

Head of Marine Resources & Management

Department: Growth, Housing and Environment

Section: Natural Environment

Reports to: Director of Natural Environment

JE Ref: GHE003

Grade: CS14

JE Date: 28/04/2019

Job purpose

Leading the Marine Resource section, managing the delivery of marine resource strategies that sustain, enhance and protect the Island's coastal and marine resources through scientifically robust habitat and species management and monitoring programmes, conservation and awareness strategies and the development and enforcement of local environmental legislation to promote the sustainability and conservation of Jersey's marine resources.

Job specific outcomes

Identify and deliver strategies, policies and key actions that sustain, enhance, and protect the Island's coastal and marine resources to safeguard the Island's coastal and sea environments.

Implement scientifically robust marine habitat and species management and monitoring programmes to conserve and sustainably use sea and freshwater resources.

Develop conservation and awareness strategies in partnership with NGOs, Government of Jersey Departments, industry and other stakeholders to support marine commercial and conservation initiatives.

Lead on the development and implementation of local marine environmental legislation, including identifying relevant legislation changes in line with national and international legislation, giving law drafting instructions and enforcing the application of such laws to promote conservation of the local marine and freshwater environment.

Be the lead expert in marine science and operations matters providing specialist advice to senior leadership and ministers to facilitate decision making processes as part of setting and delivering Government strategic aims.

Lead on monitoring progress of contentious / serious infractions of the law and ensure the local marine environmental legislation is appropriately enforced in compliance with the Island's strategic aims, Police and Criminal Evidence legislation and procedures, Human Rights legislation (as applicable) to safeguard the local marine environment.

Lead inter jurisdictional fisheries and marine meetings and the formulation of inter jurisdictional agreements to establish, develop and maintain international marine and fisheries treaties, agreements and legislation with the neighbouring jurisdictions i.e. Guernsey, UK, France and the EU.

Ensure that Jersey boating and fishing licencing provision is modern and fit for purpose to promote economic development and environmental protection.

Direct the implementation of research and development programmes consisting of surveying and monitoring Jersey's fisheries stock including recording catch data and marine species biometrics and developing a greater understanding of the marine environment and ecosystems to support the management of Jersey's marine resources.

Lead the Marine and Fisheries enforcement operations of onshore and offshore activities in Jersey's territorial waters, ensuring they are effectively resourced in line with intelligence information and undertakes skippering activities as a Marine Resources designated officer in accordance with statutory requirements, monitoring and inspecting local and foreign fishing, boating and aquaculture activities, ascertaining the nature and seriousness of any legal infractions and taking appropriate action, including confiscation of equipment, detaining vessels and making arrests to ensure compliance with marine environmental legislation.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services (TIER 1,2 and 3 jobs only – DELETE if not applicable)

- Marine Operations
- Marine Research and Development

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Level 7 qualification or equivalent professional knowledge in marine, nautical or a related discipline.</p> <p>Chartered membership of a related professional body (e.g. CIWEM).</p>	<p>Very High Frequency certificate, First Aid Certificate, Fire Fighting Certificate, HSE Crane Slew and Jib certification and Sea Survival training.</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Knowledge of MGN 280 (M) Small Commercial Vessels Code and equivalent Jersey code and the associated range of commercial working procedures across a variety of commercial vessel types and working practices.</p> <p>Knowledge of working with commercial fishing gear and equipment.</p> <p>Basic French conversation skills.</p> <p>Detailed knowledge of local, UK and EU legislation, directives, regulations and international agreements with a comprehensive understanding of how they impact local legislation, policy frameworks and practices.</p> <p>Ongoing Continuing Professional Development to remain up-to-date with the latest methodologies and industry research and best practice.</p>	<p>An understanding of the Criminal Justice system and practices and procedures of the Police Procedures and Criminal Evidence legislation.</p> <p>PADI Divemaster or HSE Commercial Scuba or equivalent.</p> <p>Knowledge of:</p> <p>The activity and processes of Government including interaction between politicians and officials.</p> <p>Management reporting as it relates to this role.</p> <p>The Growth, Housing and Environment priorities, key objectives, risks and issues relevant to the department division and the role.</p>

	<p>Knowledge of managing a budget and business planning processes.</p> <p>Knowledge of the Government of Jersey or a comparable organisation and its strategy and functions.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Full driving licence including heavy trailer towing.</p> <p>Computer literate with ability to operate the Microsoft Office package.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>The Post holder must possess:</p> <p>Strong relationship building skills.</p> <p>Good planning and organising skills so as to generate medium and long-term strategic plans for the relevant areas of responsibility.</p> <p>Ability to lead, motivate and manage teams to facilitate achievement of high delivery and performance and manage poor behaviour.</p> <p>Excellent verbal and written communication skills.</p> <p>Ability to produce written materials (e.g. letters, reports, discussion papers, proposals) to a high level for presentation to a variety of audiences, including the States Employment Board and Government of Jersey</p>	

	<p>Ministers.</p> <p>Ability to communicate confidently and effectively in media interviews when required. Ability to communicate effectively to senior stakeholders, including politicians and Senior Management and deliver key messages at a suitable level.</p> <p>Ability to influence and persuade a wide range of stakeholders in and outside the department.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Commercial boating experience in tidal waters and commercially endorsed RYA Yachtmaster or equivalent.</p> <p>Proven management experience, including management of senior teams, obtained by a combination of professional experience and more formal management training.</p> <p>Experience in delivery against large budgets.</p> <p>Experience setting and deploying strategy at departmental / divisional level.</p> <p>A proven track record of achieving objectives on time.</p> <p>Experience of best practice within the area/s overseen as part of the remit of the role to make recommendations for change.</p>	

	Experience working alongside senior stakeholders within the public sector or a similar context.	
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Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 1 to 3 core accountabilities, attributes and behaviour indicators.