

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

JOB TITLE:	Bycatch Mitigation Instructor- West Africa
DEPARTMENT/DIVISION:	Africa Partnership Secrétariat/ BIMP
LOCATION:	Dakar, Senegal

1. OVERALL PURPOSE OF JOB

To be responsible for collection of data on target species interactions and mortality onboard industrial fishing vessels, to work closely with partners in setting bycatch mitigation measures, and to develop relationships within the sector so as to foster trust and collaboration for understanding and addressing seabird bycatch.

2. STAFF RELATIONSHIPS

REPORTING TO:	Bycatch Project Manager
REPORTING TO JOB HOLDER:	N/A
PRINCIPAL OTHER WORKING RELATIONSHIPS/RESPONSIBILITIES WITHIN SECRETARIAT: <i>(Include nature of work relationship)</i>	<ul style="list-style-type: none"> • West Africa Marine Programme Coordinator • BIMP Africa Coordinator • Conservation Division of Africa Secretariat • Bycatch Instructor
PRINCIPAL WORKING RELATIONSHIPS/RESPONSIBILITIES WITHIN BIRDLIFE NETWORK: <i>(Include nature of work relationship)</i>	<ul style="list-style-type: none"> • Elsewhere the position will support BirdLife Partners and national technical partners of the bycatch project as appropriate, including promoting the target species bycatch mitigation measures and raising awareness on interactions between seabird/sea turtle and fishing activities
PRINCIPAL EXTERNAL RELATIONSHIPS/RESPONSIBILITIES: <i>(Include nature of work relationship)</i>	<ul style="list-style-type: none"> • In addition to the bycatch team, close working relationships and maintaining regular support will be needed with the West Africa Programme Coordinator and the BIMP Africa Coordinator • Main partners working under the bycatch project: the National Fisheries departments / agencies = DPM, DPSP (Senegal); DGERH (Mauritania); DGRM & DGA (Cape Verde); Fisheries Depts (Sierra Leone and The Gambia); DGPI (Guinea Bissau); the Local Research Institutes & Universities = IMROP, ISSM / Académie Navale, Universities of Nouakchott (Mauritania); CRODT, IUPA, UCAD (Senegal); INDP, Univ. Cape Verde (Cape Verde); CNSHB (Guinea); CIPA (Guinea Bissau); Statistics and Research Unit (Sierra Leone) and other partners to be identified.

3. KEY WORKING RELATIONSHIPS GRID

Contact	Level (1-3)	Contact	Level (1-3)	Contact	Level (1-3)
BirdLife network / other NGOs	2	General public	2	Policy makers (institutional /politicians/ corporations)	2
BirdLife advisory groups, committees, reg. councils	1	Press & media	1	Funding organisations (institutions, foundations, corporations)	1
BirdLife Global Council	1	Regulators/ legislators/ auditors	1	Individual donors/ members	1
Suppliers/service providers	1	Scientific community	3	VIPs/ royalty/ high worth individuals	2
Level of Contact 1.= General Informing. "Appearance, first impressions". May have some independent outside exposure and contact, primarily informative. 2.= Presenting/Representing/Reporting "Relationship management". Independent exposure representing BirdLife. Maintaining individual contacts. Usually managing information flow.					

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

3.= Justifying/Negotiating - "Influencing decision makers". Independent exposure as lead contact, representing Birdlife to highly influential people. Responsible for complex and sensitive/high risk communications.

4. MAIN DUTIES/WORK PROGRAMME RESPONSIBILITIES

By main work area:	
1.	<p>Collection and management of at-sea data on seabird-fisheries interactions</p> <ul style="list-style-type: none"> • Work with fishing companies and the other bycatch instructors/manager to prepare, conduct and report back on fishing trips onboard industrial vessels across the region. • Conduct regular harbour visits to engage with fishing crew, establish relationships, provide opportunities for communication to and from crew, and to record all visits and relevant information in a database. • Provide training, briefing and debriefing of national observers. • Submit trip reports to the Bycatch Manager timeously after each partner trip. • Capture data into the database after each partner trip. • Assist Bycatch Manager with information for research projects when required. • Assist the Bycatch Manager with day-to-day running of the bycatch project. • Undertake Bird Mitigation Plan drafting or reviewing for the fleets where such plans are required. • Assist with report writing. • Assist the Bycatch Manager with managing and mentoring interns as needed.
2.	<p>Ensure BirdLife’s capital items are kept safely, securely and are insured.</p> <ul style="list-style-type: none"> • Practice good financial, asset and business management (includes inter alia careful use and protection of laptops, binoculars, video cameras, cameras, notebooks, data sheets and company vehicles) • Ensure all equipment is insured under BirdLife’s insurance. • Return all equipment to the office immediately after use on sign out sheet
3.	<p>Assist the Bycatch Manager and West Africa Marine Programme Coordinator where necessary</p> <ul style="list-style-type: none"> • Assist in public outreach and awareness of bycatch work to protect seabirds through diaries, e-newsletters, Facebook, etc. • Assist in funding opportunities to sustain seabird bycatch work in West Africa • Assist in workshops to create awareness and understanding of turtle bycatch presented to industry. • Promote West Africa bycatch partners at talks and events.
4.	<p>Perform other duty as may be assigned by the Bycatch Manager.</p>

5. LIMITS OF AUTHORITY/RESPONSIBILITY FOR RESOURCES

RESPONSIBILITY AREA	LEVEL OF AUTHORITY
Financial/Budgetary	None
Contracts – Funders	None
Contracts – Staff/Consultants	None
Contracts – Service providers	Consultants on approved projects whose fees do not exceed GBP 1,500
Legal Responsibility	None
Other	

6. EDUCATION/SKILLS AND OTHER SPECIAL REQUIREMENTS

REQUIREMENTS	KNOWLEDGE/SKILLS/ATTRIBUTES
Minimum General Education	First degree in science or environmental subject or proven equivalent experience, in any appropriate discipline e.g. Natural Sciences, At-sea Survey, seabird observer.

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Job Specific Education/Qualification	Strong background on bycatch, mitigation measures, and fisheries management work and knowledge of West Africa environment and at-sea work data collection will be an asset.
Job Specific Knowledge	Demonstrate knowledge on seabird bycatch data collection. Good knowledge of seabird and turtle bycatch issues. Build up linkages and synergies with stakeholders on grounds that can benefit bycatch work in the region. Experience in the organisation of meetings and workshops with technical and local stakeholders, including fishermen. Clear understanding of seabird and turtle conservation needs and EAF, particularly within the geographical scope of the bycatch project.
Experience	<ul style="list-style-type: none"> - Experience or clear understanding of seabird and turtle conservation issues (background internship, field work, thesis/ dissertation, at-sea observer etc. on seabird and turtle or marine conservation) - Fieldwork experience with seabirds, turtles and at-sea work, including devising field protocols for research, at-sea data collection etc. An ability to work with a variety of people including government technicians, fishermen and national non-governmental organizations (NGOs), local stakeholders, experts and consultants. - Proven knowledge of the environmental / fishery sector in the PRCM region. - Cultural sensitivity, tactfulness, inter-personal skills and ability to work well under pressure in a demanding environment. - Familiarity with the operating context for regional fisheries organisations in WA.
Management & organisational skills	Good organizational and planning skills and an ability to adhere to deadlines. Excellent organisational skills and careful attention to detail. Proven ability to provide progress reports in accordance with reporting schedules.
Communications skills	Good communication skills (written and verbal). Ability with public speaking and workshop presentation to a range of public, scientific observers and fishermen. From time to time write articles for BirdLife communication platforms on bycatch together with local / low profile stakeholders.
Analytical Skills	Ability to develop new ideas and innovative communication tools.
Creativity & Initiative	Proven ability that the person is a self-starter capable of working with little or no direct supervision will be desirable.
Computer Literacy	Good working understanding of Word, Excel, PowerPoint, databases, etc.
Languages	Written and spoken fluency in both Portuguese and English. Ability to work in other widely used languages in the region is highly desirable (e.g. French and local languages of PRCM region).
Travel requirements	Willingness to travel nationally and regionally from time to time
OTHER DESIRED/HELPFUL KNOWLEDGE/SKILLS/ATTRIBUTES	
N/A	

Prepared by:	Date:
Alfonso Hernandez	17th February 2021