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JOB DESCRIPTION

Position:	Indian Ocean Tuna Program Manager
Reports to:	SWIO-Sustainable Fisheries Program Regional Coordinator
Supervises:	N/A
Location:	Madagascar, Seychelles
Type of contract:	Fixed –term (2 years, with the possibility of renewal)
Grade:	B2

I. INTRODUCTION

WWF's global goal for oceans is that "The world's most important fisheries & ocean ecosystems are productive and resilient, and improve livelihoods and biodiversity". To achieve this goal, WWF will pursue the following outcomes by 2025:

- Well-managed tuna fisheries, based on safe biological limits (MSY), sustain healthy ocean ecosystems and provide a valuable basis for the well-being of humanity.
- Priority Indian Ocean tuna fisheries are sustainably managed. This will be achieved through the leveraging of key governance, markets and finance approaches and innovations as applied to tuna fisheries.

WWF has been actively engaged in promoting sustainable management of tuna fisheries at a global level, including in the Indian Ocean region. In this region, WWF's work aims at ensuring the development of sustainable fishing practices for tuna stocks in the Indian Ocean and increasing equitable benefits for Indian Ocean coastal states. The WWF Tuna Strategy also addresses key challenges in the tuna market, from chain of custody to transparency and traceability, the development of FIPs (Fishery Improvements Projects) and certification.

II. Major Functions

The goals of WWF are to ensure the long-term viability of the tuna industry operating throughout the Indian Ocean region and support and promote the development of sustainable tuna fisheries on which this industry depends. We believe that the members of the Indian Ocean Tuna Commission (IOTC) can work together with WWF and other partners, NGOs/CSOs and industry stakeholders to achieve these goals while maintaining a healthy ecosystem and safeguarding the rich biodiversity of the region.

WWF is looking for an Indian Ocean Tuna Manager to engage WWF's efforts on tuna management across the Indian Ocean and ensure consistency across a diversity of approaches (i.e. fisheries management, RFMO engagement, FIP etc.).

The position is responsible for maintaining momentum on priority areas of work on tuna for the WWF network, whilst also evolving the work on tuna to ensure it is embedded with WWF's Ocean Strategy and integrated into the WWF's Ocean Practice. The Indian Ocean Manager will be part of the South West Indian Ocean Fisheries Program and will perform among other functions the following:

- Support the Indian Ocean Tuna Commission (IOTC) to promote sustainable harvest strategies at the member state level and with key stakeholders that use effective science-based targets and limit catches consistent with sustainable stock management and recovery (where necessary);
- Support the IOTC in implementing RFMO governance reform including the adoption of right based management systems;
- Advocate for reduced tuna fishery ecosystem impacts including assisting with: implementing effective bycatch reduction and other measures for the conservation of all target species, consistent with best EBM practices;
- Promote the use of Port State Measures including the ratification and implementation of the PSMA by relevant Member States;
- Link these efforts to shift tuna management in the Indian Ocean by utilizing market power through supporting engagement with key tuna markets and coordination with WWF seafood buyers engagement leads' and ISSF.

III. Major Duties and Responsibilities

- Work with regional staff, WWF partners and key stakeholders and provide unified and consistent WWF tuna positions in the Indian Ocean (example of position can be found on: <http://www.iotc.org/documents/wwf-position-statement-0>; <https://iss-foundation.org/iotc-20-recap/>);
- Ensure that the network is represented and coordinated in its input to relevant external fora internationally especially at IOTC, tuna management and industry engagement;
- Develop capacity building materials and create support at a member state level for the IOTC to implement sustainable harvest strategies to pave the way for MSC certification and beyond;
- Provide support, identify resource needs and seek resource to ensure optimal implementation and execution of WWF's Indian Ocean Tuna strategy;
- Strategically serve, manage and coordinate Network efforts to reduce major fishing footprint threats like overfishing and bycatch in tuna fisheries in close cooperation with the Ocean Practice team and the relevant offices;
- Identify priority regional tuna policy issues and facilitate network processes to address them;
- Communicate efficiently and effectively within the program and with the WWF Network and external stakeholders and keep the South West Indian Ocean program coordinator informed;

- Provide support to and regularly communicate with the WWF Mozambique, host country and South West Indian Ocean (SWIO) fisheries team in order to ensure that WWF's intervention is in line with regional and global initiatives.
- Identify priority tuna policy issues, ensure alignment within WWF network in addressing them and in developing guidance.
- Ensure the region is represented in IOTC to advocate for transparent fishing-activities, supply-chains and trade, good governance and sustainable exploitation of tuna stocks, including reviewing the regulatory framework and management plans to ensure healthy tuna stocks, protection of nursery areas and bycatch close to zero.
- Manage, orchestrate and coordinate the markets approach in the Indian Ocean in agreement with the SWIO regional fisheries programme, NOs (SWIO offices, Pakistan, India...), the Ocean Practice seafood task force and the global tuna manager. This includes quality and consistency management and applying tools like FIPs, MSC, Business-Partnerships and Platforms like ISSF.
- Use available transparency technologies for advocacy work and to verify fishing activities, FIP and partnership commitments as well as conservation tools like zoning and restricted areas.
- Develop and manage approaches to empower local fishing communities and their tenure rights as well as equitable resource allocation and quota management in the countries and the IOTC
- Other duties as agreed with program coordinator.

IV. Profile

Required Qualifications

- Advanced degree in marine resource management / marine biology or a related field as required, preferably related to the impact of fishing on the environment or equivalent fisheries management experience;
- At least 10 years' experience in marine capture fisheries, including a strong international component;
- Demonstrable experience in engaging industry and academic sectors related to fisheries;
- Experienced project manager in a complex environment, at an international level.

Required skills and competencies

- Ability to coordinate diverse and dispersed international teams;
- Extensive and demonstrable knowledge of marine capture fisheries and conservation strategies for sustainable fisheries management;
- Extensive and demonstrable knowledge of policy/governance, and resource management;
- Excellent interpersonal skills including advanced experienced presentation and facilitation. Effective and clear communication skills in writing and verbally in English at least;
- Adheres to WWF's values, which are: Knowledgeable, Optimistic, Determined and Engaging.

Desired skill and competencies:

- An understanding and insight into regional Indian Ocean Fisheries issues and current agenda;
- An understanding and insight into regional political and socio/economic Indian Ocean;
- Experience in fisheries economics;
- Proven success and experience in fundraising;
- Experience in participatory approaches and with experience in working with government, counterpart agencies, NGOs, community-based organizations' and regional fisheries organizations.

V. Working Relationships •

Internal

- Regular communications and coordination with the SWIO Sustainable Fisheries Program Coordinator, WWFs global tuna manager, WWFs Ocean Practice and WWFs European Policy Office and with team members as needed.
- Functional technical oversight will be ensured through regular communication with the coordinator.

External

- Forging and maintaining relationships with key external partners

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.

Prepared by Supervisor _____ Date_____

Validated by HR Manager : _____ Date: _____

Approved by Country Director _____ Date:_____

Accepted by Staff member : _____ Date: _____