



JOB DESCRIPTION – SIOFA Compliance Officer

Introduction

The Southern Indian Ocean Fisheries Agreement (SIOFA) was signed in Rome on the 7th of July 2006 and entered into force in June 2012. To date, SIOFA has ten Contracting Parties, one Participating fishing entity and two cooperating non-Contracting Parties.

The objectives of this Agreement are to ensure the long-term conservation and sustainable use of the fishery resources in the Area through cooperation among the Contracting Parties, and to promote the sustainable development of fisheries in the Area, taking into account the needs of developing States bordering the Area that are Contracting Parties to this Agreement, and in particular the least developed among them and Small Island Developing States (SIDS).

This Agreement covers fishery resources including fish, molluscs, crustaceans, and other sedentary species within the area, but excluding highly migratory species (Annex I of UNCLOS) and sedentary species subject to the fishery jurisdiction of coastal states (Article 77(4) of UNCLOS).

The SIOFA Secretariat, located in Reunion Island (France), is seeking to recruit a Compliance Officer with a strong background in fisheries monitoring, international laws and data analysis. The SIOFA Compliance Officer will assist in developing, delivering, and managing all SIOFA's compliance monitoring tasks.

The position will be under the supervision of the SIOFA Executive Secretary.

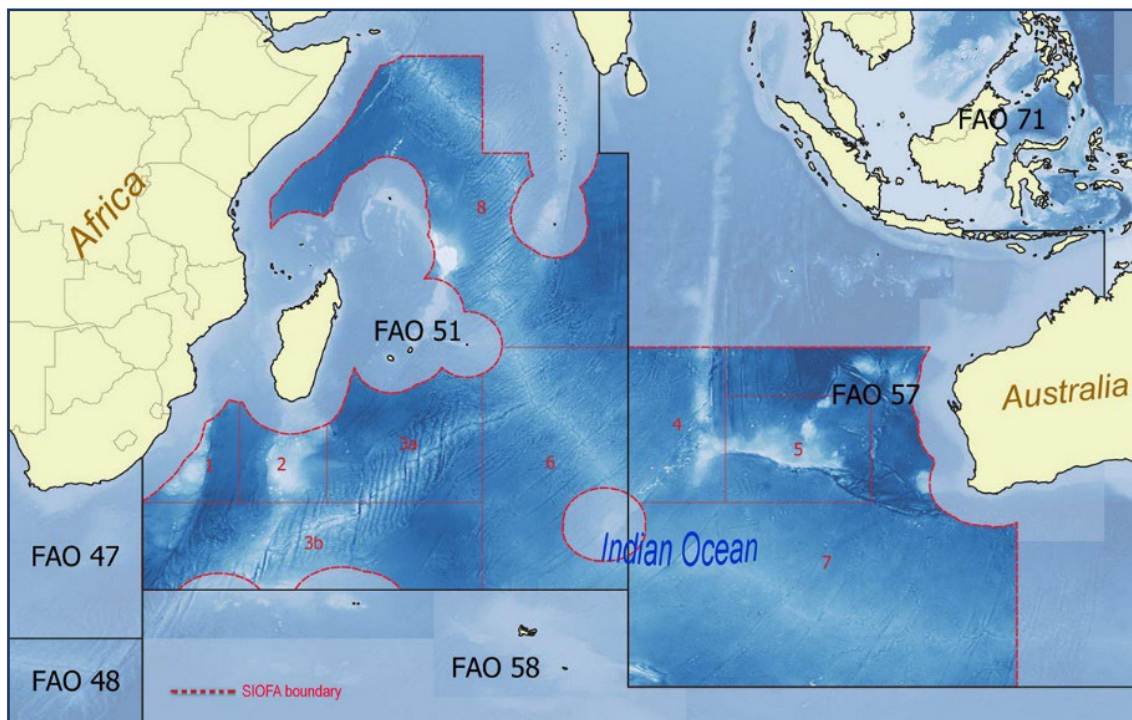


Fig 1: SIOFA Agreement Area



Application

Applications should be submitted to the SIOFA Executive Secretary by 0900 UTC on the 15th of October 2022. Selected candidates will be interviewed between the 17th and 21st of October 2022.

Candidates are requested to submit a CV and a cover letter outlining their interest in the role and addressing the selection criteria listed below, a current resume, copies of their degree certificates, proof of citizenship, and the names of two referees.

The successful candidate will be notified by the end of October 2022 and will be expected to take up the position by January 2023. The successful candidate will be required to supply an acceptable certificate of health and undergo a National Police check before being confirmed in the position.

SIOFA offers a competitive salary. Appropriate relocation expenses will be paid for the successful candidate.

Job Title	SIOFA Compliance Officer
Reports to	Executive Secretary
Working hours	Full-time (nominally 40 hours per week). Flexible working hours will be required.
Salary Grade	Professional Category P2 – Step 1 (<i>with the possibility for step increase on an annual basis</i>)
Contract duration	2-year contract (with the potential to be renewed for a further 2 years)
Place of Work	Saint-Denis, la Réunion, France
Conditions	See the SIOFA Staff Regulations http://apsoi.org/sites/default/files/documents/SIOFA%20Staff%20Regulations%202020.pdf
Summary of Role	<p>Work within the secretariat team to improve the CCP compliance template and organize the meetings of the bodies of the agreement and its subsidiaries..</p> <p>Support and participate in Secretariat activities associated with all SIOFA compliance and vessel activities and other monitoring tasks . Assist in ensuring effective collaboration between the Compliance Committee (CC), and other Regional Fisheries Management Organisation (RFMO) Secretariats, as required.</p> <p>Stay informed of other relevant RFMO compliance work and identify potential areas for collaboration.</p> <p>Provide analyses and technical reports to support the work of SIOFA and its subsidiary bodies</p> <p>Support the development of technical standards, innovation, technical reports, publications and/or ongoing programme development, as well as the provision of technical and/or policy advisory services to the CCPs.</p> <p>Collaborate with the SIOFA Data Officer on data procedures and the collection, reporting and dissemination of MCS data.</p>



<p>Key Roles & Responsibilities</p>	<p>Administer and support the effective operation of the Secretariat’s compliance-related systems and functions, including, <i>inter alia</i>:</p> <ul style="list-style-type: none"> • Vessel register • Inspections • Notifications of vessels, including notifications of movement and transshipment • Illegal, unreported and unregulated (IUU) sightings and other information • Compliance monitoring scheme <p>Conduct routine quality checks of port and high-seas inspection reports to ensure that inspections are conducted in accordance with SIOFA conservation and management measures and engage with CCPs to enhance the quality of reports and compliance with relevant conservation measures</p> <p>Monitor systems and data supporting the Secretariat’s compliance functions. Contribute to the development of systems and analyses to ensure the consistency of all compliance-related data</p> <p>Prepare routine analyses supporting the SIOFA Compliance Committee and prepare the annual SIOFA Compliance Report (SCR)</p> <p>Participate in the planning, development and establishment of the future SIOFA VMS</p> <p>Any other tasks as directed by the Executive Secretary</p>
<p>Line Management</p>	<p>The Compliance Officer will report to the Executive Secretary.</p>
<p>Budget Management</p>	<p>Identify, on an ongoing basis, the resources and activities required to deliver the compliance work and, where appropriate, assist in the recruitment of consultants and associated tendering processes.</p> <p>Ensure compliance with the Secretariat processes and procedures for financial and contract management.</p> <p>Work within agreed budgets, allocating resources appropriately, prioritising where necessary, demonstrating value for money, identifying efficiencies, and ensuring that any problems or potential overruns are reported to the Executive Secretary as soon as possible.</p>
<p>Travel</p>	<p>This role may require domestic and international travel as directed by the Executive Secretary. This includes travel to support official SIOFA meetings, including the Meeting of the Parties, and the meetings of the Compliance Committee.</p>
<p>Other</p>	<p>All members of staff must adhere to SIOFA’s Staff Regulations and all other policies and procedures</p> <p>Flexible working hours will be required, essentially during the meetings.</p> <p>The successful candidate will need to obtain a National Police check.</p> <p>The successful candidate will be required to undergo a medical clearance.</p> <p>Medical vaccinations may be required.</p>



Selection Criteria

The table below indicates the essential and desirable criteria for this post. Please take care to ensure that you demonstrate that you meet all the essential criteria in your application.

Attribute	Essential	Desirable
Education	Possession of a relevant tertiary or vocational qualification or certification (fisheries, law/governance, administration, compliance, or regulation). Significant equivalent relevant experience may also be considered.	Postgraduate university degree in a relevant area.
Skills & Abilities	<p>Excellent organisational and administrative skills.</p> <p>Experience with acquiring and analysing trade data, compliance data and other data.</p> <p>Experience with databases and data analytic systems, including Excel, Access or similar.</p> <p>Ability to work within a team to develop and implement collaborative approaches to shared challenges.</p> <p>Ability to identify and clearly express core elements of an issue or proposal.</p> <p>Excellent spoken and written communication skills in the English language.</p>	<p>Overall Capabilities Adaptable. Effective under pressure. Demonstrate composure in high pressure environments. Listening, connecting with others, and interacting appropriately in different situational, social, and cultural settings.</p> <p>Computer Skills Working knowledge of data mapping software (e.g., ArcGIS, QGIS, GMT, etc.). Experience with web-based data entry and maintenance</p> <p>Communication Skills Ability to communicate in French or other SIOFA CCP languages.</p> <p>Other Capabilities Experience with working in an international environment or organisation (RFMOs). Experience in establishing and effectively maintaining collaborative relationships with external stakeholders.</p>
Knowledge & Experience	<p>Minimum of three years of relevant work experience.</p> <p>An understanding of oceanic fisheries and fisheries management</p>	Experience of works with people of different national and cultural backgrounds

Applicants should note that the SIOFA Staff Regulations para 2.2 (<http://apsoi.org/about-siofa/basic-documents/staff-regulations>) require that any new SIOFA Secretariat Member shall conduct themselves in a manner consistent with the international nature of the Agreement. They shall always exercise the loyalty,



discretion and tact imposed on them by their international responsibilities in the performance of their duties. They shall avoid all actions, statements or public activities which might potentially be detrimental to the Secretariat, the Meeting of the Parties and the aims of the Agreement.

Also, Staff members are not required to renounce either their national feelings or their political or religious convictions. In the application of these Regulations, any discrimination on the basis of sex, age, race, colour, ethnic or social origin, religion or belief, political or other opinion, membership of a national minority, property, birth, sexual orientation or disability shall be prohibited.

Review Date	September 2022
Authorised by	Thierry Clot, Executive Secretary