

## Marine Science and Research Officer

---

**Department:** Infrastructure, Housing and Environment

**Division:** Natural Environment

**Reports to:** Marine Science & Research Manager

**JE Reference:** IHE1028

**Grade:** 11

### Job purpose

Undertaking scientifically robust marine research work and development projects focused on marine environmental issues and also sustainability and environmental conservation in response to concerns and aims of the commercial, leisure fishing and aquaculture industries to ensure that local and international environmental commitments are met.

Deputising for the senior officers in the identification of best practice policies to manage sustainably and effectively regulate the use of the Island's marine resources.

### Job specific outcomes

Research policies and international best practice to inform the design, planning and management of an annual programme of fisheries stock management, development and monitoring; utilise rigorous scientific methods to gather and analyse data and produce technical reports that identify trends on issues related to the marine environment and commercial and leisure fishing accessible to a varied audience, including senior management, Ministers, local and international scientific and policy working groups.

Undertake research and monitoring related to marine environmental issues and policies, such as but not exclusive to invasive marine species, heavy metal monitoring, marine environment mapping and monitoring of marine wildlife.

Project manage and supervise marine research undertaken by other officers, researchers, and consultants, ensuring work is completed in accordance with appropriate methodologies, on time and within budget.

Act as the lead officer in reviewing and managing the licencing of marine scientific work and exemptions in Jersey territorial waters; make judgements and issue recommendations to the Minister / Service Director as to the potential risks and impact of research work undertaken by local and international research groups and monitor compliance.

Represent Jersey at local, national and international marine / fisheries meetings, presenting papers and providing interpretation of scientific data and technical advice on issues of fisheries science and stock management, so as to inform decision making; assist the senior officer in initiating and maintaining relationships with Government bodies, NGOs and academic institutions at UK and international level.

Act as the lead officer in reviewing and managing the licencing of fish farms / aquaculture developments and provide professional advice to applicants and other stakeholders, including Ministers, the Government Planning Team and the Fisheries and Marine Resources Advisory Panel, ensuring environmental and legal considerations are taken into account in planning decisions and policies.

Maintain effective communication and liaison with all members of the fishing industry, stakeholders and the public; organise the dissemination of scientific research results related to emerging fishing technologies and new management techniques that support the sustainability of fishing stock and protect the marine environment.

As a Marine Resources Officer and designated British Sea Fisheries Officer, act as Skipper or Patrol Commander of the marine vessel and undertake effective surveillance, monitoring and inspection of local and foreign fishing vessels at sea, shore based activities and local and foreign marine activities, taking appropriate enforcement action and ensuring that seized equipment and vessels are handled in accordance with the law to ensure compliance with marine environmental legislation; participate in joint patrols with French and UK authorities for cross-jurisdictional enforcement work.

Provide additional support for marine activities, including piloting or manning departmental vessels for research work or undertake search and rescue work.

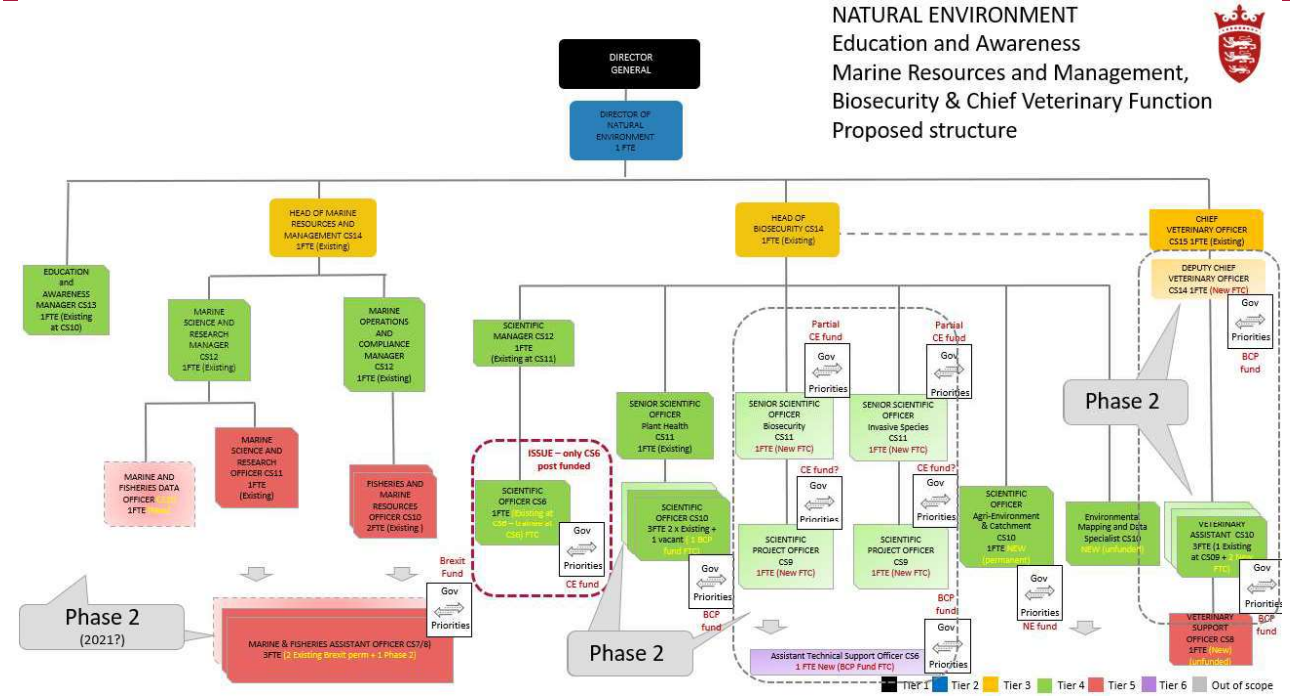
Gather evidence and prepare case files relating to legal infractions for use in court and give evidence of offences as part of prosecution work, working synergistically with the Marine Operations and Compliance Team in the provision of a comprehensive marine resources related enforcement service.

Manage the optimal allocation of team resources to ensure work is completed timely and efficiently.

### **Statutory responsibilities**

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

**Organisational structure**



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Postgraduate degree qualification at level 7 or equivalent gained by practical experience in a relevant specialism (e.g. marine biology, environmental science or a related discipline)</p> <p>Chartered Membership of a related professional institution</p> <p>Evidence of further relevant professional courses E.g.</p> <p>Health &amp; Safety certificate (e.g. IOSH)</p> <p>Commercial boating in tidal waters with commercially endorsed RYA Yachtmaster or equivalent</p> <p>Middle management qualification or equivalent</p> <p>Project management qualification or equivalent</p>	<p>HSE Scientific Diver qualification or equivalent</p> <p>HSE Crane Slew</p>
<p><b>Knowledge</b> <i>This relates to the level and breadth of practical knowledge <b>required</b> 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 Vessel Code and equivalent Jersey code</p> <p>Broad knowledge of marine biology and fisheries management concepts</p> <p>Knowledge of working with commercial fishing gear</p>	<p>Knowledge of:</p> <p>The activity and processes of Government</p> <p>Management reporting as it relates to this role</p> <p>The departmental priorities and key objectives, risks and issues relevant to the</p>

	<p>and equipment</p> <p>Basic French conversation skills</p> <p>The latest theory, practices and legislation as related to their industry, including ongoing Continuing Professional Development</p> <p>Knowledge of performance management and understanding of performance metrics</p>	<p>directorate, division and the role</p>
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Excellent research skills</p> <p>Full driving licence including heavy trailer towing</p> <p>Computer literate with ability to operate the Microsoft Office package.</p> <p>Ability to use data management systems, GIS and statistical software.</p>	
<p><b>General Skills/Attributes</b> <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>Problem solving, negotiation and influencing skills</p> <p>Confident decision-maker</p> <p>Ability to develop innovative approaches to service delivery</p> <p>Ability to lead, motivate and manage teams to facilitate achievement of high delivery and performance and manage poor behaviour.</p> <p>Strong relationship building skills</p>	

	<p>Confident in handling conflict</p> <p>Ability to present effectively, both verbally and in writing</p> <p>Ability to produce written materials (e.g. letters, reports, discussion papers, proposals) to a high level for presentation</p>	
<p><b>Experience</b> <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>Significant experience of marine research, some of which at postgraduate level</p> <p>Experience of intertidal / marine survey techniques</p> <p>Commercial boating experience in tidal waters</p> <p>Managing the operational delivery of relevant technical / scientific services</p> <p>Managing staff and budgets</p> <p>Project management experience</p>	<p>Enforcement experience, including investigative interviewing and a good understanding of the criminal justice system</p>

### 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 4 core accountabilities attributes and behaviour indicators.

## Organisational structure

