either skipper and/or crew sea patrols on the Southern IFCA Fisheries Patrol Vessels, ensuring correct operational procedures are followed.
  - b. Undertake sea patrols, acting as either Assistant Boarding Officer (ABO) or Officer in Charge (OIC) when conducting inspections of fishing vessels at sea and upon landing.
  - c. To undertake vehicle and premises inspections.
  - d. To undertake joint enforcement operations with other marine enforcement agencies to include the Marine Management Organisation, the Environment Agency, Border Force, Harbour Authorities and the Police.
3. To support & lead on the investigations of fisheries offences within the Southern IFCA District in line with the Police and Criminal Evidence Act (1984) Codes of Practice, to include:
  - a. The securing and preservation of evidence.
  - b. Interviewing under caution.
  - c. Writing witness statements.
  - e. To support and act as Case Officer, in the preparation and management of case files.
  - f. Where required, to provide evidence in court.
4. To maintain a good working knowledge of relevant fisheries legislations and be able to translate these to a range of stakeholders to increase compliance with the regulations.
5. Develop and maintain professional working relationships with partner agencies, other regulators, and stakeholders.
6. To operate in accordance with the Southern IFCA Health and Safety Policy and Procedures, Operational Orders, Risk Assessments, MCA Guidance and the Health and Safety at Work Act 1974.
7. To work in line with the Data Protection Act 2018, the General Data Protection Regulation (GDPR) and Government security classifications.

### **Essential Criteria**

- Educated to Qualification Level 3 (A Levels, Btec Nationals, Advanced Apprenticeship, T Levels or equivalent), to include attainment of 5 GCSEs at grade A - C (including English and maths)
- The ability and desire to work in the marine environment and on boats.
- To have a good physical fitness (demonstrable via attainment of an ENG1 medical certificate) in order to undertake at sea and land based enforcement work.
- To be flexible in working hours in response to operational need (out of hours and weekend working is required in line with specified contractual requirements)
- The ability to work in a small team
- The ability to write reports and be computer literate with programmes to include Microsoft Word, Excel and Outlook.
- The ability to communicate effectively and with diplomacy
- The ability to make quick decisions
- The ability to undertake training to achieve an IFCO Warrant

### **Desirable Criteria**

- Educated to degree level, or demonstrable experience of working at sea/in the marine environment for a minimum of five years.
- Demonstrable experience of operating as a Skipper in a professional capacity, to include experience of fast rescue craft or RIB handling experience.
- Holds commercially endorsed RYA Advanced Powerboat Certification (or equivalent).
- Holds (or has previously held) relevant marine qualifications to include (but not limited to) sea survival, VHF Radio, STCW 95).
- Experience of piloting or flying a drone holding recognised certifications such as a UAS GVC remote pilot competency certificate.
- Holds either an IFCO Warrant or a Marine Enforcement Officer Warrant (MEO) or any other similar enforcement warrant.
- Previous experience of working at sea and on boats.
- Previous experience of conflict management.
- Previous experience of undertaking dynamic risk assessments.
- Previous experience of operating within a regulatory capacity and/or working with enforcement agencies.
- Previous experience of risk based, and intelligence led enforcement.
- Previous experience of working with the fishing industry.
- The ability to understand and interpret legislation, with a good working knowledge of fisheries legislations to include Southern IFCA byelaws and the Marine and Coastal Access Act 2009.
- A good working knowledge of the Police and Criminal Evidence Act (1984).

### **Interpersonal and Key Skills**

- The ability to develop and nurture professional working relationships with a range of persons.
- The ability to change communication styles to suit a variety of audiences.
- To be diligent, with attention to detail.
- To act with integrity.
- To anticipate, adapt and overcome challenges.
- To have excellent listening skills.
- The ability to mediate.
- To work well to direction, as well as autonomously and unsupervised when required.
- To prioritise work and be organised and timely in delivery.
- To create and develop effective working relationships in a small team.
- To have cultural awareness and ensure equality and diversity is actively promoted in the workplace.