

Isle of Man Civil Service Job Description
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Job Title:	Fisheries Officer
Department:	Environment, Food and Agriculture
Directorate:	Fisheries
Grade:	Pay Band 10 + 13% all hours worked allowance
Responsible to:	Sea Fisheries Enforcement Manager

The Fisheries Directorate is responsible for the management and protection of fisheries and their supporting ecosystems within the Isle of Man and the territorial sea. Working with stakeholders, the Directorate aims to develop innovative and dynamic fisheries management measures that seek to balance the economic, environmental and social needs of the Isle of Man.

Job purpose:

The responsibilities of this Fisheries Officer post primarily cover sea fisheries enforcement with the requirement to carry out duties both on land and at sea. Working as part of a small team within the Fisheries Directorate the post holder will be required to:-

- To act as mate and participate as a warranted officer aboard the fisheries patrol vessel;
- Undertake shore based enforcement of sea and freshwater fisheries legislation;
- Collaborate with and provide support to the Inland Fisheries team, the Environmental Health and Environmental Protection teams and Government Lab scientists to facilitate fisheries sampling and survey duties;
- Participate in other fisheries monitoring and project work both at sea and on shore when required.

Main duties and key accountabilities

1. To be responsible for the enforcement of sea and freshwater fisheries legislation within the territorial sea and ashore, including the collation of evidence, statement preparation and attendance at court;
2. Act as qualified mate aboard the FPV Barrule and to act as RIB coxswain when required;
3. To act as boarding officer whilst conducting inspections at sea;
4. Assist with the delivery of scientific and environmental sampling at sea as and when required;
5. Provide support and assistance to the Inland Fisheries team with monitoring and survey work; including fish removals and fish rescue;
6. Provide support and assistance to the Environmental Health team with fisheries sampling at sea and ashore for the protection of public health
7. Provide support and assistance to the Marine Monitoring Officer (Government Lab) with fisheries and water sampling duties
8. Provide support and assistance to the Environmental Protection team with biological monitoring and pollution control duties;

9. To comply with the duties and responsibilities of the post set out in DEFA's Health and Safety Statement of Intent;
10. The post holder shall perform such duties, observe and conform with such reasonable instructions as the Department, or person duly authorised by the Department, may from time to time give.

This document is intended to be a guide to the general scope of duties and not a rigid specification. This job description is subject to change and will be reviewed at regular intervals with the post holder. You may be expected to undertake any other duties appropriate to the grade.

In addition to this:

Performance Management and Improvement

All Civil Servants have a personal responsibility for performance management. The post holder will be expected to contribute to their annual performance development review and interim performance reviews.

Regular meetings should be held with the line managers and half yearly interim reviews are encouraged by the Department. These are specifically designed to deliver the aims and objectives of DEFA.

Health and Safety

The post holder will be responsible for their own health and safety and the impact of their actions on others. They will be responsible for identifying and recording any possible risks or near misses to a responsible manager and/or the Health and Safety Review Group of the Department.

Reporting Framework

The post holder reports to the Sea Fisheries Enforcement Manager of the Fisheries Directorate of the Department of Environment Food and Agriculture.

The Sea Fisheries Enforcement Manager, as Line Manager is responsible as 'Reporting Officer' for the implementation of, and compliance with, the provisions of the Isle of Man Civil Service Performance and Development Review Scheme.

As Reporting Officer, the Sea Fisheries Enforcement Manager will ensure that in line with the timescale set out in the scheme, amongst other things, an annual:

Personal Delivery Plan and a Personal Development Plan are agreed with the post holder;
Review and assessment of the post holder's performance and competency/behaviours is made; and
Performance and Development Review meetings are conducted.

Integrity

As an appointee of the Fisheries Directorate, DEFA, the post holder is expected to recognise that their everyday business requires the highest level of personal integrity. Each Officer has a personal responsibility to maintain the confidentiality of all Fisheries Directorate business and to uphold such confidences.

Competency Levels for this post are:

Leading and working together	Level A
Communicating and influencing	Level A
Achieving results	Level A
Delivering a quality service	Level A
Changing and learning	Level A
Showing commitment and resilience	Level A

**Isle of Man Civil Service
Person Specification**

Post: Fisheries Officer
Department: Environment, Food and Agriculture

Job Summary: To be responsible for fisheries enforcement on land and at sea and provide support and assistance to the Fisheries, Environmental Health, Environmental Protection teams and the Government Lab

Attributes	Essential or Desirable	Assessment
Qualifications		
4 GCSE including Maths and English at Grade C or above	E	CV
Valid certificate of competency for operating a motor vessel at sea e.g. Yachtmaster Coastal (motor) commercially endorsed or equivalent	D	CV/interview
Engineering (MEOL or AEC) certificate holder	D	CV/interview
STCW Modules (4)	D	CV/interview
Experience		
Proven practical experience of working on a vessel at sea.	E	CV/interview
At least 2 years' experience within an active enforcement role	E	CV/interview
Experience of fisheries sampling and survey work	D	CV/interview
Knowledge and skills		
IT literate with good competence in MS Word and Excel	E	CV/interview
Ability to interpret legislation	E	Interview
Knowledge of Isle of Man fisheries – freshwater and marine	D	CV/interview
Ability to collect, collate and interpret information and produce accurate written reports.	E	CV/interview
Good communication skills with a diplomatic manner	E	CV/interview
Disposition		
Flexible approach, resilient, self-motivated and focused	E	Interview
Enjoys working outdoors and at sea	E	CV/interview
Strong interpersonal skills, able to work effectively with colleagues and fishing industry alike.	E	CV/interview
An effective team member who understands and makes best use of the diversity within the team members.	E	Interview
Willing to learn and develop new skills	E	Interview
Circumstances		
Isle of Man worker	D	CV
Full valid driving licence, with access to own vehicle	E	CV
Willing to work out of hours, including nights and weekends	E	CV/interview
Physically capable to carry out the duties of the post – able to pass seafarers medical	E	Medical