

## JOB DESCRIPTION

<b>Grade</b>	<b>DP</b>
<b>Title</b>	<b>DEPUTY CHIEF FISHERIES OFFICER</b>
<b>Department</b>	<b>DAERA</b>
<b>Business Area</b>	<b>SEA FISHERIES INSPECTORATE</b>
<b>Location</b>	<b>RATHKELTAIR HOUSE, DOWNPATRICK</b>
<b>Reference</b>	
<b>Main purpose</b>	the purpose of the role is to project manage DAERA's transition to a post Brexit fisheries management regime in conjunction with all UK Fisheries Departments, and implement these changes in the local fishing industry.

### 1. Background

There are developments surrounding the fishing industry's management in the context of EU Exit which present considerable risks.

It is clear that there will be changes to industry practice and the management regimes that are currently applied to UK fishing vessels in EU waters (and EU vessels in UK waters). Currently there are significant staff resources deployed to discuss and examine these mechanisms across other UK Fisheries Departments which DAERA Sea Fisheries technical staff are finding impossible to service. Although the shape of the Brexit deal is still unclear, it is evident that resolutions need to be found to deliver workable technical mechanisms in areas such as vessel access arrangements and enforcement in addition to the delivery of catch certificates for all fish entering and leaving UK. Additional challenges are emerging in the aquaculture industries with the necessity to record and authorise the export and import of all live fish and shellfish.

Given that both the catching sector and the aquaculture sectors in Northern Ireland combine to contribute £35m annually in sales, chiefly to export markets, it is imperative that DAERA are able to make appropriate contributions to the development of these areas rather than relying on UK Departments to deliver arrangements which would not fit local practice. The existence of the land border between UK and EU is one consideration which needs strong representation in future management, and the reliance of the Northern Ireland fleet on species within EU waters off the Republic is an additional complication which requires DAERA to attend to these developments which the wider UK Departments are likely to under-prioritise or simply miss. Similarly it seems likely that UK Fisheries Departments would seek to develop expensive in-house arrangements which could leave DAERA exposed or subject to significant additional expense, -- for example a

revision to Fisheries Departments' UK Fisheries Monitoring Centre arrangements could see DAERA required to set up a 24/7 manned reporting centre locally in 2019 for the Northern Ireland fleet, whereas currently Marine Scotland handle DAERA needs for a small stipend.

### **Organisation Chart.**

The post is within Marine and Fisheries Division which is part of DAERA Environment, Marine and Fisheries Group (EMFG).

Marine and Fisheries Division is responsible for protecting Northern Ireland's coastal and marine environment through developing policy and legislation, licensing and permitting activities in the marine area, and conservation activities.

It is structured around a number of work areas – Conservation & Reporting, Marine Planning, Monitoring & Assessment, Strategy & Licensing, Inland Fisheries, Sea Fisheries Inspectorate, Sea Fisheries Policy & Grants, and Aquaculture, Fish Health & Sponsorship of the Foyle, Carlingford and Irish Lights Commission (The Loughs Agency).

The post holder will be based within the Sea Fisheries Inspectorate. This Branch is responsible for Licensing of commercial sea fishing vessels, monitoring and control of fishing activity, including the inspection and recording of fish landings at ports and the collection of sales data. Additionally the same officers enforce Fisheries Regulations at sea and in port including the management and deployment of a Fisheries Protection vessel in the Irish Sea and Northern Ireland zone. The Branch is responsible for the implementation of technical developments relating to Sea fisheries Conservation, and the application of Fish health regulations involving inspections of live fish and shellfish animals for aquaculture and ornamental trade.

The cross-cutting nature of these roles means that there will be considerable liaison with other Branches within the Division.

The post holder will report to the Chief Fisheries Officer who in turn reports to the Director of Marine and Fisheries Division.

John Speers (Grade 5, Director of Marine and Fisheries Division)

↓  
Mark McCaughan (Chief Fisheries Officer / Grade 7)

↓  
Post Holder (Deputy Chief Fisheries Officer /DP)

## **2. Activities and requirements of the role:**

The main purpose of the post is to devise and agree new UK Fisheries Management arrangements to be implemented post Brexit, and to apply these changes in the Northern Ireland context. It will be necessary to project manage these elements for DAERA, including the provision of financial resources, consultation and the provision of advice to the CFO and SCS on changes to policy. It will require consultation with industry and other stakeholders, provision of briefings and associated information and extensive representation to provide DAERA input at UK level into technical developments for UK fisheries control arrangements in the context of EU Exit. The Sea Fisheries Inspectorate is the appropriate branch for Northern Ireland input to Defra/Marine Management Organisation/Marine Scotland/Welsh Government - led work to deliver effective UK Fisheries Control and Enforcement technical mechanisms to cope with EU exit. The post holder will be expected to undertake this work.

EU Exit will change fisheries practices as existing international agreements are modified when UK becomes a Coastal State. This will require increased controls on fishing vessels entering and leaving coastal state waters/ EU waters, including the declaration of catch on entry and exit. It will inevitably be necessary to increase sea going patrols to manage access arrangements and UK Fisheries Departments have agreed to develop thinking on a shared-resource basis. It will be necessary for DAERA to manage and agree our share of this additional work and agree mechanisms including technical developments such as increased satellite monitoring and future arrangements for call-in centres which can deliver our requirements.

It will also be necessary to record fish movements between jurisdictions as material enters and leaves processing establishments. There are known to be large numbers of movements between ports, processors, and markets across jurisdictions at present, but under free-movement arrangements there is no current necessity to have robust controls in place. Exit removes this dispensation and delivers DAERA a responsibility to record all movements and has the potential to substantially increase inspectorate work. Given the context of the land border, DAERA needs representation at discussions at UK level where technical arrangements are being agreed to cope with these issues.

The primary objective of the postholder is to contribute to the development of effective and economic UK Fisheries Management mechanisms from a Northern Ireland perspective, to minimise disruption to industry practises whilst ensuring DAERA meets emerging responsibilities.

In particular the post holder's objectives will be to:

- Represent DAERA at UK Control and Enforcement working group meetings and teleconferences to devise and manage changes to technical fisheries management arrangements including: Changes to UKFMC, Catch Certification arrangements, Interim Government structures and arrangements, licensing of foreign fishing vessels in the UK waters, access arrangements to EU waters, Enforcement in UK waters particularly within the NI Zone.
- Represent NI interests at the UK Fisheries Enforcement and Control Group meetings to provide technical input to developing policy and interim Government measures
- Represent DAERA at UK Fisheries Departments' EU roadmap meetings to support the UK policy position and update senior colleagues on progress on technical control measures in NI as the programme requires
- Engage with stakeholders across industry and other Departments to implement the Landings Obligation and other emerging policies at NI ports. Project management of the adoption of this policy in the local context and provision of progress reports and business plan targets and updates
- Support of senior policy colleagues and the provision of technical advice and input to policy development arising out of changes to management to Fish health regimes in the context of EU exit.
- Provision of an industry communication strategy in relation to changes in Fisheries management arrangements at EU Exit, including the delivery of publicity events
- Provision of any bids for resources to deliver changes, including bids for additional staff for enforcement at sea or provision of catch certification or changes to fish health regime.
- Provision of DAERA input to Service Level Agreements, Contracts, or Memoranda which arise out of EU Exit fisheries management changes
- Engaging with legislators and policy and operational colleagues across DAERA, Defra, and the UK Devolved Administrations to ensure a unified approach to measures.
- Following EU Exit continue to identify and manage priorities, knowledge gaps and measures needed to meet DAERA obligations
- Manage staff and resources to deliver the above and report to the Chief Fisheries Officer and SCS.

### 3. Qualifications and Experience

With the basic NICS entry requirements of 2 GCSEs, the PH would be expected to have at least 8 – 10 years' experience to be effective. To be directly recruited, the individual would require education to Degree level and at least 3 years' experience in Fisheries management.

## Knowledge and Skills

- Knowledge of the policy development and legislative process including the NICS Policy Making Guide
- Technical Fisheries expertise in discrete policy area(s)
- Project management, planning and organisational skills
- Research and analytical skills
- Oral and written communication skills
- A working knowledge of Northern Ireland, UK, and EU Fisheries Regulations is required with an understanding of the fishing industry and aquaculture practices.
- The post holder should have some experience of policy development and the ability to interpret and comment on draft Fisheries legislation and its implications for Northern Ireland. They should have good project management, administrative and problem solving skills and the ability to analyse and interpret information from a range of sources. They should have the ability to horizon scan, identify areas for concern or policies and practices which could be improved on and strong written, communication and presentation skills to highlight these to management and others. It is important that they can effectively communicate technical, scientific and policy advice to a range of audiences, including scientists, policy makers and the general public.
- Interpersonal and relationship building skills, able to manage relationships and communicate with a wide range of senior stakeholders including professionals and specialists
- Broad knowledge of departmental business and policy areas
- Legislation and Operational Policy which underpin the work of Sea Fisheries in order to provide input to, or assessment of any proposed policy or regulatory changes leading up to and following Brexit.
- Ability to exercise sound judgement, interpretive ability, take decisions where work is non-routine, complex or sensitive, although generally governed by guidelines, rules, regulations etc.
- Ability to apply innovative thought, provide advice, analyse issues, identify resource impacts, constraints, linkages and provide information on the formulation of policy, strategy and operational business plans
- Leadership, staff management and resource management skills

#### 4. Contacts and Communications

##### a. Within the Organisation

<b>Grade/Level</b>	<b>Purpose</b>	<b>Frequency of contact</b>
AA/AO/SG	Obtain information, administration	weekly
EO11 – DP	Discussion of progress, project management, cross cutting issues of policy development, preparation of briefing, provision of technical expertise, influencing of policy development, provision of Lines To Take, consultation documents, internal communications, correspondence and FOI requests etc.	Daily
G7 / G6	Seek views on cross cutting issues, provision of technical advice seek legal interpretation, advise SCS, provision of briefing, AQ's, correspondence cases, work closely with senior staff to deliver outcomes, business planning and resource management. Brief for AERA Committee.	Daily
G5 + above	Provision of technical expertise, provision of briefing, correspondence, AQ's and advice	Weekly

##### b. Contacts and communications WITH OTHER GOVERNMENT ORGANISATIONS

<b>Grade/Level</b>	<b>Purpose</b>	<b>Frequency of contact</b>
AA/AO/SG	Obtain information	weekly
EO11 – DP	Provide context, briefing, seek data, provision of consultation documents, correspondence,, strengthen relationships on cross cutting	Daily
G7 / G6	Technical information, provide reports, compare drafts, share data and briefing, Influence policy development, strengthen working relationships, manage joint tasks.	Daily

G5 + above	Provision of AQ's, written briefing, correspondence.	Infrequently
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### c. Contacts and communications WITH EXTERNAL ORGANISATIONS

External Contacts			
	<b>Level of contact e.g. administrator, middle management, director, individual</b>	<b>Purpose</b>	<b>Frequency of contact</b>
Members of the public / small supplier / customer	Fishermen, stakeholders,  Community groups	Explain policy, Describe industry implications, publicity, consultation, licensing, explain Brexit changes.	Weekly
Medium sized supplier / customer/ MLAs*, MPs, External government	External government providers, agents, fishermen's representatives. HM Forces, MLA'S Press offices	Consult on changes, contract suppliers, prepare publicity material, give Lines to take, Explain border issues, and explain policy.	Weekly
Large national suppliers / customers	Individual, Contractor, Media	Explain policy  Publicity  Overview of Brexit context	Monthly

## 5 Problem Solving

The PH will be expected to take forward work that is varied, complex and cross cutting. For example, the development of a foreign vessel Licensing Authority either in-house in DAERA, or as a combined effort across UK Departments requiring contributions from each administration, a contract and service level agreements between each jurisdiction. This will require preparation of a robust business case indicating options and setting out the costs and describing the implications of each of



these. At times there will be little or no precedence or guidance available as we have heretofore been within the EU Fisheries Management Regime there are no provisions for management outside this framework and there are several competing policy priorities between the UK Fisheries Departments, in addition there are only evolving legislative drivers for management arrangements which the postholder will be expected to progress, and the PH will need to initiate redesign of organisational procedures by generating innovative and practical options for improvement. The PH will also be expected to develop and recommend new options, approaches or strategies for the implementation of important organisational changes for example future mechanisms to allow remote management of fishing activity to continue post Brexit in areas such as satellite monitoring of fishing vessel activity and a contract to allow call-centre forwarding of messages from sea giving 4 hours' notice of a vessel's intention to land fish. They will also be expected to assimilate and extract relevant facts from substantial amounts of information, wide spectrum of sources, or difficult sources for example obtaining verified data of landings of fish from Northern Ireland boats at ports in third countries such as Norway and to resolve project specific problems and novel issues as they arise such as an emerging appetite to use Brexit as a catalyst for expensive drone patrols of fisheries in UK waters by other Fisheries Departments.

The PH will be expected to carry out research, or to direct research, policy formulation, analysis and evaluation of the effects of proposed changes to policy for example in the relative quantities and values of each species of fish caught from areas within and outside UK fisheries jurisdiction in the Irish sea to evaluate and demonstrate the financial impact of Brexit, and to resolve problems related to the operation of existing policies for example the failure of the Northern Ireland fleet to adopt a meaningful discard ban and have in place disposal mechanisms which comply with animal by-product regulations locally. In addition, there will be a requirement to co-ordinate and summarise responses from a large number of sources to provide a departmental response to ministerial and/ or other correspondence, and other management information requests, for example, the Department has many opposed to this Fisheries policy development and it is anticipated that correspondence will be a large volume of work associated with this post.

## **6. Decision Making**

The PH will be a key contributor, and occasional lead role, in decisions taken to improve organisational results/ achieve VFM for example in the areas of rolling out catch certification across the Northern Ireland fleet and processing sectors, in licensing NI fishing vessels to operate in EU waters and vice versa, and in the adoption in early 2019 of meaningful changes to industry practices in the landing of catch discards as required under the landings obligation policy. These types of decisions will involve greater risk taking, judgement and complexity for example a



number of NI registered vessels are presently owned by individuals in the Republic and operate in and out of Republic ports, so the post holder will need to persuade UK colleagues that future arrangements are devised to take this sector into account. The PH will also be expected to advise on/ contribute to the shaping of new departmental policy and/ or objectives for example there will need to be clear timeframes for the adoption of Landings obligation matters including the provision of infrastructure at NIFHA harbours and there will need to be clear consultation and agreed S.M.A.R.T. objectives on this and the adoption of import/export certificates for industry to continue to operate effectively, they will also be expected to set precedent or manage priorities within a broad variety of matters within their own work area, e.g. there will be conflicting priorities in this post as there will be time pressures to make such significant changes within the Brexit timeframe. The PH will need to manage/ access a number of information sources and options, and to manage/ resolve associated complexities and/ or sensitivities e.g. there will be extensive communications with industry representatives, a necessity to carry out a number of industry events and contribute to UK workshops with other Fisheries Departments, airing the NI perspective and displaying NI Fisheries statistics on landings and numbers of licensed vessels to support arguments and develop policy/inspectorate actions. Much of this work will require detailed knowledge of local fishing practices and the complexities of policy and fleet interactions both in the UK and with our interface with the Republic of Ireland in the catching sector, and continental markets in the marketing and aquaculture sector. All of this is new and fast-developing policy territory and the decisions taken by the Post holder will set policy and Department and Fishing Industry actions.

The PH will need to ensure that all factual evidence, along with wider strategic and legislative issues, are taken into account; decisions made at this level will generally impact on organisational policies and strategies for examples, the post holder will determine and set:

- Industry actions when entering and leaving the NI Zone in the Irish sea,
- Actions required by non-UK vessels entering the NI Zone in the Irish Sea,
- Catch certification arrangements by the catching and processing sectors when either importing or exporting fish to/from NI,
- Fish health certification for aquaculture produce and ornamental fish entering or leaving NI
- Application of the discard obligation by the NI fishing fleet at NI ports.

The PH will provide decision makers with detailed information, interpretation, and advice, and usually a recommended course of action, stemming from a breadth of knowledge, supportive evidence and understanding of the issues, which will influence decision makers [see above examples].

## **7. Autonomy**

The PH will be expected to follow well developed policy development guidelines including the Practical Guide to Policy Making in NI.

The PH as policy lead/project manager will be expected to act independently and take decisions on most issues, with reference to management where an issue will affect higher level strategic objectives, departmental or cross-cutting policies. An example would be the Discard Obligation which would leave substantial quantities of deteriorating fish in ports owned and operated by the NIFHA. The post holder will need to advance this policy objective in line with the Animal By-products Regulations applied by Veterinary Service and local Government Environmental Health Officers who oversee food hygiene Regulations at NIFHA ports. The PH will also be expected to demonstrate interpretative judgement, develop creative and practical solutions as non-standard issues will be encountered e.g. waste fish products will need creative solutions as it cannot be marketed for human consumption and the postholder will need to advance options for dealing with this material which may include supply to anaerobic digesters, reduction to acidified protein paste or similar innovations. The PH will be responsible for leading DAERA, NIFHA, Industry and EHO's to an agreed solution. Performance will be reviewed at regular intervals.

## **8. Management of Resources**

The post holder will have responsibility for procurement of services, including negotiation and agreement of contracts to specified levels. Effective use of own time, possible delegation to existing posts in Fisheries Inspectorate in different areas, e.g. SFO aquaculture/Fish Health, SFO Sea Fisheries.

## **9. Nature of Management Role**

The PH will not have any staff management responsibilities, and will be predominantly a team member working closely with other team members on shared objectives, however will have the support of SFO colleagues in specific areas.

## **10. Impact**

The PH outcomes will introduce changes to the Vessel Licensing regime within the Sea Fisheries Inspectorate, and catch certification and animal health certification which will affect technical staff and require administrative support in the MFD and Veterinary Service. This will involve significant industry changes to both the catching

and processing sectors. In addition it will have an impact on any foreign vessel intending to fish in the NI zone, and any UK-Flagged vessels owned and operated in the Republic of Ireland. The PH will introduce significant compulsory arrangements in the Brexit context for the fishing industry as described in these papers.

If these issues are not addressed appropriately, industry would be unable to export fish, import raw material and trade in aquaculture product with the Continent would cease, and exporters of fishery products who depend on European markets ( [REDACTED], [REDACTED], [REDACTED] etc) would be unable to export or import. The Department would be seen as responsible for maladministration.

**Line Manager:**

**Date:**