

Assignment Description

FISHERIES MANAGEMENT INSTITUTIONAL STRENGTHENING SPECIALIST NAURU

Employer	Nauru Fisheries and Marine Resources Authority
Location:	Nauru
Background	<p>This assignment is aligned with the Government of Australia's partnership agreement with the Government of Nauru.</p> <p>Nauru is an independent Republic located just south of the equator. It has an area of 21 sq km and population of around 10,000, most of who live in the main town and in villages along the coastal ring-road. Its two main natural assets are the remaining primary and secondary phosphate deposits, as well as the catch and income derived from tuna fishing conducted in its Exclusive Economic Zone (EEZ), which is an area of around 320,000 sq km. International fishing income is therefore an integral part of Nauru's economic wealth and an important resource to be managed and monitored.</p> <p>The Nauru Fisheries & Marine Resources Authority (NFMRA) is an authority of the Government of Nauru. It is responsible for regulating and developing activities relating to Nauru's fisheries and marine resources. Specifically, the Authority is charged to manage, develop, conserve and protect the fisheries and marine resources of Nauru in such a way as to conserve and replenish them as a sustainable asset for future generations; to promote the sustainable utilisation of the fisheries and marine resources of Nauru to achieve economic growth, improved social standards, improved nutritional standards, human resource development, increased employment and a sound ecological balance; to pursue effective strategies for managing the fisheries and marine resources of Nauru to so as to maintain the integrity of marine ecosystems, to preserve biodiversity, to avoid adverse impacts on the marine environment, and to minimise the risk of long-term or irreversible effects of resource extraction operations; and to enhance the administrative, legal, surveillance and enforcement capabilities of the Republic for the management, development, conservation and protection of the fisheries and marine resources of Nauru, in accordance with and law relating to fisheries or marine resources.</p> <p>The Government of Nauru has clear development policies that align with its National Sustainable Development Strategy (NSDS), which includes reforms that will build a more stable economy and thus provide an acceptable standard of living for its citizens. Development across the Fisheries sector is an important element of the NSDS, providing the potential for improved income and food security to the people of Nauru.</p>
Description of the	This senior position was created to guide and implement the Institutional Strengthening

<p>Position</p>	<p>development, reform and establishment of improved facilities and operations for the NFMRA. The Institutional Strengthening program will focus on capacity building and supporting the further development of NFMRA staff, systems and organisational outcomes.</p> <p>The Fisheries Management Institutional Strengthening Specialist for the NFMRA Institutional Strengthening program is a senior line-manger of the GON and reports directly to the GON, through the Chief Executive Officer to the Board of the NFMRA and the Minister for Fisheries. In addition, as the Institutional Strengthening program is supported under Australian Government regional funding, the Fisheries Management Institutional Strengthening Specialist will also report regularly to the AusAID First Secretary (Development Assistance) in Nauru.</p> <p>An Institutional Strengthening Project Design Document was developed in 2007 by a Pacific Islands Forum Fisheries Agency (FFA) design team. As outlined in the FFA design document, the proposed NFMRA Institutional Strengthening program is a broad activity over three years that has elements of Technical Assistance, mentoring, staff training, and the procurement of support equipment as part of overall implementation.</p> <p>In the early stages of the Institutional Strengthening program, the Fisheries Management Institutional Strengthening Specialist will focus on supporting the CEO to get the organisational structure right, through identification of the core business of the NFMRA, the skills gaps to be addressed as part of meeting its policy and monitoring obligations and the identification of both the function and then the specification of the equipment and facilities required.</p> <p>In subsequent stages of the program, the Specialist will work with senior NFMRA staff to develop the capabilities of the institution to implement its core business, with a particular emphasis on improving revenue from foreign tuna fishing, establishing a firm basis for community-involved coastal fisheries management and conservation, establishing an enabling environment for appropriate private sector and/or community development in fisheries and aquaculture and improving the capacity of operational units to monitor and manage all fisheries.</p>
<p>Context & Purpose of the Role</p>	<p>The NFMRA is a major and consistent revenue earning agency for Nauru, mainly through license fees from the tuna fishery, and it also has a responsibility for managing coastal fisheries resources to support Nauru's security objectives. The Authority's operational systems, organisational structure, IT capacity, and communication equipment are not yet entirely adequate in order for it to fulfil its national and international mandate. The FFA developed Institutional Strengthening Project Design document proposed a long-term Fisheries Management Specialist to assist the Authority to manage its changing role and its increased responsibilities and a Specialist has been in place since October 2008.</p> <p>NFMRA has expressed strong interest in</p> <ul style="list-style-type: none"> ➤ completing the institutional restructuring processes that were designed during the first phase of the project (and which have now received Board approval); ➤ providing a more concentrated focus on establishing effective food security-oriented coastal fisheries management, including legislation and implementation (an objective which was de-emphasised in favour of oceanic fisheries revenue during the first phase of the project) ➤ assisting NFMRA in fully implementing the Parties to the Nauru Agreement (PNA)Vessel Days Scheme (now a major source of revenue for the Nauru

Government and which requires several regional processes to be developed by the PNA);

- ensuring NFMRA has the capacity to locally implement the new Conservation and Management Measure for Tropical Tunas that has been agreed by the Western and Central Pacific Fisheries Commission in December 2012

NFMRA is aware that any assistance needs to be provided in the context of the Authority's capacity to absorb the HRD and technical inputs – and the limited absorptive capacity of the organisation is one of the reasons why the objectives of this project could not be completed within a 4-year timeframe. The FFA Design document still provides a good framework within which the NFMRA can identify priorities for implementation of the objectives set by the Nauru National Sustainable Development Strategies.

The Fisheries sector provides one of the main sources of substantial foreign income for Nauru, now and into the foreseeable future. While Nauru has a limited potential for commercial fishing or processing, there is still a danger of overfishing from local fishing on Nauru's extremely limited reef. The Territorial Sea (12 mile limit) is reserved for local fishers and the surrounding oceanic waters of the Exclusive Economic Zone are fished, under license, by vessels from countries that include Taiwan, China, Korea, Japan, Vanuatu and the USA. In addition to the major fishing activities of foreign vessels. There is also a tradition of milkfish aquaculture that is desirable to re-establish, and economic potential for export of certain live fish under strictly controlled conditions

In the Fisheries sector, Nauru is also a party to the introduction of the Vessel Day Scheme (VDS) to its EEZ waters. The VDS is a sophisticated means of controlling purse seine fishing vessel effort, by limiting the total number of days that purse seine fishing vessels can fish in the exclusive economic zones of countries in the western and central Pacific Ocean region.

The VDS impact on Nauru's revenue estimates, including re-negotiation of existing access agreements, has been an urgent issue for the Government of Nauru (GON). The Vessel Monitoring System is mediated by the Forum Fisheries Agency (FFA), the WCPFC and the PNA Office using satellite tracking, and there are still some local problems in adequately accessing and processing this data.

As part of its regional treaty obligations, NFMRA is also required to provide fish catch data and, other relevant information as part of monitoring fishing operations and also ensuring the sustainability of the fishery. The NFMRA also holds responsibility for search and rescue operations in Nauruan waters.

Main External Relationships

- Government of Nauru (other ministries especially the Department of Finance through its support to financial planning)
- Donors – particularly AusAID as a donor funding support to the Fisheries Management Institutional Strengthening Project, but also other donors and potential donors, including NZAID, FAO, and the Global Environment Facility (through the Nauru Government Aid Management Unit)
- Regional fisheries bodies, in particular the Office of the Parties to the Nauru Agreement, the Pacific Islands Forum Fisheries Agency, the Secretariat of the Pacific Community, and the Western and Central Pacific Fisheries Commission (WCPFC); and relevant international non-governmental organisations, such as WWF, Pew Environmental Trusts, Marine Stewardship Council

	<ul style="list-style-type: none"> • Private fishers, both foreign and local • The Public and Community Groups
Assignment Objectives	<ul style="list-style-type: none"> • Assist NFMRA design and apply operational procedures that ensure rehabilitation or long-term sustainability of coastal non-tuna fisheries, and encourage socially, economically and ecologically appropriate and sustainable aquaculture development by the private sector. • Continue work on assisting NFMRA in procedures to monitor fisheries and maximize sustainable economic benefits derived from (largely foreign) fishing on regionally-migratory oceanic fisheries resources in Nauru, in particular effective day to day operation of the full vessel-days scheme that was progressively introduced during phase 1 of the project, and effective participation by Nauru in regional fisheries decision making processes. • Assist NFMRA institute internal staff supervisory, administrative and financial procedures that improve the efficiency and reliability of the service provided , with a particular emphasis on strengthening processes to improve growth in sustainable livelihoods for nationals within the fisheries sector.
Length of assignment:	The assignment will commence from July 2013 for a two year period.
Reports to:	The appointee will report direct to the GON through the NFMRA CEO to the NFMRA Board and the Minister for Fisheries. In addition, as the Institutional Strengthening program is supported under Australian Government regional funding, the Fisheries Management Institutional Strengthening Specialist will also report regularly to the AusAID First Secretary (Development Assistance) in Nauru.
Duties and responsibilities:	<ul style="list-style-type: none"> • Work with the CEO and Coastal Manager to establish a sound scientific, legal and institutional basis for coastal and reef fisheries management. • Work with the CEO and Oceanic Manager to consolidate the national implementation of the Vessel Days Scheme, including hands-on training in VDS accounting, VMS operation, licencing, reporting and regulation • Work with the CEO and Senior Staff to further develop institutional budgets, expenditure control, reporting processes, organisational efficiency and effectiveness; • Provide analytical and advisory support to Nauru delegations at bilateral, regional and international fisheries negotiations, and building the capacity of the team. • Based on the identification of needs in the first phase of the project: Facilitate the provision of targeted advisory and training assistance by regional agencies; and commission expert, including consultant, support for analysis and training in areas not covered by regional agencies or the deployee. • Work with technical experts to complete the development and installation of IT and other equipment that is necessary to support monitoring and reporting of domestic and foreign fishing activities. • Coordinate the data collection, profiling and analysis to inform policy development and resource management • Coordinate the development and implementation of public awareness, information and education campaigns • Write and submit annual reports to AusAID through AVI, detailing progress against agreed activities, and assist NFMRA to manage and report 6-monthly to the Ministry of Finance on the use of project funds.

	<ul style="list-style-type: none"> • Compile the information necessary to objectively review the achievements of the project and the progress of NFMRA in addressing its objectives. • Provide a report to AusAID through Australian Volunteers International detailing the work plan approximately 8 weeks after commencing in the position; • Provide progress and completion reports to AusAID through Australian Volunteers International on implementation of the above; • Carry out other duties as requested.
Selection Criteria	<p>Qualifications</p> <ul style="list-style-type: none"> • A degree in a related field. <p>Skills and Experience</p> <ul style="list-style-type: none"> • Experience involving institutional strengthening within a Marine Natural Resource Management environment • Success in developing sound scientific information on coastal marine resources • Previous experience in and organisational responsibility for the development of forward plans, needs analysis, implementation of staff development and training activities and management of procurement of communication and IT equipment • Demonstrated understanding of the role IT and communications play in fisheries management and the interrelationship between regional countries, their fisheries management systems and the various reporting requirements • Outstanding communication skills, with the ability to work closely with GON Ministers, regional fisheries organisations, senior Nauruan fisheries managers, community representatives and operational staff • Experience in setting forward Institutional Strengthening budgets, support ongoing development of fisheries systems and reporting capacity • Proven experience in strategic planning, change management, including opportunities and incentives for fisheries staff to undertake on-job training and skill formation • Experience involving institutional strengthening and capacity building within the Pacific is desirable. • Previous experience living and working in a developing country (particularly in the Pacific or small island states) is desirable but not essential. <p>Personal attributes</p> <ul style="list-style-type: none"> • High level interpersonal, leadership, representation and communication skills; • Commitment to team work, coaching and mentoring other people; • Ability to cope with cultural isolation and a standard of living that may be different; • Patience, tolerance and flexibility; • The ability to live and work in a new cultural setting; • A preparedness to work with limited resources within a challenging environment;
Remuneration:	<ul style="list-style-type: none"> • A supplementary allowance of AUD\$175,000 per annum will be provided to the deployee by AusAID via Australian Volunteers International • The deployee and accompanying dependants, where applicable, will be provided with airfares at the commencement and completion of the placement, plus basic travel insurance and emergency evacuation insurance • A dependent child allowance to a maximum of AUD\$15,600 per annum in total for a maximum of two accompanying dependent children (less than 21 years of age) ~.

	<ul style="list-style-type: none"> • An establishment allowance of at least AUD\$7,200* will be provided to assist with pre-departure medical, vaccinations, relocation costs, passport fees and costs of setting up in-country • A return allowance of at least AUD\$2,400* to assist with the return transportation of goods to home and return medical/s will also be provided <p>~Allowance is set dependent upon the number of accompanying children *Allowance will vary depending on whether deployees are single or accompanied</p>
Accommodation and utilities	<ul style="list-style-type: none"> • Accommodation will be provided to the deployee by AusAID. • A vehicle is provided to the appointee for work and private usage.
Work hours/days	<ul style="list-style-type: none"> • Sick leave provision for employees is 12 days per annum • Annual leave provision for Government of Nauru employees is 30 days per annum • In addition Nauru observes a number of public holidays
Additional information	<ul style="list-style-type: none"> • Deployees and accompanying partners will take part in a pre-departure briefing run by Australian Volunteers International in Melbourne (participation of dependent children at briefing will be discussed) • Additional support will be given to the deployee by Australian Volunteers International's Melbourne based PACTAM Project coordinator for Nauru. Apart from communications via letter, email, telephone and fax, the PACTAM Project coordinator will meet at least once with the deployee in country • Confirmation of appointment is subject to: <ul style="list-style-type: none"> ➤ <i>Formal approval from AusAID and the employer</i> ➤ <i>Procurement of visa and work permits</i> ➤ <i>A satisfactory medical examination for the applicant and accompanying dependants</i> ➤ <i>Satisfactory criminal record and working with children checks for the applicant and accompanying adults by the Australian Federal Police</i>

<p>Background</p>	<ul style="list-style-type: none"> • Australian Volunteers International is an Australian based non-government aid agency primarily involved with the provision of technical assistance to developing countries • The Government of Nauru has asked for assistance in recruiting and supporting the above position through the Pacific Technical Assistance Mechanism (PACTAM) • PACTAM is funded by the Government of Australia through its official Aid Agency, AusAID, and is managed by Australian Volunteers International • PACTAM places skilled personnel to work with Host Organisations within the Pacific Region to assist in meeting their human resources needs, and to respond to emerging development needs
<p>Applications</p>	<p>This assignment description contains information AVI has obtained from the employer at this point of time and is subject to change.</p> <p>Applications are preferred via our on-line application form. If you are applying by email, please type the position number in the subject line of your message.</p> <p>In your cover letter, please address the selection criteria outlined in the assignment description. A current curriculum vitae, including the names and contact details of one personal and two professional referees should also be included. Referees will not be contacted without prior consent.</p> <p>Posted applications should be addressed to:- Recruitment Services Australian Volunteers International PO Box 350 Fitzroy VIC 3065 Fax: (03) 9419 0976 E-mail: recruit@australianvolunteers.com</p> <p>Australian Volunteers International is strongly committed to protecting the rights of children. We adhere to laws in Australia and foreign countries regarding child exploitation and support Childwise and ECPAT International.</p>