

GOVERNMENT OF KIRIBATI
POSITION DESCRIPTION

1. Ministry: Ministry of Fisheries and Marine Resources Development		
2. Position Title: Field Enforcement Officer	3. Salary Level: L 12-11	4. Division: Coastal Fisheries Division
5. Reports To: Director of Coastal Fisheries Division	6. Direct Reports: Principal Fisheries Officer and Senior Enforcement Officer (MCS and E)	
<p>7. Primary Objective of the Position: To support the undertakings of the Coastal MCS programs to carry out enforcement activities to address the management and protection of inshore fisheries.</p>		

8. Position Overview	
<p>9. Financial:</p>	<p>10 Legal: NCS, MOP, KDP, KV20, KNFP, (Fisheries Act 2010(as amended 2017), Coastal fisheries Regulations, Marine Export Regulation)</p>
<p>11. Internal Stakeholders:</p> <ul style="list-style-type: none"> • Director of Fisheries Division • Senior Enforcement Officer • Enforcement Officer and Assistant EOs (colleagues) • Administration • Account <p>To be referred to Manager:</p> <ul style="list-style-type: none"> • Progress report • Activity plans • Project documents • Log sheets on MCS and E work 	<p>12. External Stakeholders:</p> <ul style="list-style-type: none"> • Other Ministries, • Customers • KNPS • Island councils • Fisherman Cooperatives • OAG • NGOs • SOEs • Local community <p>To be referred to Manager</p> <ul style="list-style-type: none"> • Serving the above stakeholders • Other areas that may need approval from SRO or the Ministry endorsement.

This is position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. It is an expectation that you may be required to perform additional duties as required.

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13. KEY ACCOUNTABILITIES <i>(Include linkage to KDP, MOP and Divisional Plan)</i> <ul style="list-style-type: none"> ▪ <i>KDP/KPA:</i> ▪ <i>MOP Outcome:</i> ▪ <i>Divisional/Departmental/Unit Plan:</i> 		
Key Result Area/Major Responsibilities	Major Activities/Duties	Performance Measures/Outcomes
The improvement in the patrol, monitoring and surveys program.	Conduct patrol, monitoring and survey programs	Performance indicators/ measures <ul style="list-style-type: none"> • The number of patrol, monitoring and surveys carried out • Identification of hot spot sites Outcome <ul style="list-style-type: none"> • The patrol, monitoring and surveys programs improved.
Improvement in the implementation and enforcement of the Fisheries Act 2010 and its regulation in addressing the management of inshore fisheries.	Implement the Fisheries Act 2010 and its regulations to address measures towards the management of inshore fisheries	Performance indicators/ measures <ul style="list-style-type: none"> • No of cases found breaching the act and regulation Outcome <ul style="list-style-type: none"> • Improved implementation of the Fisheries Act 2010 and its regulation
The improvement in the reporting system in the monitoring, compliance and surveillance programs on inshore fisheries	Assist in the preparation and compilation of monitoring, compliance and surveillance reports carried out on inshore fisheries.	Performance indicators/ measures <ul style="list-style-type: none"> • Number of monitoring, compliance and surveillance reports completed

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		<p>Outcome</p> <ul style="list-style-type: none"> The reporting system for monitoring is improved
Regular maintenance and repair work on patrol boats used in the patrol work.	To carry out regular maintenance work and servicing of patrol boats used for patrolling programs.	<p>Performance indicators/ measures</p> <ul style="list-style-type: none"> Servicing timetable for patrol vessels Number of service work completed <p>Outcome</p> <ul style="list-style-type: none"> Servicing and maintenance of patrol boats is improved.
Management of administrative matters of the Unit	Assist the Assistant Enforcement officers in preparing workplans and budgets for enforcement work	<p>Performance indicators/ measures</p> <ul style="list-style-type: none"> Progress report is submitted Unit workplan and budget submitted No of meetings attended No of tasks undertaken as per the advice of CFD management <p>Outcome</p> <ul style="list-style-type: none"> The Unit's activities are implemented in accordance to the objectives of MFMRD'S MSP and KDP
	Act as counterpart under the joint enforcement team working to address effective deterrence	
	Act as counterpart to any responsible officer assigned for compilation of illegal cases	
	Perform any other tasks assigned by Officer in charge of CFD	
Improvement in the voluntary compliance of the general public	To assist in the awareness raising on fisheries measures in place to the general public, to understand, observe and respect the importance of voluntary compliance and effective deterrents towards attaining the management of the fisheries in Kiribati	<p>Performance indicators/ measures</p> <ul style="list-style-type: none"> No of awareness programs initiated No of cases over the years <p>Outcome</p> <ul style="list-style-type: none"> Compliance is achieved at the national level

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10. Key Challenges	11. Selection Criteria
<ul style="list-style-type: none">• Insufficient operational budget• Unavailability of office equipment• Inadequate support from stakeholders• Inadequate MCS skills• Willingness to work outside working hrs• Urgent repair work on vessel	<p>11.1 PQR (Position Qualification Requirement): Education: Certificate in Fisheries Resource Management and other related MCS qualifications.</p> <p>Trade Certificate in Class 5 Engineering or Mechanical Engineering will be an advantage.</p> <p>Experience: Should have past experience in</p> <ul style="list-style-type: none">• machinery repair and maintenance (OBM)• Basic Safety and Training Certificate (BSTC)• First Aid and Survival techniques• Radio operation <p>Job Training:</p> <p>Prerequisite:</p> <hr/> <p>11.2 Key Attributes (Personal Qualities):</p> <p>1. Knowledge</p> <ul style="list-style-type: none">• Customer and personal service• Leadership and management• Supervision• English language• Computer and electronics <p>2. Skills:</p> <ul style="list-style-type: none">• Speaking• Active listening• Reading• Social perceptives

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	<ul style="list-style-type: none">• Monitor <p>3. Attributes</p> <ul style="list-style-type: none">• Effective• Efficient• Innovative• Creative• Approachable• Cooperative• Fair• Dedicated• Good Communication skills
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