

Bycatch Coordinator

Candidate Information Pack

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1. Background information

The International Whaling Commission (IWC) is an inter-governmental organisation established under the 1946 International Convention for the Regulation of Whaling. The Commission has a membership of 87 Contracting Governments and it meets in plenary session every two years.

The preamble to the Convention states that its purpose is to '*provide for the proper conservation of whale stocks and thus make possible the orderly development of the whaling industry*'. Consequently, the IWC's work covers both areas: the regulation of whaling and conservation of whale stocks. In 1986, the Commission established zero catch limits for commercial whaling. Sometimes referred to as the whaling moratorium, these catch limits remain in place today although some whaling continues under objection, reservation or special permit. The IWC also continues to regulate and set catches for subsistence whaling by indigenous peoples (termed Aboriginal Subsistence Whaling). In recent years, the IWC's work to support the recovery of whale populations and address the many non-whaling related threats they are facing has increased in prominence and is leading to strengthened engagement with other Inter-Governmental Organisations.

The IWC and its subsidiary bodies meet in plenary session once every two years (usually in September/October) apart from the Scientific Committee that meets annually (usually in May/June). The Commission structures its work through a range of Committees and Sub-committees. They are illustrated [here](#) and comprise:

- **Finance and Administration Committee.** Handles finance, budgets, operational effectiveness and governance including updating of the Rules of Procedure.
- **Conservation Committee.** Receives scientific advice from the Scientific Committee and provides conservation advice on non-whaling threats to cetaceans, develops partnerships with other organisations and seeks financing for conservation projects.

- **Scientific Committee.** This Committee assembles around 200 leading scientists from many countries to provide advice and recommendations on all aspects of cetacean conservation and management.
- **Aboriginal Subsistence Whaling Sub-committee.** Receives sustainability advice from the Scientific Committee and integrates this with information on cultural and nutritional requirements to provide the Commission with management advice on quota requests submitted by Governments on behalf of aboriginal subsistence whaling communities.
- **Infractions Sub-committee.** Provides a mechanism for Contracting Governments to report their compliance with measures set out in the Schedule to the International Convention for the Regulation of Whaling.
- **Working group on Whale Killing Methods and Welfare Issues.** Originally focused on humane hunting, this group now includes all aspects of cetacean welfare including those arising through accidental harm (e.g. bycatches in fishing gear).

The Secretariat

The Secretariat is established through Article 3 (III) of the International Convention for the Regulation of Whaling (1946) which states 'The Commission may appoint its own Secretary and staff'. The Secretariat provides the Commission with a range of services and capabilities. These include financial management as well as scientific, policy and governance support to the work programmes established by the Commission and its many Committees and sub-groups. The Secretariat organises meetings and workshops, manages statistical data, IT and HR services, produces publications and distributes official and non-official communications. It is also responsible for compliance with various duties including Health and Safety, data protection and the maintenance of the Commission's premises through its Headquarters Agreement with the United Kingdom.

The Bycatch Mitigation Initiative and Bycatch Coordinator

Bycatch, and entanglement of cetaceans in both commercial and other active fishing gears and abandoned lost and otherwise discarded fishing gear is arguably the single biggest threat to cetacean populations. It has been estimated that over 300000 whales and dolphins die each year from entanglement in fishing gear. This is a conservation and welfare issue of global concern, and threatens the recovery of endangered populations and the existence of some species.

The IWC has long recognised the conservation significance of bycatch, especially to the survival of several threatened cetacean populations. As a result, a number of resolutions have been adopted requesting action by Contracting Governments (e.g. Resolution 2001-13 on Small Cetaceans, Resolution 2001-4 on the Incidental Capture of Cetaceans, Resolution 2000-8 on Western North Atlantic right whales, Resolution 1997-4 on Cetacean Bycatch Reporting and Bycatch Reduction, Resolution 1991-4 on Small Cetaceans).

More recently, the IWC's Conservation Committee and Scientific Committee have given much consideration to bycatch and made various recommendations on how best to address it. At its latest meeting in 2016, the Commission endorsed the recommendations of the Conservation Committee and Scientific Committee on cetacean bycatch, including the establishment of a Standing Working

Group (SWG) on Bycatch under the Conservation Committee; and the development of a Bycatch Mitigation Initiative supported by an Expert Panel and a Coordinator.

The Bycatch Mitigation Initiative seeks to help governments to address issues relating to bycatch and in particular its mitigation. It will do this by *inter alia*:

- Evaluation of the effectiveness and practical implementation of mitigation measures, including the application of monitoring schemes;
- Coordination with the Scientific Committee to ensure that new relevant information is considered and evaluated in a timely manner;
- Provision of advice to the Commission on governments' request;
- Liaison and exchange of information with other inter-governmental fisheries bodies (e.g. COFI, FAO Regional Fishery Bodies, ICES) on bycatch issues;
- Liaison with other IGOs (e.g. CMS and its Regional Agreements and UNEP Regional Seas Programmes and their associated treaties, NAMMCO) and international NGOs with bycatch initiatives to ensure complementarity of efforts and regular exchange of information and expertise;
- Maintenance of an up-to-date compilation of research related to bycatch mitigation measures.

The Structure of the BMI is as follows:

1. A Standing Working Group, which reports to the Conservation Committee and Commission, that is tasked with developing a work programme and overseeing the work conducted, in close collaboration with the Coordinator;
2. An Expert Panel – established by the SWG in consultation with the Scientific Committee, which will report to the SWG; and
3. A Coordinator within the secretariat of IWC who, in consultation with the SWG and Expert Panel, will implement the programme of work.

The most immediate task to be accomplished under the Bycatch Mitigation Initiative, and a key task for the Coordinator is the development of a fully costed programme of work that will be submitted for the endorsement of the Commission at its 67th meeting (IWC67) in September 2018. However, it is also important for there to be some tangible progress on the issue between now and IWC67 and, as such there are a number of elements that will be taken forward by the Bycatch Coordinator to commence delivery under the BMI and to underpin its work programme. This will include work to build on the current understanding of the bycatch situation and evidence base; strengthening relationships and collaboration with other organisations and reviewing the capacity needs of governments in addressing bycatch.

Given that the bycatch programme of work will be subject to endorsement by the Commission in September 2018, this post is initially offered as a contract ending on 30th September 2018. Extension of the contract until IWC68 in 2020 is subject to the Commission's endorsement and available funds. As such, we are seeking a candidate capable of supporting the development and delivery of the BMI in this initial period up until September 2018 *and* in the longer term.

2. Job description and person specification

The Bycatch Coordinator will provide support to the IWC Standing Working Group on Bycatch in the strategic development of the Bycatch Mitigation Initiative and delivery of its programme of work. She/he will:

- Work closely with the SWG on Bycatch in the development of a fully costed programme of work for submission to the Commission at its 67th meeting in September 2018;
- Support the appointment of and convene the newly established IWC Bycatch Expert Panel and facilitate the provision of scientific and technical advice on Bycatch mitigation from the panel;
- Implement other aspects of the work plan of the BMI that are identified as priorities to deliver within this period of engagement;
- Provide advice to the Bycatch SWG on funding needs, and identify and (as appropriate) pursue fundraising opportunities to support delivery of the Bycatch Mitigation Initiative.
- Attend IWC meetings as required (including Scientific Committee and Conservation Committee meetings) and represent the IWC in other fora as needed.
- In liaison with the Expert Panel and the IWC Scientific Committee, contribute to the development of the evidence base in support of the aims of the Bycatch Mitigation Initiative including building on the current understanding of the bycatch situation, identifying and reviewing current research streams, and the development of case studies to help the BMI focus on where it can have the largest impact;
- Liaise with other related initiatives of the IWC as appropriate, including *inter alia* work on whale disentanglement and strandings.
- Continue to strengthen engagement with other Intergovernmental Organisations and initiatives on Bycatch;
- Organise Expert Panel meetings and workshops on Bycatch, as required;
- Liaising with the Expert Panel, review the capacity building needs of governments and identify means to facilitate the response to requests from governments for support to address bycatch issues;
- Facilitate liaison between the relevant IWC committees in the development and delivery of the Bycatch Mitigation Initiative particularly the Scientific Committee, Conservation Committee and the Whale Killing Methods and Welfare Issues Working Group;
- Report on the activities of the Coordinator to the Standing Working Group on Bycatch and facilitate reporting to other relevant IWC Committees on behalf of the BMI; and
- Undertake any other tasks that may be required by the organisation that are commensurate with the role

Person specification

The table below indicates the essential and desirable criteria for this post and how these elements will be assessed by the selection panel.

Assessment Types

A = Application Form I = Interview P = Presentation T = Test

Attribute	Essential	Desirable	Assessment
Education	<ul style="list-style-type: none"> University degree or equivalent standard qualification in a relevant discipline (e.g. biological sciences; natural resource management; fisheries science; conservation science, environmental sciences, environmental policy and fisheries policy); or equivalent professional experience 	<ul style="list-style-type: none"> Postgraduate qualification in a relevant discipline Relevant professional qualifications or membership of professional bodies. 	A
Skills & Abilities	<ul style="list-style-type: none"> Ability to use own knowledge and experience and to assimilate other sources of information to produce detailed reports; advice and guidance Excellent interpersonal skills and the ability to build effective relationships with a diverse range of stakeholders Awareness of political issues associated with Bycatch Mitigation and the IWC and ability to work in a politically sensitive environment Good written and oral English and confidence in delivering written and oral presentations 	<ul style="list-style-type: none"> Competence in another working language of the Commission (French or Spanish) Competence in relevant technical matters – for example fishing technologies and/or statistics; understanding of relevant monitoring programmes 	A; I; P
Knowledge	<ul style="list-style-type: none"> Knowledge of bycatch mitigation measures Awareness of legislative frameworks (e.g. fisheries, environmental and species protection and conservation legislation) 	<ul style="list-style-type: none"> Technical and specialist expertise on one or more areas relevant to Bycatch Mitigation, for example relating to the fishing industry, fishing practices and fishing gear Expertise in cetacean-specific aspects of Bycatch Mitigation including cetacean ecology and/or conservation 	A; I

Attribute	Essential	Desirable	Assessment
		<ul style="list-style-type: none"> Knowledge of fisheries statistics 	
Experience	<ul style="list-style-type: none"> Professional experience in a relevant field e.g. sustainable fisheries management, bycatch mitigation, cetacean conservation Demonstrable experience in the strategic development and management of new work programmes and projects Professional experience in working with (or in) the fishing industry and/or with other stakeholders relevant to bycatch mitigation, (e.g. fishermen; government; fishing unions; local communities; NGOs; intergovernmental organisations) Experience of managing work planning and delivering workshop events 	<ul style="list-style-type: none"> Experience in delivering capacity building activities, for example, training Fundraising experience 	<i>A;I;P</i>

3. Remuneration package and Terms and Conditions

Duty Station: Cambridge, United Kingdom (or other feasible location, subject to discussion at interview)

Hours: Full time: 37.5 hours per week exclusive of meal breaks.

Duration: Until September 30th 2018. Extension until IWC68 in 2020 subject to Commission endorsement and available funding.

Reporting to: Head of Programme Development

Salary: Starting salary £31,165- £36,319 dependent on skills and experience.

Secretariat salaries are subject to an internal assessment (i.e. a tax) which is paid to the Commission. Because it is an intergovernmental organisation, the IWC is granted certain immunities and privileges by the Government of the United Kingdom. One of these is that permanent members of the Commission's staff do not pay UK income tax on their salaries.

Pension: The IWC operates the equivalent of a defined contribution scheme and will make contributions of up to a maximum of 15.8% salary if the employee contributes 7.9%.

Leave: 25 days per year in addition to 10.5 days UK public holidays and privilege days.

Benefits: This post qualifies for membership of the IWC's Group Life Insurance, Income Protection Insurance and Medical Insurance schemes.

Travel: This role will require international travel. In the initial contractual period this will include attendance at the IWC Scientific Committee meeting and IWC Commission meetings in 2018 as well as attendance of relevant intersessional workshops and other international meetings as required.

This post is offered as a fixed-term employment contract. A secondment arrangement could also be considered for the successful applicant.

4. Application process

Candidates requiring any further information or an informal discussion prior to applications can contact Sarah Smith (sarah.smith@iwc.int or 01223 223971).

Applications are invited through submission of a curriculum vitae and a letter no longer than two sides of A4 at 11pt type explaining how the candidate fulfils the requirements of the post and the person specification. Applicants must also provide details of two referees who the IWC will only contact after an offer of employment is made. Any offer of employment will be subject to satisfactory references.

Applications should be sent by email to secretariat@iwc.int and must arrive by 5 p.m. on Friday 29th September. Please enter Bycatch Coordinator recruitment in the subject field. All applications will be acknowledged.

We are committed to equal opportunities for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. Reasonable requests for flexible working arrangements will be considered.