

Job Description

Fisheries Manager

Post Title	Fisheries Manager
Grade	Grade 3
Reports To	Chief Executive Officer
Direct Reports	None

Purpose

To help NWIFCA carry out its statutory duties to manage the exploitation of sea fisheries resources in the district, maintain sustainable fisheries, protect and promote the recovery of the marine environment, and further the conservation objectives of the district's marine protected areas (MPAs).

Working under the direction of the Chief Executive Officer (CEO), lead the development review of local fisheries and conservation measures, as well as wider related organisational strategies, policies and procedures. This includes byelaws, permit schemes, fisheries management plans (FMPs), voluntary measures and the policies needed to support them.

Bring together scientific evidence, enforcement experience, legal advice and the knowledge of fishers and other sea users to create clear options for the CEO and Authority members. Lead approved measures through drafting, consultation, confirmation, implementation and review.

Represent NWIFCA on fisheries and marine conservation matters covered by the role.

Main Responsibilities

1. Fisheries and Conservation Management
 - Work with the CEO, Head of Enforcement and Head of Science to identify fisheries and marine conservation issues that may require action, including matters affecting fish and shellfish stocks, fishing grounds, and MPAs.
 - Bring together the best available scientific evidence, fishing and intelligence information, enforcement experience, legal advice, socio-economic information and local knowledge to help inform recommendations to the Authority.
 - Develop and compare practical management options for the district's fisheries. These may include no change, voluntary agreements, codes of practice, permit conditions, time or area restrictions, and byelaws.
 - Ensure that advice seeks sustainable exploitation of sea fisheries resources, balances socio-economic benefits with protection or recovery of the marine environment, and supports MPAs' conservation objectives.
 - Set out the likely benefits, impacts, costs, risks and enforceability of each option, and identify any evidence gaps or further work required.

- Prepare clear recommendations and reports for the CEO and Authority members.

2. Fisheries Management Measures

- Keep a planned programme for reviewing, simplifying, replacing or revoking existing byelaws and for developing new ones in line with the Authority's Byelaw Strategy.
- Lead the day-to-day work of developing byelaws and other fisheries management measures, including scoping the issue, coordinating drafting, preparing impact assessments, running consultations, keeping decision records and arranging legal reviews.
- Act as liaison point with Marine Management Organisation (MMO) and Defra when made byelaws are submitted for quality assurance and assent.
- Work with colleagues on permit arrangements, fisher guidance, officer training, public information and other practical steps needed to put approved measures into effect.
- Arrange monitoring and review of approved measures and advise the CEO and members where a byelaw or management approach should be changed. Support development of urgent or emergency measures when required.
- Lead on the production of FMPs for the district's primary fisheries, and review and update those already in existence.
- Support the Senior Management Team with the development and implementation of the new Dee Estuary Cackle Fishery Regulating Order.

3. Plans, Policy and Reporting

- Support the CEO with the preparation of the Authority's Annual Plan and Annual Report, drawing together fisheries management contributions from each team and keeping focus on delivery of NWIFCA's statutory duties.
- Track progress on agreed fisheries management, byelaw and MPA work, as well as wider organisational performance, and provide clear quarterly reports. Alert the CEO promptly where work is delayed, evidence is lacking or additional resources or decisions are needed.
- Keep abreast of changes to fisheries and marine environmental law, FMPs, marine plans, protected site advice and national policy, and explain likely effect on NWIFCA and the district's fisheries and MPAs.
- Prepare draft responses to government and partner consultations, within positions agreed by the CEO or Authority.
- Support the Head of Science in developing and implementing the Research Plan, ensuring it links to fisheries management and conservation needs, including the evidence required to develop or review management measures.

4. Stakeholder Collaboration

- Attend Authority and sub-committee meetings as required, present reports on work covered by the role and answer members' questions clearly and impartially.

- Build constructive working relationships with commercial and recreational fishers, environmental organisations, coastal communities and other stakeholders throughout the district and beyond.
- Engage people early when management changes are being considered, listen to evidence and local knowledge, and explain the reasons for proposed decisions and their likely effects.
- Work closely with partners including Defra, MMO, Natural England, Environment Agency, Natural Resources Wales, Cefas, other IFCA's, local authorities and relevant NGOs.
- Represent NWIFCA at regional and national fisheries or conservation meetings as required.

5. Leadership

- As a senior officer, contribute to the leadership of NWIFCA and work constructively with the Senior Management Team.
- Manage any staff, budget and resources assigned to the post in line with approved plans, projects, financial rules and delegated limits.
- Promote safe working, equality, professional standards, good communication and respectful working relationships.
- Keep the CEO informed of significant decisions, risks or problems and promptly refer matters that fall outside the postholder's authority.
- Undertake other duties that are consistent with the grade and main purpose of the post, following appropriate discussion.