

GOVERNMENT OF KIRIBATI
POSITION DESCRIPTION

1. Ministry: Ministry of Fisheries and Marine Resources Development		
2. Position Title: Sea Cucumber Research Officer	3. Salary Level: 8	4. Division: Coastal Fisheries Division
5. Reports To: Director of Coastal Fisheries	6. Direct Reports: Director of Coastal Fisheries	
7. Primary Objective of the Position: Oversee the implementation and scaling out of the community based fisheries management program		

8. Position Overview	
9. Financial: Up to \$1453.40 and more	10 Legal: Fisheries Act 2010
<p>11. Internal Stakeholders:</p> <ul style="list-style-type: none"> • Director of Coastal Fisheries Division • Policy Development Division • Principal Fisheries officers • Senior Fisheries Officers • Coastal Fisheries Division staff • Fisheries Assistant • Account <p>To be referred to Director:</p> <ul style="list-style-type: none"> • Progress report • Activity plans • Project document 	<p>12. External Stakeholders:</p> <ul style="list-style-type: none"> • CEO/Clerk to Islands Council • Mayor • Councilors • Fisherman Cooperatives • Ministry of Environment, Lands and Agriculture Development • Ministry of Internal Affairs • Ministry of Women, Youth, Social & Sports Affairs • Local Community • Bilateral projects <p>To be referred to Director</p> <ul style="list-style-type: none"> • Request letter regarding assistance in sandfish farming capacity building
13. KEY ACCOUNTABILITIES (Include linkage to KDP, MOP and Divisional Plan)	
<ul style="list-style-type: none"> ▪ KDP/KPA: ▪ MOP Outcome: 	

This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. It is an expectation that you may be required to perform additional duties as required.

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▪ Divisional/Departmental/Unit Plan:		
Key Result Area/Major Responsibilities	Major Activities/Duties	Performance Measures/Outcomes
Oversee and manage research activities for seaweed	Develop a strategy for implementation and scaling out of the sandfish farming in Kiribati including capacity building	Implementation and scaling strategy developed
	Provide technical assistance at the community level and ensure inclusive and participatory process are applied	Number of assistances delivered
	Responsible for further research programs on successful spawning and feeding requirements of sandfish and value added of sandfish products Responsible for improving sandfish mass production at the hatchery Monitor the progress sandfish spawning and in rearing system Communicate results and achievements of seaweed research findings and trials	Number of researchs fully endorsed and operational. Successful trials achieved and implemented at the national level including communities
	Responsible for building network with international buyers for sandfish	Number of buyers identified
	Work closely with PFOs, Directors and relevant stakeholders in facilitating export of sandfish	Number of successful exports for seaweed to international markets

10. Key Challenges	11. Selection Criteria
	11.1 PQR (Position Qualification Requirement): Education: <ol style="list-style-type: none"> 1. The appointee should possess one of the following Degree in Marine Science or Marine Affairs 2. A Degree in Science majoring in the relevant subjects of fisheries and marine science or applied science.

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	<p>Experience: Prior knowledge and experience with the Fisheries Division for at least 3 years would be a requirement.</p> <p>Job Training:</p> <p>Prerequisite: Facilitation skills, report writings and data analysis</p>
	<p>11.2 Key Attributes (Personal Qualities):</p> <p>1. Knowledge</p> <ul style="list-style-type: none">○ Coastal fisheries management○ Community-based fisheries management○ Training and mentorship of staff○ Leadership and Management○ Supervision○ Customer and Personal Service○ English Language○ Computers and Electronics <p>2. Skills:</p> <ul style="list-style-type: none">○ Community engagement○ Speaking○ Active Listening○ Reading Comprehension○ Social Perceptiveness○ Monitoring <p>3. Attributes</p> <ul style="list-style-type: none">○ Organized○ Efficient

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	<ul style="list-style-type: none">○ Effective○ Innovative○ Creative○ Approachable○ Cooperative○ Fair○ hardworking and dedicated○ sharing○ interested in meeting people
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