

Job Description: Senior Inshore Fisheries and Conservation Officer (Conservation & Research)



Job Title: Senior Inshore Fisheries and Conservation Officer (Conservation & Research)

Location: Shoreham-by-Sea, West Sussex

Grade: 5 (SCP 25-29)
£36,363 - £39,862 + 10% (excluding allowances)

Responsible to: Conservation & Research Manager

Purpose of the role

The Authority works to secure a sustainable marine environment and inshore fisheries by balancing environmental, social and economic needs.

As a Senior Inshore Fisheries and Conservation Officer (Conservation and Research), you will play a key role in this diverse work. You will lead and contribute to conservation and research activity across the District, helping to develop, implement and review fisheries management measures based on the best available evidence.

The role covers all research areas related to the development of fisheries management to promote sustainability, livelihoods, and the conservation objectives of Marine Protected Areas (MPAs). It includes planning and delivering projects, collecting, managing and interpreting data, and supporting policy, reporting and decision-making. You will work closely with colleagues, partners and stakeholders, and support the management of officers, volunteers and external researchers. The role is mainly desk-based, with regular opportunities for fieldwork, including surveys at sea and on land, and occasional support to enforcement work.

Main duties and responsibilities

1. Undertake the duties of an IFCA Senior Conservation and Research Officer, working under the direction of the Conservation and Research Manager to lead and deliver conservation and research activity to support the Authority's statutory duties, including planning projects, coordinating work and reporting on progress.
2. Work with senior colleagues to build and maintain research partnerships with other IFCAs, universities, fishing organisations, regulators, NGOs and the fishing industry, and represent the Authority at meetings, working groups and events where required.
3. Prepare and coordinate responses to consultations, including marine planning and licensing, and provide clear, evidence-based advice and support to the Senior Management Team and Conservation and Research Manager on more complex or high-impact proposals.

4. Plan and carry out marine and estuarine surveys and monitoring work, both from the shore and at sea, including the use and upkeep of survey equipment.
5. Lead on managing and interpreting fisheries and environmental data, including analysis, databases and GIS, making sure information is accurate, well recorded, accessible and usable.
6. Write clear, concise reports and technical outputs for a range of audiences, including Committee papers and contributions to the Annual Conservation and Research Report and other published work.
7. Work closely with the fishing industry and other stakeholders, creating good working relationships and resolving issues to ensure input into, and understanding of management measures, in order to build trust and better management.
8. Contribute to the development and review of fisheries and conservation management measures, including Marine Protected Areas, using the best available evidence and aligned with environmental best practice.
9. Lead or support the preparation of byelaw Impact Assessments, Habitats Regulations Assessments, Marine Conservation Zone Assessments, and Monitoring and Control Plans.
10. Take responsibility for parts of the Conservation and Research budget, including monitoring spend and arranging the purchase of equipment and services, ensuring value for money in project delivery.
11. Look for opportunities to bring in external funding and support the development of funding bids and project proposals.
12. Line management of Conservation and Research Officers, volunteers and student placements where required, including allocating work and supporting day-to-day development.
13. Help coordinate student placements and work with external researchers to make sure projects are aligned with the Authority's objectives, standards, and priorities.
14. Support compliance and enforcement operations where required, including working as crew on patrol vessels, assisting with inspections and investigations, and contributing to the handling of information and intelligence where appropriate.
15. Keep up to date with relevant legislation, policy and best practice, and apply this in day-to-day work.
16. Undertake training and continuous professional development to support effective delivery in the role.

This job description reflects the main duties of the role at the time of writing. Responsibilities may change over time in line with service needs, without altering the overall level of responsibility. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

Person Specification: Senior IFCO (Conservation & Research)

CRITERIA	ESSENTIAL	DESIRABLE
<p>Education & Qualifications</p>	<p>Degree in relevant subject (e.g. fisheries, marine biology, environmental science) or equivalent experience showing a strong understanding of marine fisheries and conservation management</p> <p>Full UK driving licence, or ability to meet the travel requirements of the role</p>	<p>Relevant maritime or safety qualifications (e.g. RYA Powerboat, First Aid, Sea Survival, VHF)</p>
<p>Experience</p>	<p>Working effectively as part of a team</p> <p>Leading a team to deliver complex projects</p> <p>Working with and managing members of the public</p> <p>Data analysis and report writing</p> <p>Conducting surveys in the marine environment</p> <p>Proven experience in using GIS software for spatial data analysis</p> <p>Preparing and giving presentations</p> <p>Working in sea fisheries, marine conservation or environmental management role</p> <p>Dealing with challenging or confrontational situations</p>	<p>Experience in data processing using R and database software</p> <p>Direct line management of staff</p> <p>Coaching or mentoring colleagues</p> <p>Engaging and working with the fishing industry</p> <p>Crew on a seagoing vessel</p> <p>Applying or enforcement of relevant legislation or regulations</p> <p>Collecting and handling operational information or intelligence</p> <p>Budget management, project management and managing contractors</p>

<p>Knowledge</p>	<p>Fisheries management</p> <p>Commercial fishing industry and fishing methods</p> <p>Marine conservation issues</p> <p>Relevant local and national marine and fisheries legislation</p>	<p>Basic seamanship principles</p> <p>Conservation and enforcement regulations</p>
<p>Skills and Abilities</p>	<p>Advanced IT skills and competent user of GIS and statistical packages</p> <p>Clear written and verbal (includes liaison) communication</p> <p>Project management skills</p> <p>Ability to analyse information and explain findings clearly</p> <p>Ability to work with a range of stakeholders, including in challenging situations</p> <p>Organisational skills and ability to prioritise work effectively</p>	<p>Practical marine or fieldwork skills</p>
<p>Personal Attributes</p>	<p>Methodical, flexible, self-motivated, and discrete</p> <p>Meets the medical requirements for seagoing duties (ENG1)</p> <p>Appointment subject to BPSS (Baseline Personnel Security Standard) clearance</p> <p>Flexible approach to work, including weekends and unsociable hours where required. Workload is dictated according to schedules and timing (tides, etc)</p>	<p>Able to respond to urgent operational requirements, including attending Shoreham Harbour within one hour if needed</p>