

VACANCY



MCS Team Leader

Salary Range \$26,888 – \$45,019

+ Health Insurance, Life Insurance, and Retirement Plan

Closing Date: 17 October 2025

Applications are invited for the support-level position of **Monitoring Control and Surveillance (MCS) Team Leader** at the WCPFC Secretariat, based in Kolonia, Pohnpei, FSM.

The WCPFC was established in 2004 under the Convention on the Conservation and Management of Highly Migratory Fish Stocks in the Western and Central Pacific Ocean (WCPO). Its objective is the long-term conservation and sustainable use of highly migratory fish stocks, consistent with UNCLOS (1982) and the UN Fish Stocks Agreement (1995). The Commission currently has 26 Members, 7 Cooperating Non-Members, and 7 Participating Territories. Further information is available at www.wcpfc.int.

In 2024, the Secretariat began restructuring the Compliance and MCS team to balance workloads and strengthen policy, data analysis, and monitoring capacity. With well-established programs after 20 years, the Commission is shifting to harvest strategies and enhanced monitoring. This post supports those changes, with increased use of online systems and greater responsibility by Members for managing their data.

The MCS Team Leader will assist the Deputy Compliance Manager with data entry processes supported by Vessel Management and Reporting teams, oversee workflows that examine and analyse information, and liaise with Members to raise awareness and resolve issues.

Applicants should have relevant qualifications or experience, an understanding of fisheries, and proven ability to analyse data. This locally recruited position closes on **17 October 2025**, with the successful applicant expected to commence in **November 2025**; further details are available at www.wcpfc.int or from **Natsuko Akinaga, HR Officer** (natsuko.akinaga@wcpfc.int.)

DUTY STATEMENT

MCS Team Leader

Support Grade: 3

Reports to: Deputy Compliance Manager

Organisational relationships: The Monitoring Control and Surveillance (MCS) Team Leader will operate under the general direction and line management of the Deputy Compliance Manager. This position involves liaising with Members and others cooperating with the Commission in relation to reported data about vessels and fishing activities that the WCPFC's Vessel Management and Reporting teams receive and manage. The position requires working closely with all other staff in the Compliance and MCS team. He/She is expected to also work with the IT team and with the scientific data manager (SPC-OFI) as needed.

Direct reports: The MCS Team Leader will provide day to day direction and management for 2 – 7 support staff.

Key responsibilities: The MCS Team Leader position is suited to someone who is passionate about data completeness and accuracy, is keen to learn and has excellent attention to detail. He/She is responsible for assisting the Deputy Compliance Manager with the day-to-day administration of Secretariat process workflows relating to the WCPFC's Vessel Management and Reporting teams based on data entry and the use of data, including to support CCMs awareness and resolution of issues requiring greater focus.

Duties will include:

- Monitoring the day-to-day operations of the Vessel Management and Reporting teams and acting as an additional point of contact for WCPFC's Vessel Management and Reporting teams data-related inquiries from Members and from others cooperating with the Commission and ensuring their efficient resolution.
- Under the supervision of the Deputy Compliance Manager, overseeing the day-to-day work of staff tasked to enter data and reporting, and maintaining associated records related to WCPFC's Vessel Management and Reporting teams, in particular Members and vessel reporting related to their fishing activities which may include near-real time reporting.
- Using WCPFC IT tools and online systems and working closely with Vessel Management and Reporting teams to undertake examinations and analyses of Vessel-related and Reporting data:
 - to verify and check the quality of all data entries made by the Secretariat; and/or
 - to verify and check the quality of data entry and reports by Members and others cooperating with the Commission, and
 - to investigate anomalies and inconsistencies related to fishing activities and relevant Members reporting.
- Identifying any issues with, or potential improvements to, IT tools and online systems and/or Secretariat workflow processes, that could benefit Members and/or enhance the Secretariat's delivery of data quality and accuracy.
- Working within the Compliance and MCS team, contribute to the Secretariat's service delivery across the various arrangements that together are supported by WCPFC's Vessel Management and Reporting teams.

- Assisting the Deputy Compliance Manager:
 - in providing reports and information to CCMs that will support their awareness of issues and reporting gaps requiring greater focus.
 - with preparing annual reports related to WCPFC's Vessel Management and Reporting teams for the Technical and Compliance Committee, and ad-hoc reports related to data quality and accuracy.
 - with supporting the efficient processing, delivery of approved data, and maintenance of records related to WCPFC data requests.
 - with regular reports as directed, on the day-to-day operations of the team, any issues with data and workflow delivery, any areas of issues associated with Member data and reporting, and any improvements to workflows or online tools.
- Participating as an active member of the Secretariat during the Technical and Compliance Committee and, if requested, for other WCPFC meetings.
- Collaborating with the Fisheries Management and Compliance Adviser on the preparation of Staff Guides and on CCM Process and System User resources.
- Where tasked, providing training and capacity building to WCPFC Members, particularly small island developing States, to assist them to meet their reporting obligations to the Commission.
- Any other duties as required.

Qualifications and Experience

Essential:

- Appropriate qualifications or equivalent experience in computing, marine science or fisheries management and MCS;
- Proven experience in investigative analysis of data and information, preferably within a fisheries context;
- Proven experience in database administration, data entry and related areas;
- Sound experience in clerical, filing, or equivalent office administration duties;
- Demonstrate excellent inter-personal skills including effective relationships, dependability, problem solving, attention to detail;
- Very good oral and written English communication skills;
- Absolute discretion and sound judgement in the handling of confidential information;
- Demonstrated ability to work unsupervised;
- Computer literacy with working knowledge of Microsoft Office applications.

Desirable:

- Knowledge of observer programmes, vessel monitoring systems, fisheries inspections and fishery related matters;
- Working experience in the collection and management of quality fisheries data;
- Experience in leading and/or coordinating team projects;
- Enthusiasm to participate in training programmes.