

North West Inshore Fisheries and Conservation Authority

Person Specification

Scope of role

Financial scale

- Direct overall responsibility for the entire Authority budget – circa £1.3m and capital reserve budget of circa £1m
- Responsible for departmental budget allocation and to ensure compliance with the scheme of delegations

Planning horizon

- Required to plan for the operating strategy to support the 4 year success criteria and high level objectives set by DEFRA
- Responsible for producing annual plans to meet the strategy and overseas other Authority plans

Complexity

- Working across 11 Local Government Councils balancing the requirements of each
- Diverse range of key stakeholders with often conflicting requirements
- Need to understand and comply with the relevant legislation and operating procedures

Key relationships

- Chair of the Authority
- All Authority officers
- Members of the Authority
- UK Departments of State including Ministers
- Association of IFCAs
- Environment Agency
- Marine Management Organisation
- Coastal authorities
- Crown estates
- Coastal landowners
- Infrastructure operators
- Natural England
- CEFAS
- Food Standards Agency
- Planning Authorities
- Statutory undertakers
- Harbour and port authorities
- Local fishing population – both commercial and recreational
- Other environmental and conservation organisations

- Recreational Sea Angling sector

Freedom to make decisions

- Autonomy to decide how to deliver the success criteria and high level objectives set by DEFRA
- Authorises the opening and closing of fisheries in accordance with legislation / delegate responsibility whilst remaining accountable
- Freedom to make operational decisions in line with the Authority's constitution and scheme of delegations / delegate responsibility whilst remaining accountable to the Authority

Experience, knowledge & skills

Essential

- Graduate level qualification in a relevant discipline with at least 5 years' experience at a senior management level
- Exceptional leadership experience gained whilst working with a diverse team
- Proven management experience and skills
- Demonstrable experience of financial planning and budgetary control
- Excellent communication skills both verbal and written
- Organisational change management experience
- Ability to travel both within the Authority district and to national meetings in different locations
- Eligible to work in the UK

Preferred

- Degree in a marine fisheries or coastal management discipline
- Previous experience as a Chief Executive Officer or senior management position
- Knowledge of local government reporting structures and systems
- Successful track record in marine fisheries / environmental management
- Knowledge of fisheries / marine environmental legislation
- Experience of working with the fishing industry particularly in relation to shellfish
- Holds a current full UK driving licence

Personal qualities required

- A strong sense and empathy with environmental factors affecting inshore fisheries and protection
- Personal and professional Integrity
- Excellent communicator both written and oral
- Openness & honesty
- Resilience and tenacity
- Excellent motivational skills

- Good interpersonal skills
- Good influencing skills
- Negotiation skills