JOB DESCRIPTION

Job Identification

Job Reference:	130635
Job Title:	MCS Analyst
Work Unit:	Fisheries Operations Division
Responsible to:	MCS Advisor – Strategic Analysis
Responsible for:	Analysis of MCS datasets to detect IUU fishing
Job Purpose:	• To provide analysis of fisheries data to detect Illegal, Unreported and Unregulated (IUU), fishing and for other monitoring control and surveillance purposes. • Responsible for improving the analytical profiling capability within the Secretariat and member countries and providing training on MCSA analytical procedures and tools and technical support and advice to Members on suspected IUU and fisheries offenses.
Date:	November 2020

FFA's Vision and Mission

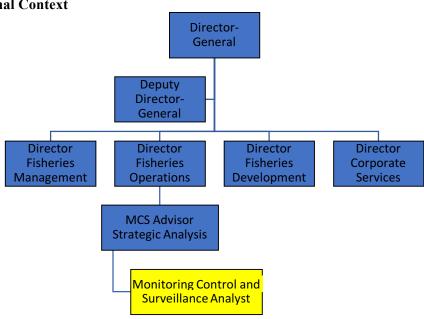**Vision of the Members of the Pacific Islands Forum Fisheries Agency**
Our people enjoying the greatest possible social and economic benefits from the sustainable use of offshore fisheries resources

Mission for the Pacific Islands Forum Fisheries Agency
Empowering FFA Members to take collective and national action for the sustainable use of offshore fisheries resources

<div align="right">FFA Strategic Plan 2020-2025</div>

Organisational Context

Key Result Areas

This encompasses the following major functions or Key Result Areas

1. **Identifying key data to be used for MCS analysis and assisting in the development of the supporting analytical tools**
2. **Improving the analytical and profiling capacity within the Secretariat and Members**
3. **Providing training on MCS analytical procedures and tools**
4. **Providing technical support and advice to Members on suspected IUU and fisheries offences**

The performance requirements of the Key Result Areas are broadly described below;

is accountable for	and is successful when
KRA 1: Identifying key data to be used for MCS analysis and assisting in the development of the supporting analytical tools	• Minimum datasets, including correlation and integration between them, required for MCS analysis and profiling are identified. • Data sharing agreements, procedures for accessing minimum MCS datasets outside of FFA's control are established. • Opportunities, scenarios, and cases that contribute to the development of more effective MCS analytical tools and processes are identified. • Effective MCS analytical tools that integrate, correlate, and perform analysis on fisheries datasets and also taking into account established processes and procedures are developed and utilized by the Secretariat and Members.
KRA 2: Improving the analytical and profiling capacity within the Secretariat and Members	• MCS analysis and profiling is regularly performed through the use of established processes and tools to identify potential IUU and other fisheries offences. • Reports on potential IUU and other fisheries offences are promptly provided to the Director Fisheries Operations and senior Fisheries Operations Division staff, and Members through established communication procedures. • Analysed MCS data is regularly used in the planning and conduct of regional, sub-regional, and national surveillance operations including planning of surveillance activities with members under the PMSP – Aerial Surveillance Programme
KRA 3: Providing training on MCS analytical procedures and tools	• Standard operating procedures for MCS analytical work, including a procedures manual, are established, used, and regularly updated. • Conducting training for member countries and the Secretariat on the use of MCS standard operating

is accountable for	and is successful when
	procedures for MCS analytical work and relevant analytical tools • Key metrics in relation to MCS analytical the training is kept current, including details of the Officers trained and the utilization of the analytical procedures and tools;
KRA 4: Providing technical support and advice to Members on suspected IUU and fisheries offences	• Timely technical assistance, including data analysis, evidence, and investigation brief preparation, is provided to aid investigation and/or prosecutions of suspected IUU and fisheries offences. • Key metrics in relation to this assistance is kept current and reported regularly, including the outcomes of assistance and the quality of the reports provided to Members.

Note:
The above performance requirements are provided as a guide only. The precise performance measures for this job will need further discussion between the jobholder and supervisor as part of the performance development process.

Work Complexity

The most challenging duties typically undertaken-;
• Developing standardized procedures manual for systematically accessing and analysing fisheries data for MCS purposes
• Developing and implementing protocols for subregional and national observer programmes to report incidents to relevant MCS Authorities.
• Integrating MCS data into national and subregional MCS planning and operations.

Functional Relationships & Relationship Skills:

Key internal and/or external contacts	Nature of Contact most typical
External • PIRFO Observers • PIRFO National Observer Coordinators • PIRFO National Debriefers • National agencies' MCS officers • SPC (OFP) Principal Fisheries Scientist – Oceanic Fisheries Monitoring • Principal Fisheries Scientist - Oceanic Fisheries Data Management • Coastal Fisheries MCS Officer • WCPFC Compliance Officer	• Verifying data/follow up • Accessing/Verifying data • Accessing/Verifying data • Providing IUU reports • Sourcing and integrating observer data • Sourcing and integrating observer data • Accessing and verifying data • Verifying data and follow up

Internal	
- Fisheries Management Unit - Observer Programmes Manager - VMS Manager - ICT Manager - SOO - Director Fisheries Operations - Assistant Coordinators	- Providing IUU reports, Measures (CMMs) - Providing periodic logistical reports and development updates - Collaborating on development of procedures and protocols - Providing IUU reports - Providing IUU reports to develop cases - Providing periodic logistical reports and development updates - Accessing/verifying data

Level of Delegation

The jobholder:

In consultation with SOO1, can liaise on matters of technical responsibility for development and use of MCS Analysis tools for the detection of IUU with relevant managers

Person Specification

Essential	Desirable
Qualifications 1. A relevant tertiary fisheries degree or relevant tertiary diploma with 5 years direct MCS experience **Knowledge/Experience** 2. Familiarity with Pacific tuna MCS issues 3. Excellent understanding of MCS procedures 4. Excellent command of English (verbal and written) with technical and general language abilities	- Experience in fisheries data analysis - Knowledge of data collected by Pacific island regional fisheries observers - Experience working with observer programmes in Pacific - Understanding of WCPO regional regulatory structure. - Work effectively in a team environment - Responds to directives from supervisors - Demonstrated integrity - Very good organisational skills. - Able to work under minimal supervision. - Able to work outside of normal office hours when required

This section is designed to capture the expertise required for the role at a 100% fully effective level. (This does not necessarily reflect what the current jobholder has). This may be a combination of knowledge/experience, qualifications or equivalent level of learning through experience or key skills, attributes or specific competencies.

Key Skills/Attributes/Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert Level	- Understanding of the role and operations of the various MCS tools in Western and Central Pacific tuna fisheries - Understanding the regional complexity of the subregional and national observer programmes - Mentoring of Debriefers and MCS Officers

Advanced Level	• Knowledge of FFA Members agencies and their national authorities • Knowledge of the sub-regional observer programmes and MCS functions • Training of procedures and protocols
Working Knowledge Level	• Basic analysis of observer and other data sets for IUU incidents • Knowledge of the tuna fisheries involved in WCPO.
Awareness	• Regional MCS operations

Key Behaviours
All employees are measured against the following Key Behaviours as part of Performance Development
- Commitment/Personal Accountability
- Professional/Technical Expertise
- Teamwork
- Customer Focus
- Effective Communications & Relationships
- Leadership
- Coaching and Development (for Managers only)
- Strategic Perspective (for Managers only)

Personal Attributes
- Relevant Qualifications
- Excellent Analytical Skills
- Excellent Communication Skills
- Results orientation
- Ability to manage and work well in multi-disciplinary and multi-cultural teams.
- Ability to work in an organized and systematic manner.
- Ability to transfer information/knowledge to a non-technical audience
- Recognizes and responds appropriately to the ideas, interests and concerns of others
- Builds trust and engenders morale by displaying open, transparent and credible behaviour
- Respects individual/ cultural differences
- Utilizes diversity to foster teamwork
- Ensures others understanding of, involvement in, adaptation to a change process

Change to Job Description:
From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment-including technological requirements or statutory changes. Such Change may be initiated as necessary by your Director. This Job Description may also be reviewed as part of the preparation for performance planning for the annual performance cycle.