

Dear Candidate,

CEO at Eastern IFCA

Thank you for your interest in the position of Chief Executive Officer of Eastern Inshore Fisheries and Conservation Authority (Eastern IFCA).

This is an exceptional opportunity to lead one of England's largest and more complex IFCAs at a pivotal moment in its development. As our long-serving CEO, Julian Gregory, prepares to retire after more than a decade in the role, we are seeking a new leader to build on a strong foundation and help shape the Authority's future.

Since becoming CEO in 2015, Julian has overseen significant organisational and operational developments. These include the modernisation of the Authority's vessel fleet, the strengthening of our organisational structure, and the delivery of important fisheries management initiatives. Notable achievements include the replacement of the Wash Fishery Order with a new equitable management regime under a byelaw framework and the development of innovative approaches to marine conservation management through the Brown Shrimp effort management in The Wash and the Adaptive Risk Management project within the Cromer Shoal Chalk Beds Marine Conservation Zone.

Eastern IFCA has also played an influential role nationally. Through active engagement with the Association of IFCAs, government departments and partner agencies, the Authority has helped shape policy and operational practice across the inshore fisheries and marine conservation sector. This includes leadership roles within national enforcement and chief officer groups, as well as a key contribution to the sector's coordinated response during the COVID-19 pandemic.

Whilst we are proud of what has been achieved, the future presents both significant opportunities and challenges. Our ambitious Business Plan sets out a clear vision for sustainable fisheries, marine environmental protection and organisational excellence. Delivering that vision will require strong leadership, innovation and the ability to work effectively with a diverse range of stakeholders.

The next CEO will lead the Authority through an evolving external landscape, including local government reorganisation across our constituent funding authorities, changing environmental and fisheries management priorities, and increasing demands on public sector resources. At the same time, there will be opportunities to strengthen partnerships, influence national policy, embrace innovation and further enhance the Authority's reputation as a respected and effective regulator.

This role offers a unique combination of both strategic and operational leadership, public service and tangible impact. You will lead a highly committed team of professional officers and work closely with Authority members, government agencies, the fishing industry, environmental organisations and local communities. Together, we will help ensure that our marine environment and inshore fisheries are managed sustainably for future generations.

If you are an inspiring leader with a strong track record of delivering results in a complex environment, and you are motivated by the opportunity to make a real difference both locally and nationally, we would be delighted to hear from you.

Thank you for considering Eastern IFCA as the next step in your leadership career.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tim Adams', with a long horizontal flourish extending to the right.

Cllr Tim Adams
Chair
Eastern Inshore Fisheries and Conservation Authority

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CEO Job Description
CEO Application Form
CEO Selection Process
Eastern IFCA 2026 to 2031 Business Plan
Eastern IFCA Annual Report 2025-26 (Draft)