



HUMAN RESOURCE MANAGEMENT DIRECTORATE

Church Folly, Grand Turk, Turks & Caicos Islands. Ph: 649-946-2801, Fax: 649-946-1582

GOVERNMENT VACANCY

JOB TITLE:	Director of Fisheries
DEPARTMENT:	Department of Fisheries
MINISTRY:	Tourism, Environment, Agriculture, Heritage and Culture, Fisheries & Marine Resources
LOCATION:	The job is based in Providenciales but at the discretion of Director may be relocated to another part of TCI.

JOB SUMMARY:

The incumbent in this position will be responsible for enforcing all fisheries laws in the TCI. The position is a senior management position providing a key leadership role with direct oversight and responsibility for Fisheries Enforcement and data collection. The position plays a crucial role in shaping and implementing the strategic vision for sustainable fisheries management. The incumbent will collaborate with other departmental leaders to drive policy formulation, regulatory compliance, and operational excellence within the fisheries. The Director is to carry out strategic planning, policy design and provide recommendations regarding appropriate legislation related to fisheries management.

KEY DUTIES AND RESPONSIBILITIES:

1. Strategic Leadership

- a. Development of effective strategic plans for fisheries affairs.
- b. Prepares Cabinet papers on matters that directly affect the fisheries.

2. Operational Oversight

- a. Directly manage and oversee the daily operations of the Department in adherence to the allocated budget.
- b. Ensure the efficient implementation of fisheries policies and regulations.
- c. Oversee enforcement of fisheries and issuance of appropriate licenses.

3. Policy Formulation & Implementation

- a. Leads efforts in formulating and updating fisheries policies in alignment with national and international standards.
- b. Oversee effective implementation of policies to achieve sustainable fisheries management.
- c. Develop and Implement and keep current a Fisheries Management Plan
- d. Lead efforts to ensure the sustainability of fishing practices and the preservation of marine ecosystems. Implement policies and initiatives that promote sustainable fishing methods, minimize bycatch, and protect endangered species. Collaborate with stakeholders to establish quotas and regulations that support long-term viability of fisheries while preserving biodiversity.





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- e. Develop programs to support the livelihoods of fishermen and fishing communities. Facilitate access to training, resources, and alternative income opportunities to enhance economic stability. Advocate for fair wages, improved working conditions, and social welfare benefits for fishermen and their families.
- f. Drive initiatives to diversify the fishing industry beyond traditional practices. Promote the development of new sectors such as sports fishing, aquaculture, and seafood processing. Collaborate with industry stakeholders, researchers, and policymakers to identify emerging opportunities and facilitate market access for new products.
- g. Ensure alignment with government mandates to promote and facilitate industry diversification. Advocate for policies that incentivize innovation and entrepreneurship within the fishing sector. Engage with government agencies to secure funding and support for diversification initiatives.

4. Resources Management

- a. Prepare the Department's corporate plan, annual budget, annual operational plan, program and activities.
- b. Manage and allocate resources effectively to support Fisheries goals and objectives.
- c. Ensure fiscal responsibility and adherence to budgetary constraints.

5. Capacity Building

- a. Invest in building internal capacity for research and data analysis within the fisheries department. Provide training and resources to staff to enhance their skills in data collection, statistical analysis, and research methodologies. Foster a culture of continuous learning and innovation.
- b. Identify training needs and opportunities for professional development within fisheries affairs stakeholders to diversify and develop new niche opportunities within the fisheries sector.

6. Stakeholder Engagement

- a. Communicate research findings and data-driven insights to stakeholders and the public to raise awareness about the importance of sustainable fisheries management. Engage with local communities, advocacy groups, and media to promote transparency and build trust in decision-making processes.
- b. Provide the fisheries community with information on policies and procedures on licenses, registration of vessels and other fishery-related matters.
- c. Foster positive relationships with stakeholders, including industry representatives, environmental groups and government agencies.
- d. Represent the Department (internally and externally, locally or internationally) in meetings, conferences, and negotiations related to fisheries management.
- e. Represent TCIG on technical committees, workshops, and other public forums.

7. Compliance & Enforcement

- a. Develop & implement strategies to ensure compliance with fisheries regulations
- b. Develop draft departmental procedures for submission to the Ministry.
- c. Collaborate with other enforcement agencies to address illegal fishing activities and other violations.





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- d. Collaborate with other stakeholders in the conduct of research and search & rescue operations in TCI waters.

8. Research & Development

- a. Spearhead efforts to establish a robust data collection and research framework. Utilize scientific data and analysis to inform evidence-based policy development and decision-making processes. Collaborate with researchers, academics, and industry experts to gather, analyze, and disseminate fisheries-related data.
- b. Foster research initiatives to enhance and promote sustainable fishing practices.
- c. Develop, implement and keep current a Research & Management Strategy to facilitate ongoing research on the status of fisheries resources.
- d. Facilitate the development and implementation of innovative technologies in fisheries management.
- e. Cultivate strategic partnerships with academic institutions, research organizations, and industry stakeholders to support fisheries research initiatives. Promote collaborative research projects focused on resource sustainability, ecosystem health, and socio-economic impacts of fishing activities.

9. Reporting & Documentation

- a. Implement comprehensive monitoring and evaluation systems to track key performance indicators and assess the effectiveness of fisheries management strategies. Use monitoring data to identify trends, anticipate challenges, and adjust policies to achieve sustainability goals.
- b. Prepare monthly and quarterly reports on the performance and tracking of the Department KPIs to the Ministry.
- c. Prepare annual performance assessments of supervised staff for submission to the Ministry.
- d. Maintain accurate records and documentation in compliance with Government standards.
- e. Establish and maintain a comprehensive database for the capture and recording of fisheries data, fishermen data, social and economic data for the long-term management of the sector.
- f. Adhere to all Public Service codes, rules and regulations

QUALIFICATIONS AND EXPERIENCE:

- Master's degree in Fisheries Management, Marine Biology, Natural Resources or a related field.
- The post requires at least eight (8) years of relevant experience in fisheries management or a closely related field, of which at least five (5) years are at a senior managerial level. Experience should demonstrate a comprehensive understanding of the fisheries policies, sustainable management practices, and leadership in a senior capacity.
- The ideal candidate should show a commitment to advancing sustainable fisheries practices and possess the ability to navigate complex regulatory environments. Flexibility,





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adaptability, and collaborative thinking are essential attributes for success in this dynamic and multifaceted role.

- Additionally, the candidate should have a working knowledge of budgeting and financial management skills for incorporation into both Government and internationally funded projects.
- Finally, a candidate that has strong strategic thinking and analytical skills, effective communication, and the ability to build and maintain effective collaborative relationships with stakeholders is highly desirable.

REMUNERATION PACKAGE:

SALARY – Grade 9.1- \$75,363.00 per annum plus allowances

APPLICATION PROCEDURE:

Resumes with current contact information must be accompanied by a Cover Letter and two letters of reference (one preferably from a former employer) as well as copies of educational certificates and a copy of the Passport photo page. Shortlisted candidates must submit a Police Certificate/Record.

Applications should be addressed to the Office of the Human Resource Directorate, Church Folly, Grand Turk.

Current serving officers must apply through their Head of Department.

Applications without all supporting documents will not be processed.

We thank all applicants for their interest, however, only persons selected for an interview will be contacted.

