

Marine Operations and Compliance Manager

Department: Infrastructure, Housing and Environment

Division: Natural Environment

Reports to: Head of Service

JE Reference: IHE1029

Grade: 12

Job purpose

Managing the marine resource enforcement operations and processes in line with relevant environmental and conservation legislation and Jersey's international obligations covering all marine activities to protect and ensure effective management of the marine environment.

Overseeing fisheries licensing, permit and quota schemes to safeguard fishing stocks and promote a sustainable fishing industry at local and international level.

Job specific outcomes

Act as the lead officer in developing and managing the local marine licensing and fisheries permit schemes, manage and oversee the application process and related data management systems and ensure that staff are adequately trained to effectively undertake licensing / permit related tasks and provide technical guidance to service users to support effective service delivery.

Oversee the liaison with equivalent authorities in the UK, France and other Channel Islands to facilitate transferability of fishing licences and/or operation alongside other licensing / permit systems in these neighbouring jurisdictions to facilitate effective commercial activities.

Undertake research into legislation and best practice standards and develop policies related to the compliance regimen of licensing and permitting in alignment with local and international legislation and agreements which Jersey is signatory to.

Assist the Head of Marine Resources and Management in providing policy advice and instructions to court lawyers and law draftsmen to support legal processes and drafting/reviewing of legislation so as to address the regulatory challenges arising from changes in the political and economic regimen of the Island based on its links to the UK.

Participate in international discussions and negotiations on fisheries management, market access and future trade implications.

Manage the work of the section on sea / shore patrols, setting and prioritising resource levels and organising planned and emergency operations, whilst ensuring that Health and Safety requirements are met, so as to provide an effective enforcement service, protecting Jersey's marine and coastal 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.

Act as the lead officer in managing all casework relating to legal infractions identifying and leading on the more complex cases in consultation with the Head of Service, preparing reports and case files for use in court and giving evidence of offences as part of prosecution to provide a comprehensive marine resources related enforcement service.

Manage the provision of detailed technical advice on enforcement, permit and licensing matters to the Head of Service and other internal and external stakeholders, including other Government departments, customers, politicians, NGOs and other third party organisations to enable strategic decision making and meeting compliance standards.

Continuously review and develop licensing and permit systems and processes, seeking to streamline procedures where possible to improve efficient service delivery.

Monitor UK / EU legislation and identify and recommend changes to policy and legislation contributing to the creation of the required legislative framework to ensure that the operational effectiveness of the section is maximised and that services are continuously reflective of the most up-to-date standards.

Monitor the revenue and expenditure budget within the defined financial limits whilst at the same time ensuring the marine operations section's business objectives are met in order to deliver effective enforcement services and protect the marine and coastal environment.

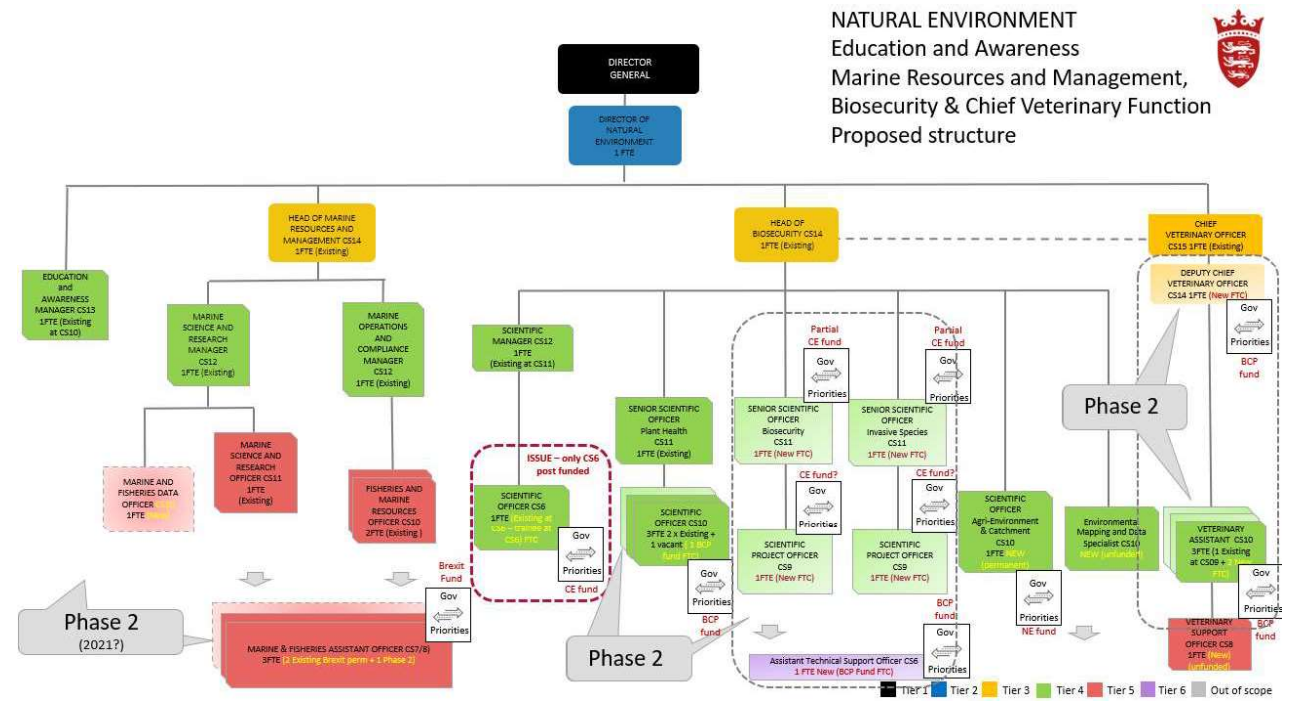
Manage the optimal allocation of team resources to ensure work is completed timely and efficiently.

Statutory responsibilities

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

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.

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>Postgraduate degree qualification or equivalent gained by practical experience in a relevant specialism (e.g. marine, nautical or a related discipline).</p> <p>Evidence of further relevant professional courses e.g. Health & Safety certificate (e.g. IOSH)</p> <p>Commercial boating in tidal waters with commercially endorsed RYA Yachtmaster or equivalent</p> <p>RYA PPR Certificate (Professional Practice and Responsibilities Certificate)</p> <p>Middle management qualification or equivalent</p>	<p>HSE Commercial Scuba or equivalent</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 Vessel Code and equivalent Jersey code</p> <p>Knowledge of working with commercial fishing gear and equipment</p> <p>Basic French conversation skills</p> <p>The latest theory, practices and processes</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 directorate, division and the role</p>

	<p>as related to their industry, including ongoing Continuing Professional Development</p> <p>Knowledge of performance management and understanding of performance metrics</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>Ability to use data management systems.</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>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</p>	

	papers, proposals) to a high level for presentation	
<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>Experience in an investigative or enforcement role</p> <p>Commercial boating experience in tidal waters and commercially endorsed RYA Yachtmaster or equivalent</p> <p>Managing the operational delivery of relevant technical / operational services</p> <p>Managing staff and budgets</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

