



DEPUTY COMPLIANCE MANAGER

Applications are invited for the professional level post of Deputy Compliance Manager at the Secretariat for the Western and Central Pacific Fisheries Commission, based in Kolonia, Pohnpei, Federated States of Micronesia.

The base salary for the post is **US\$75,729.00 to US\$102,467.00 per annum**. The total salary package comprises of base salary, Cost of Living Differential Allowance, Housing, Superannuation and Location Allowance.

The Deputy Compliance Manager supports the Compliance Manager in management and technical development of the Commission's MCS tools. The position requires a team leader who is responsible for managing the Commission's databases and online-based systems, including ensuring data quality and completeness. The Deputy Compliance Manager will lead a team that is charged with ensuring that the Secretariat's Compliance and MCS workflow processes and associated IT reporting tools are efficiently supporting Members' data collection and reporting requirements. The position will actively support an evolving focus by Members on realising greater value from their data and so will contribute to effectively supporting CCMs with exercising improved control and management of their flagged vessels and to address their reporting gaps.

The position also responds to increased use of online-based systems and increased responsibility by member officials in the management of their data. The Deputy Compliance Manager will have a key role in ensuring greater integration in data collected and reported through WCPFC's Vessel Management and Monitoring Programs, strengthened support to CCMs in meeting WCPFC obligations, and will leverage enhanced data analysis to support the Commission's emerging scientific and compliance programs. The role is a critical enabler in the next phase of the Commission's work focused on closing remaining gaps in its management work which includes transition to harvest strategies and the enhanced data collection and monitoring programs that support them.

This position will also contribute to the WCPFC's work to enhance monitoring and verification of fisheries activities and to support the WCPFC Member's implementation of conservation and management measures, including harvest strategy elements. Given the increased use of online-based systems and greater responsibility by Member officials in the management of their data, the position is expected to liaise closely with the Science team and the Scientific Data Manager, data analysts, IT team and database contractors, oversee Member training on Secretariat tools, and contribute to innovation and development of systems that support Commission objectives.

Applicants are required to have a proven record of achievement that demonstrates their ability to successfully undertake the responsibilities of the posts. The Deputy Compliance Manager post requires a postgraduate qualification in fisheries management or related field, and at least five years' experience in the planning, management, and operational aspects of fisheries MCS is required. The TORs for the position can be found at <https://www.wcpfc.int/vacancies-opportunities>. Applications should include a cover letter, resume, and three references. Applications and any questions can be addressed to Mr. Aaron Nighswander, Finance and Administration Manager, with submission by email to Aaron.Nighswander@wcpfc.int by **23 October 2026**.

For related information and queries visit our website at www.wcpfc.int. The successful applicants will be expected to take up the position around January 2027.



DUTY STATEMENT

Deputy Compliance Manager

Professional Staff Grade: **3 (Manager), US\$75,729.00 to US\$102,467.00 per annum**

Reports to: Compliance Manager

Organizational relationships:

The Deputy Compliance Manager will operate under the general direction and line management of the Compliance Manager and will oversee the operational elements of the Compliance section, relating to management of data collection, analysis of and reporting from the WCPFC's Vessel Management and Monitoring Programs and the work and systems that underpin the Compliance Monitoring Scheme. He/She is required to liaise with Members and others cooperating with the Commission and will be expected to perform advanced work activities with a degree of autonomy. Reflecting the integrated nature of the Commission's data collection and monitoring programs which are to support the Commission's emerging scientific, compliance and management needs, the position will necessarily work closely with all staff in the Compliance and Monitoring, Control and Surveillance (MCS) team, the Science team, the IT team and with the Scientific Data Manager (SPC-OFP).

Direct reports: The Deputy Compliance Manager will oversee a team of up to ten staff. He/She will provide general direction and line management for one staff position. In addition, the position will also oversee out-sourced secretariat services as needed.

Key responsibilities: The Deputy Compliance Manager provides support to the Compliance Manager in management and technical development of the Commission's MCS tools. The position requires a team leader who is responsible for managing the Commission's databases and online-based systems, including ensuring data quality and completeness. The Deputy Compliance Manager will lead a team that is charged with ensuring that the Secretariat's Compliance and MCS workflow processes and associated IT reporting tools are efficiently supporting Members' data collection and reporting requirements. The position will actively support a greater focus by Members on realising greater value from their data and so will contribute to effectively supporting CCMs with exercising improved control and management of their flagged vessels and to address their reporting gaps. This position will also contribute to the WCPFC's work to enhance monitoring and verification of fisheries activities and to support the WCPFC Members implementation of conservation and management measures, including harvest strategy elements. Given the increased use of online-based systems and greater responsibility by Member officials in the management of their data, the position is expected to liaise closely with the Science team and the Scientific Data Manager, data analysts, IT team and database

contractors, oversee Member training on Secretariat tools, and contribute to innovation and development of systems that support Commission objectives.

Duties will include:

- Supervising the Secretariat workflows that support the data entry, data quality and maintenance of records related to the Record of Fishing Vessels, Regional Observer Program, High Seas Boarding and Inspection Scheme, Port Inspection activities, Vessel Monitoring System, Transshipment Reporting, IUU Vessel List and online Compliance Case File System.
- Overseeing the Secretariat's compliance support team, comprising seven locally engaged staff responsible for reporting analysis, vessel management, and data entry, the Deputy Compliance Manager will drive the continuous enhancement of team capabilities, skill sets, and knowledge through progressive capacity building and targeted professional development opportunities.
- Supervising the Secretariat's Compliance and MCS workflows that support the monitoring and examination of the WCPFC Vessel-related and Monitoring Program data, including near- real time reporting by CCMs and vessels of fishing activities, including in high seas pocket special management areas, and where possible verifying these reports with other WCPFC data and information and when incidents of non-compliance identified, that these are forwarded to WCPFC Members.
- Acting as a point of contact and liaising with Members and others cooperating with the Commission on technical matters related to the Vessel Management and Monitoring Programs, including inquiries by WCPFC Members undertaking activities under the Commission's agreed arrangements for MCS.
- Supervising and managing follow-up and responses to queries, and on potential incidents of non-compliance, by the Compliance and MCS team staff with WCPFC Members and others cooperating with the Commission.
- Overseeing the maintenance of the WCPFC's Monitoring and Evaluation online reporting system, which incorporates Conservation and Management Measures and obligations, and the annual Cooperating Non-Member application/renewal process.
- Administering the Secretariat's Compliance and MCS workflow processes that support WCPFC data protection, access and dissemination rules and procedures, including the receipt, review and consideration for approval of data requests, and the dissemination and the maintenance of related records.
- Managing the preparation of required annual reports and maintenance of website image published content related to the WCPFC's Vessel-related and Monitoring Programs, and the Commission's agreed arrangements for MCS, including required reporting associated with the Compliance Monitoring Scheme

- Liaising closely with the Science Team and Scientific Data Manager (SPC- OFP), IT team and database Contractors, towards continuing to innovate and streamline workflow and reporting processes which support greater responsibility by WCPFC Member officials in the management of their data to assist them with being aware of and efficiently resolving issues that require greater focus, and to improve the information that is available on the WCPFC website for the public and WCPFC Members.
- Facilitating the provision of training and capacity building to the WCPFC Members, particularly small island developing States and participating territories, in meeting their reporting obligations to the WCPFC.
- In support of the Compliance Manager, maintaining mutually beneficial collaborative relationships with other regional and national agencies and organisations involved in fisheries in the western and central Pacific.
- Contributing to the Secretariat's support to the Annual Technical and Compliance Committee Meeting and its working groups, and to the Regular Annual Session of the Commission.
- Any other duties as required.

Qualifications and Experience

Essential:

- Tertiary qualification in fisheries science, fisheries management or a related field;
- At least five years' experience in the planning, management and operational aspects of fisheries compliance and management programs in fisheries;
- Interpersonal skills of a high order, including demonstrated experience with supervision of technical staff and managing business relationships critical for effective fisheries monitoring and compliance programs;
- Appreciation of the nature of the Western and Central Pacific Fisheries Commission, the role of the Secretariat and the aspirations of WCPFC Members;
- Experience with operational aspects of fisheries compliance, including but not limited to enforcement, policy formulation, monitoring and surveillance;
- Demonstrated ability to produce written material of a high standard in support of WCPFC committees, meetings and working groups;
- Demonstrated understanding of the role of information and communication technology in MCS and RFMO operations, including data custodianship and analysis;
- Good working knowledge of WCPFC Conservation and Management Measures and the fisheries interests and characteristics of individual CCMs;
- Communication skills in English of a high order, particularly in written and oral presentation of technical compliance advice to multicultural audiences including fishermen and policy makers; and

- Computer literacy with working knowledge of Microsoft Office applications.

Desirable:

- Post-graduate qualification in fisheries management, international law or a related field;
- Experience in regional (multinational) fisheries management;
- Familiarity with the MCS tools used in the WCP region;
- Experience in computer database administration and/or information management system development, preferably in a fisheries context;
- Experience with data scripting or script development; and
- Readiness to undertake travel in support of the Commission's work.