

Eastern Inshore Fisheries and Conservation Authority

Job Description

Job title: Senior Marine Science Officer (Research)

Location: Kings Lynn

Reports to: Head of Operations

Grade: SO1

General Description:

The Senior MSO (Research) is part of the management team and is the first line manager for designated staff. They will promote a sustainable marine environment and inshore fisheries by ensuring that links with key stakeholders, local communities and the commercial and recreational fishing communities are developed to provide support and education. They will play a leading role in the design and delivery of research and survey activities to support sustainable fisheries and protection of the marine environment. They will seek to ensure that the conservation objectives of any Marine Protected Areas within their area of responsibility are furthered and will take every opportunity to promote the Eastern IFCA brand.

Duties and Responsibilities

1. As part of the EIFCA management team to actively contribute to all Authority outputs and to be first line-manager of a small team with responsibility for the supervision, welfare and development of line reports.
2. To actively lead the training and development of the team and wider colleagues to ensure that they are properly equipped with the skills and knowledge to undertake their roles effectively.
3. To ensure that positive relationships with colleagues, relevant partner agencies, stakeholders and communities, including the commercial and recreational fishing communities are developed and maintained.
4. To develop and maintain extensive knowledge of the District in terms of relevant marine, fisheries and conservation associated issues.
5. To play a leading role in the design and delivery of research, survey and sampling activity to support the effective management of sustainable fisheries and protection of the marine environment.
6. To provide expert evidence-based advice on fisheries and associated environmental matters internally and externally.
7. To support the completion of Habitats Regulations Assessments.
8. Act as crew member when required to go to sea, to include watch-keeping, operation of boat equipment and RIB use as directed by the Skipper.
9. Ensure the accurate and timely completion and distribution of all appropriate reports, operational orders, data collection and general administration associated with the role
10. To contribute to appropriate enforcement activities as and when required including the accurate gathering and sharing of relevant intelligence in relation to breaches of fishery and conservation legislation.
11. Ensure compliance with all aspects of Health & Safety both on shore and at sea
12. Ensure equality and diversity is actively promoted in the workplace

Key measures

1. Engaged across the breadth of EIFCA business. Direct reports are managed, developed and supported appropriately within Authority's processes & expectations. The relevant working time regulations sea-going and land-based staff are adhered to.
2. Officers are appropriately trained and developed to equip them with the knowledge and skills to undertake their roles effectively.
3. Relationships are developed and maintained and agreed support is delivered accurately, professionally and in a timely manner.
4. Has thorough knowledge in relation to the District, which includes tides, weather conditions, fisheries, sea beds, rivers, ports & harbours and key stakeholders.
5. Research, survey and sampling activity is designed and delivered in a timely manner to support priorities identified in the Business Plan, including business as usual.
6. Credible advice supported by sound research is provided and reviewed, with scientific data appropriately recorded.
7. Habitats regulations assessments are completed to required standard and in a timely manner, fisheries open on time and in accordance with the regulations.
8. Fulfils all relevant crew member duties safely and to the required standard as directed by the Skipper.
9. All relevant reports including statements, quarterly reports and timesheets are completed and submitted to the required standards.
10. Functions assigned in support of Marine Protection are completed accurately, professionally and in a timely manner. Intelligence reports submitted promptly.
11. H&S policy is adhered to at all times. Risk assessments completed and recorded appropriately.
12. Appropriately conducts self with colleagues and stakeholders. Absence of complaints

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Job Description

Direct reports

- 3 - 6

Financial scale

- Works within budget and develops proposals for expenditure for consideration.

Planning horizon

- Operational planning to deploy resources to address established priorities and emerging issues
- Agrees and monitors team and individual targets
- Workload planning adapts to dynamic environment and unforeseen changes
- Contributes to the formulation of the business plan

Complexity

- Diverse range of stakeholders with often conflicting requirements
- Hierarchical nested layers of European and UK regulation
- Managing workload to meet timelines
- Requirement to keep up to date with scientific and technical progress
- Ability to react to changing circumstances and to plan contingencies

Key working relationships (other than Line Manager or reports)

- All other Authority Officers
- Authority members
- Relevant statutory, commercial and voluntary organisations
- Commercial and recreational fishing communities
- Public including community groups

Freedom to make decisions

- Full autonomy to make all appropriate decisions on the use and deployment of resources within area of responsibility
- Works within policy framework and the Business Plan
- Freedom to appropriately manage direct reports

Experience, knowledge & skills

Essential

- A degree or equivalent in an environmental or marine discipline
- Ability to lead a team
- Good working knowledge of MS Office
- Excellent communication skills both verbal and written
- Experience of planning and project management
- Demonstrable understanding of European fisheries legislation
- Demonstrable understanding of UK marine legislation
- Ability to contribute across disciplines in a small team environment
- Holds, or can obtain an ML5 or ENG1 medical certificate
- Ability to travel within the district
- Right to work in the UK

Preferred

- Post graduate degree in an environmental or marine discipline
- Experience of leading small teams
- Knowledge of the fishing industry, particularly relating to shellfish
- Experience in working with regulating and several orders
- Current UK diving licence

Personal qualities required

- Integrity
- Flexible – out of hours working and periods away from home are required
- Good organisational skills and ability to prioritise
- Resilient (physically and psychologically)
- Teamwork & collaboration
- Ability to work unsupervised
- Good interpersonal skills
- Attention to detail