

GOVERNMENT OF KIRIBATI
POSITION DESCRIPTION

1. Ministry: Ministry of Fisheries and Marine Resources Development			
2. Position Title: Principal Licensing Officer	3. Salary Level: 5	4. Division: Licensing & Compliance Division (LCD)	
5. Reports To: Secretary, MFMRD		6. Direct Reports: Director of Licensing and Compliance Division	
7. Primary Objective of the Position:			
To analyse and assess the economic viability of access fishing agreements and arrangements using bio-economic models to enable the maximisation of social, economic and sustainable financial returns from the harvesting of tuna resources in Kiribati.			

8. Position Overview	
9. Financial: \$15,176	10. Legal: Fisheries Act 2010, Maritime Zones (Declaration) Act 2011, - Fisheries (Pacific Island States Treaty with the United States of America) Act 1988, Environment Act 1999, National Conditions of Service (NCS).
11. Internal Stakeholders:	12. External Stakeholders:
<ul style="list-style-type: none"> • LCD (all Unit staff) • MFMRD (all Divisions) • MFEP (Revenue Division and Economic Planning Division) • Kiribati Police Service (Maritime Patrol & National Coordination Centre) 	<ul style="list-style-type: none"> • DWFNs (including licensed fishing companies – foreign, flagged and domestic) • PNA • FFA • SPC • WCPFC • IATTC • Other RFMOs

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 (Include linkage to KDP, MOP and Divisional Plan)

- KDP/KPA:
- MOP Outcome:
- Divisional/Departmental/Unit Plan:

Key Result Area/Major Responsibilities	Major Activities/Duties	Performance Measures/Outcomes
<p>A. Administrative, Management and Supervisory Roles</p>	<ol style="list-style-type: none"> 1. Assist in developing and reviewing policies for the efficient and effective administration of the Division, including access negotiation schedules. 2. Provide briefings and advice in support of the Ministry's delegation at national, regional and international forums. 3. Ensure the upgrade and maintenance of Office equipment and electronic tools for the efficient and smooth operation of the Division. 	<ul style="list-style-type: none"> - Established policies for the Division is current, maintained and adhered to by all staff of the Division, established schedules for access negotiation. - Briefings and advice are provided as and when they are required. - Office equipment and working tools are upgraded, maintained and operational at all times.
<p>B. Analysis and assessments of fishing access agreements and regional arrangements</p>	<ol style="list-style-type: none"> 4. Develop a bio-economic framework for fisheries access agreements and fishing arrangements that incorporates the interest and situation of Kiribati. 5. Analyse and assess the economic viability of access agreements to enable the maximisation of sustainable economic and financial returns from the harvesting of tuna resources in Kiribati. 6. Review regional fishing arrangements of which Kiribati is a party to assess their economic and financial viability to enable informed decision on whether to maintain or discontinue membership. 	<ul style="list-style-type: none"> - A bio-economic and compliance framework or equivalent is established to guide assessments of access agreements and arrangements. - Access agreements are vetted for sustainable economic viability and compliance, and in accordance with the Ministry's sectoral plan. - Regional fishing arrangements (e.g. FSMA) are reviewed and assessment reports provided.

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	<p>7. Assess and analyse the economic and financial viability of joint-venture fishing agreements, and proposals to support decision making.</p>	<p>- Satisfaction of the economic and financial performance and compliance of joint-venture agreements and arrangements to the local economy and established requirements.</p>
<p>C. Tuna management plan and work programme and budget</p>	<p>8. Assess and analyse the economic and social implication of proposals put forward under the WCPFC, PNA and FFA related to development and management of tuna resources. 9. Facilitate annual reviews of the Tuna Management Plan. 10. Formulate and coordinate the annual work programme and budget for the Division, including staff training and development.</p>	<p>- Tuna Management Plan is reviewed annually and is current. - Annual work programme and budget for the Division is agreed and implemented.</p>
<p>D. Other tasks</p>	<p>11. Any other tasks and responsibilities that may be directed from time to time by the SRO(s).</p>	<p>- Additional tasks are undertaken promptly and efficiently.</p>

10. Key Challenges

- Independent research work on new approaches and models for access agreements and arrangements.
- Application of new models and frameworks for maximisation of economic and financial benefits from the harvesting of tuna resources in Kiribati.
- Meeting deadline for accurate and quality briefings and advice.

11. Selection Criteria

11.1 PQR (Position Qualification Requirement):

Education: Degree qualification in Fisheries Economics, Fisheries Management, or other related fields.

Experience: Three (3) years' post degree work experience in middle management level.

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- Maintaining respect and rapport with work colleagues, Ministry staff and other stakeholders.
- Decisiveness in the enforcement of policies, rules and regulations for the Division, as well as access fishing agreements for breach of their terms and license conditions.

Job Training: Leadership, Fisheries economics and management trainings.

11.2 Key Attributes (Personal Qualities):

1. Knowledge

- Fisheries economics and management principles
- Fisheries sustainable development models
- Regional fishing arrangements
- Excellent spoken and written English

2. Skills

- Strong leadership and management skills
- Communication and negotiation skills
- Critical thinking and decision making capabilities
- Analytical skills in the interpretation of fisheries data
- Planning and budgeting experience skills

3. Attributes

- Ability to work during odd hours
- Ability to deal with work pressure and influence from fishing vessel companies and operators
- Willing to take on additional tasks
- Output accountability and professionalism

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