

IFCA Training Manager

Person Specification

Summary

The ideal candidate will be an experienced enforcement professional with a strong training background, capable of leading a national training function, developing standardised yet flexible programmes, and ensuring IFCA officers have the skills required for effective compliance and enforcement delivery.

Qualifications & Professional Development

Essential

- Relevant professional qualification (or equivalent experience) in enforcement, compliance, or a related discipline
- Recognised training/teaching qualification (e.g., Level 3 Award in Education & Training or higher) or demonstrable equivalent experience
- Evidence of continued professional development in enforcement, training, and leadership

Desirable

- Higher-level qualification in enforcement, environmental management, marine science, or related field
- Internal Quality Assurance (IQA) qualification or equivalent
- RYA Advanced Powerboat with commercial endorsement (or equivalent)
- Seamanship qualifications such as STCW first aid, sea survival, VHF license etc.

Experience

Essential

- Significant experience in compliance and enforcement activity, ideally within a regulatory or operational environment with a particular focus on application of the Police and Criminal Evidence Act 1984 (PACE) and the Criminal Procedures and Investigations Act 1996 (CPIA).
- Proven experience in designing, developing and delivering training programmes to diverse audiences
- Experience of assessing learner performance, evaluating training effectiveness, and improving provision
- Experience operating at both strategic and operational levels, translating policy into practice
- Experience of stakeholder engagement and partnership working across organisations

- Experience leading or coordinating projects or programmes

Desirable

- Experience within the fisheries, marine, or environmental sector
- Experience working with multi-agency enforcement partnerships
- Experience delivering specialist enforcement training (e.g., advanced enforcement, investigations)
- Experience supporting accredited qualifications or apprenticeship frameworks
- Experience of boat handling and operations in a professional environment

Knowledge

Essential

- Expert understanding of compliance and enforcement principles, including investigation, evidence gathering, and legal processes
- Expert knowledge of legislation related to investigation and enforcement including PACE and CPIA
- Awareness of training needs analysis, instructional design, and adult learning principles
- Understanding of quality assurance processes in training and/or qualifications (e.g., IQA processes)
- Knowledge of best practice in enforcement techniques and operational delivery
- Awareness of health & safety considerations within operational environments

Desirable

- Understanding of the IFCA structure, role and responsibilities
- Knowledge of fisheries legislation and marine conservation enforcement

Skills & Abilities

- Excellent communication and presentation skills, with the ability to deliver engaging training both face-to-face and remotely
- Strong leadership and facilitation skills, including running groups, workshops, and forums (e.g., training groups) as well as remote projects
- Ability to analyse training needs and design appropriate, innovative solutions
- Skilled in building relationships and influencing stakeholders across multiple organisations

- Ability to mentor, coach and support staff development
- Strong organisation and planning skills, with the ability to coordinate national programmes and schedules
- Ability to work independently, manage competing priorities, and meet deadlines
- Competent IT skills, including use of digital learning platforms and virtual delivery tools

Personal Attributes

- Highly motivated, proactive, and able to take initiative
- Adaptable and flexible, with willingness to travel regularly across England
- Strong commitment to professional standards and continuous improvement
- Collaborative and inclusive approach to working with partners and colleagues
- Credible and confident, with the ability to engage with staff at all levels
- Demonstrable commitment to equality and inclusion

Additional Requirements

- Full UK driving licence (or ability to travel effectively)
- Willingness to travel and work outside normal hours