

Information Pack

Head of Fisheries & Aquaculture

Up to £43,000 per annum
Hybrid/Flexible working from a UK base
or one of our offices in London/Edinburgh/Ross-on-Wye
35 hours per week



Our values

We work to protect our ocean, and all that depend on it, the wildlife, the people, and now, our planet. We are looking for you to feel that our values match your own, but we want you to contribute your own perspectives and experiences as they add to our knowledge and our culture.

- We are brave
- We have integrity
- We are a community
- We are credible
- We are positive
- We are solutions focused

The opportunity

We are looking for an exceptional leader to enable delivery of our ambitious goals on fisheries and aquaculture. We want to ensure there are more fish in healthier seas, improve the way wild fisheries and fish farms are managed, and influence consumers and seafood businesses to be more responsible in their seafood buying choices.

Our **Head of Fisheries and Aquaculture** leads a team of policy and technical experts on fisheries and aquaculture, including seafood sourcing and sustainability ratings. The postholder also works across the organisation: integrating fisheries and aquaculture with our work on ocean recovery and clean seas; linking with our Scotland and Wales teams on devolved fisheries and aquaculture issues; and with our communications and engagement experts to promote sustainable fisheries and aquaculture to a wide audience. Our Good Fish Guide has recently been transformed, so leadership of this work and our engagement with seafood businesses and supply chains is key.

The seafood industry across the countries of the UK is undergoing huge challenges due to new legislation, political issues and the biodiversity and nature crises. The response to these challenges brings the opportunity for change to set a positive, sustainable future for the sector. This role will work with colleagues as part of our strategic leadership team to help steer this change so that it benefits the environment and climate, but also those communities that rely on the seafood industry for their livelihoods.

What you'll do

- Lead our Fisheries and Aquaculture (F&A) work; strategically planning, coordinating, overseeing and evaluating to ensure its' successful delivery
- Lead and manage the F&A team to maximise their potential and support their career development.
- Promote and ensure the integration of our F&A objectives internally.
- Promote and encourage adoption of MCS F&A objectives externally to key stakeholders.
- Develop and manage the F&A programme.
- Contribute to the development and implementation of MCS' Strategy, providing organisational leadership as part of the Extended Management Team

What you'll need to show us

- Strategic thinking - a focus on the future, pragmatic, solutions driven, with the ability to consider the bigger picture.
- Knowledge of the UK fishing and aquaculture sectors' policies and regulations, with a network of key stakeholder contacts.
- Ideally, experience of working in the seafood sector.

- Understanding of sustainable development and how it can be applied to F&A sectors.
- Cross-organisational leadership and team management experience with strong interpersonal skills.
- Project and budget management skills, with the ability to plan strategically, deliver and monitor results within set timescales and budgets.

What it's like to join our team:

Our team are passionate advocates for our ocean and how it can support our climate. Our watercooler chats are like no other. We find that inspiring, but we've also got other ways to value your contribution:

- Annual leave that starts at 25 days a year, plus Bank Holidays, increasing with service We also close between Christmas and New Year as extra time off
- 6% contribution to our stakeholder pension scheme
- Sick pay at full-pay for 8 weeks, then 8 more weeks at half-pay (after probation ends)
- Great work life balance through flexible working, and you can work remotely in the UK if that fits with your role
- Support for your health and wellbeing with a programme of activities and an employee assistance programme for you and the people who live with you

We also value who you are, and what you bring that makes you able to do your very best work. We work to our values, but welcome diversity of thought, of experience, and background. Equity, diversity and inclusion are part of everything that we do.

We welcome applications from all sections of the community, particularly those that are under-represented in environmental and charity sectors.

Ready to dive in?

We understand that the application process can be difficult if you have a condition or disability that you live with. We want to make it as easy as possible for you to shine during your application process, so please let us know what we can do to accommodate you.

Read on through this pack – there's lots more detail on the role and what to put in your application.

The closing date for applications is 3 July 2022



Head of Fisheries & Aquaculture

Reports to: Director of Programmes; Line Management: 4 Direct + 2 Indirect:

Aquaculture Programme Manager

Good Fish Guide Programme Manager + 2 Ratings Officers

Sustainable Seafood Advocate

Fisheries Policy Manager

Overall purpose and objective

To lead on Fisheries and Aquaculture for the Marine Conservation Society, overseeing and enabling delivery of our strategic goals in this area.

Responsible for core funded and restricted project budgets which range between £250,000 and £1m.

Key responsibilities

- Strategically plan, co-ordinate, oversee and evaluate our Fisheries and Aquaculture (F&A) work to ensure its' successful delivery
- Lead and manage the F&A team.
- Promote the F&A objectives internally and externally to key stakeholders
- Develop strategically and oversee or manage F&A projects
- Contribute to the development and implementation of MCS' Strategy, providing organisational leadership as part of the Extended Management Team

Main duties

Strategically plan, co-ordinate, oversee and evaluate MCS F&A work to ensure its successful delivery:

- Lead delivery of MCS F&A objectives through establishment, evaluation and ongoing review of appropriate work plans, programmes, projects and campaigns.
- Lead on the periodic review of the F&A conservation objectives, working closely with the Director of Programmes, F&A team leads and wider Programmes Directorate.
- Project manage cross-team programmes of work.

Lead and manage the F&A team:

- Provide support and supervision to direct reports and ensure that support and supervision is given to indirect reports in accordance with MCS policy and procedures.
- Ensure the F&A team has all necessary skills, support and resources to achieve its objectives.
- Encourage employees to identify innovative approaches to enhance team and organisational performance.
- Oversee F&A team member objectives and work plans, ensuring that work is planned to realistic timetables, team members are aware of their roles and responsibilities and that work can be completed within working time and resources available.
- Ensure effective working between the F&A team and the wider Programmes, Marketing & Communications, Fundraising departments.
- Ensure that F&A policies are regularly reviewed, effectively communicated to all staff.

Promote MCS F&A objectives internally and externally to key stakeholders:

- Serve as the primary point of contact for MCS' F&A work.
- Foster and actively build constructive relationships with MCS key contacts in the F&A sectors.
- Represent MCS at meetings with key stakeholders, as appropriate and in conjunction with F&A team and country team leads and the Director of Programmes.

- In collaboration with wider MCS teams proactively and effectively communicate and advocate on F&A objectives to key industry, government and public stakeholders.

Develop strategically and oversee or manage F&A projects:

- Ensure strategic development and effective delivery of F&A projects through co-ordination of the strands of MCS work in F&A, including wild capture and aquaculture policy advocacy, Good Fish Guide ratings, and supply chain and public engagement.
- Ensure effective cross departmental working and communications between F&A and other key MCS teams, notably marketing and communications, fundraising and our other conservation teams.
- Monitor and manage the F&A budget, both team and relevant project budgets, including timely preparation of an annual budget and half-year review.
- Report regularly to the Director of Programmes on the ongoing effectiveness of F&A projects and campaigns, for key performance indicators.
- Identify future sources of funding and make all necessary applications with support from the MCS Fundraising team.
- Foster positive relationships and ensure effective and timely reporting to project funders.

Contribute to the development and implementation of MCS' Strategy, providing organisational leadership as part of the Extended Management Team

- Provide input on MCS' strategic development through active input to the Extended Management Team.
- Contribute to strategic planning and reviews associated with MCS' environmental and organisational objectives.


General





Role may include occasional travel to MCS offices (Ross-on-Wye, London and/or Edinburgh) and to major cities for notable meetings or events. Some international travel with overnight stays for specific work areas.

All colleagues are required to act responsibly in terms of the health, safety and welfare of yourself and colleagues in accordance with our Health & Safety Policy and Procedures, and the policies as set out in the Employee Handbook.

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders may be requested to undertake other reasonable duties and responsibilities relevant to the nature, level and scope of the post as advised by their Line Manager.

Person specification

Knowledge and Experience (what you'll know)	
	<p>Knowledge of fisheries and/or aquaculture capture/production methods, their environmental impacts, and key levers for improvement.</p> <p>Track record of experience working in/with F&A sectors at an appropriately senior level.</p> <p>Knowledge of the UK fishing and aquaculture sectors, policies, standards, contacts and key stakeholders.</p> <p>Understanding of sustainable development and how it can be applied to F&A sectors.</p> <p>Excellent strategic thinking and ability to work across the organization.</p> <p>Demonstrable experience of people and performance management for individuals</p>

	<p>and teams.</p> <p>A practiced project manager, ensuring that projects can designed and delivered on time and within budget</p>						
	<p>Formal training in team and people management</p> <p>Experience of working with journalists or the media</p> <p>Experience of policy formulation, especially for complex issues</p> <p>Experience of fundraising and the preparation of proposals and reports to potential and existing funders</p>						
Skills and Competencies (how you do it)							
	<p>Ability to communicate, defend and promote difficult messages to influence policy and effect change at industry and government level.</p> <p>Effective communication skills for promoting policy messages in plain English to a wide audience through written materials, presentations and media work.</p> <p>Sound decision-making and problem-solving skills.</p> <p>Aptitude for coaching our teams to encourage a positive and 'just' culture</p> <p>Strong interpersonal and communication skills; able to bring people with you when communicating to colleagues at all levels</p> <p>Proficient in the use of IT and relevant software (MS Word, MS Excel)</p>						
	<p>Experience using Teams and Sharepoint to support access to documentation and H&S communication</p>						
Personal Qualities							
	<p>A personal style in line with our values and our commitment to equity, diversity and inclusion:</p> <table border="0"> <tr> <td>We are brave</td><td>We have integrity</td></tr> <tr> <td>We are a community</td><td>We are credible</td></tr> <tr> <td>We are positive</td><td>We are solutions focused</td></tr> </table> <p>Approaches problems with a creative and enabling mindset.</p> <p>An excellent team player who places emphasis on building open and supportive relations with colleagues and stakeholders and working by example.</p> <p>A passionate and committed interest in communicating marine conservation to varied audiences to achieve a positive and active response.</p> <p>A desire to promote positive change and seek ongoing improvement in working practices.</p> <p>Flexible in approach to work, with the ability to handle a diverse workload, prioritise and meet deadlines.</p> <p>Is committed to providing an excellent service to their colleagues</p> <p>Explores problems to find solutions, and responds well to challenges</p>	We are brave	We have integrity	We are a community	We are credible	We are positive	We are solutions focused
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How to apply

Please submit your application directly to hr@mcsuk.org If you would like to contact us to request an adjustment that would support you fully taking part in a recruitment process please contact us at hr@mcsuk.org

What we need to see

Your CV –We would prefer that you removed your personal information like photographs, contact information, name and age from your CV.

A motivation statement – tell us how your experience meets the role requirements by referring closely to both the job description and the person specification. Include examples of your work or experiences which show how you will meet the job criteria and person specification and what skills you bring which would make you successful in the role.

Your motivation statement should also let us know what inspired you to apply for this role with us – tell us what it is about our work that attracted you to the organisation and the position.

We find that stronger applications have this statement – to give yourself the best opportunity for this role, please ensure you include it. No need to write pages, one side of A4 would be perfect, two would be more than enough so try to limit yourself.

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Selection process

If you're invited to an interview, you may be requested to prepare a task in advance, or take part in a group activity as part of the assessment process – we'll let you have all the details in the invitation to interview. We will also invite you to talk to us about any reasonable adjustments which would support you in fully taking part in the interview process.

The legal bit

If you're successful, all offers of employment are conditional, subject to the following:

- We are not licensed to issue work permits so candidates are required to provide proof of eligibility to work in the UK and will be required to present original documents if invited for interview. Information on what you'll need to show will be provided as part of the invitation to attend an interview but you can read more on the Home Office UK Border Agency website: <https://www.gov.uk/government/organisations/uk-visas-and-immigration>
- receipt of two references which are satisfactory to MCS
- your driving licence and insurance, if using a vehicle is an integral part of your role

Closing date:

Sunday 3 July 2022