

## WESTERN AND CENTRAL PACIFIC FISHERIES COMMISSION

### Consulting Position Vacancy: **Compliance and Monitoring Analyst**

The Western and Central Pacific Fisheries Commission (WCPFC) was established to ensure, through effective management, the long-term conservation and sustainable use of highly migratory fish stocks in the Western and Central Pacific Ocean.

The Commission's Secretariat, which is located in Pohnpei, Federated States of Micronesia, is seeking a motivated person with the experience to enhance the Secretariat's analytical capacity in support of TCC workplan activities. The programme of work to be completed by the end of 2023 will see the analyst build on existing analytical reporting tools and products and, where needed, establish new, enduring ones.

A substantial volume of data continues to be generated from a range of data collection programmes for fisheries in the WCPF-Convention Area. In addition, through various Conservation and Management Measures (CMMs) and scientific data decisions, the Commission has also agreed regular reports on related fishing activities are to be provided by members. Significant elements of the TCC workplan rely on this data and on the ability of the Secretariat to analyse and present information derived from this data.

To better manage this, a programme to enhance and streamline the Secretariat and user facing processes and systems that capture, use and present this data is underway with a number of system and process changes already implemented and more planned. In 2021, the Secretariat prioritised work to enhance the Secretariat's analytical capacity. In 2022, the Commission made improvements to simplify the delivery of analysis and reports which aims to better support the annual compliance monitoring scheme process, the production of required annual reports for TCC consideration, intersessional working groups; and the delivery of more useful and transparent information on the WCPFC website for the public and/or members. This work will continue into 2023 and be further supported through this consultancy, as the results to date have demonstrated the broader value and opportunities possible from enhancements to the accessibility and ease of use of data, and its analysis and presentation in support of the TCC workplan activities.

Applicants are required to have a proven record that demonstrates their ability to develop targeted analyses and to present the products of those analyses as inputs to Secretariat support for TCC workplan activities. Recognised experience with fisheries operational and monitoring related data and information is preferable. A tertiary qualification in a relevant discipline or equivalent experience is required.



The terms of reference for the position, and information on conditions of service follow or can be obtained from the Opportunities section at [www.wcpfc.int](http://www.wcpfc.int). If needed, additional information can be obtained from the Finance and Administration Manager (Aaron Nighswander) at +691 320-1992 or [Aaron.Nighswander@wcpfc.int](mailto:Aaron.Nighswander@wcpfc.int).

The package offered for this consultancy is USD 80,000 including travel allowances. This appointment will be from April 2023 through December 2023. The contract may be extended if the project receives an additional funding and extension.

The applications will close on Wednesday 29 March 2023, and the successful applicant will be expected to begin work in April 2023.

Applications can be submitted to [Aaron.Nighswander@wcpfc.int](mailto:Aaron.Nighswander@wcpfc.int).

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### TERMS OF REFERENCE: COMPLIANCE AND MONITORING ANALYST

The Compliance and Monitoring Analyst (the Analyst) will report to the WCPFC Secretariat's Compliance Manager.

The work will suit someone with a creative mind with a passion for digital infrastructure and will be the main conduit between the WCPFC MCS and Compliance databases and their users, delivering documented and repeatable data products for use in Compliance and MCS analyses and reports.

The primary responsibility is to work within the MCS and Compliance programmes to refine mechanisms for the maintenance and analysis of fishery compliance monitoring data and reporting under Conservation and Management Measures (CMMs), taking responsibility for ensuring these data are curated adequately and can be applied, with appropriate analyses and analytical tools, to support the workplan priorities for the WCPFC's Technical and Compliance Committee (TCC).

The Analyst will development and document repeatable routine reports as well as produce ad-hoc analysis and reports derived from WCPFC data and information held by the Secretariat or the scientific services provider in support of the Commission MCS and Compliance work and to improve the value that can be derived from WCPFC dataset to support CCM needs.

Reflecting the integrated nature of the Western and Central Pacific Fisheries Commission (WCPFC) MCS and Compliance programmes, close working relationships are required with the MCS and Compliance Team, IT team and the scientific services provider in respect of WCPFC data and information for Compliance purposes. The MCS and Compliance Team will be critical to identify the business requirements and priorities for analytical needs and products.

Expected initial priority areas include:

- the development of and documentation of IT tools and solutions that can enhance access to WCPFC data and information;
- analyses of near-real time reporting by CCMs and vessels where required under CMMs including on the WCPFC Integrated MCS Information Management System;
- the analysis and reporting by the Secretariat in support of Members high seas fisheries monitoring, control and surveillance activities including supporting data requests under the WCPFC data rules and procedures;
- the preparation of analyses that are needed for the draft Compliance Monitoring Reports and as otherwise required under the CMM for the Compliance Monitoring Scheme;
- working closely with the Assistant Compliance Manager in supporting the maintenance of records for reporting by CCMs of management and compliance information, in accordance with CMMs and other decisions of the Commission;
- the provision of technical advice to support the Commissions consideration of additional and/or improved data requirements and standards that can enhance data quality and support verification of reporting; and

- to review, compare and analyse available information from various data sources as the basis for improving approaches to monitoring data quality and compliance with WCPFC Conservation and Management Measures to support the Secretariat's tasks under the Compliance Monitoring Scheme.

This work will require the Analyst to assist with the preparation of papers for the TCC, relevant Intersessional Working Groups and otherwise support the work of the MCS and Compliance Programme and the Compliance Manager.

### **Conditions of Service**

The position is desirably located in Pohnpei as it will require a significant level of work with Pohnpei located staff.

The contract period is from April to December 2023.

### **Minimum Requirements**

A relevant tertiary degree from an accredited institute and a minimum of 4 years' relevant work experience.

An appreciation of the Western and Central Pacific Fisheries Commission role, fisheries monitoring tools and the role of information and communication technology in MCS operations is essential.

Experience in information management system development, preferably in a fisheries context.

Experience in multi-stakeholder data collection programmes.

Excellent numeracy skills and an appreciation for detail to support the ability to evaluate data and implement data quality rules.

Delivering the analytical tools and products will require advanced experience in extracting data from SQL databases and with R (including the development of R packages) and using code versioning (e.g. GitHub).

Excellent communications skills in English, with the ability to effectively communicate technical information to non-technical stakeholders and to multicultural audiences.

Strong interpersonal skills and ability to work both independently as well as in a team environment is essential to establish and maintain relationships critical for supporting TCC workplan priorities.

A good working knowledge of WCPFC Conservation and Management Measures and the fisheries interests and characteristics of individual CCM is desirable.