

Ministry: Ministry of Fisheries and Ocean Resource

1. **Position Title:** Master Fishermen

2. **Salary Level:** 11-10

3. **Division:** Fisheries Division

4. **Reports To:** Director of Fisheries

5. **Direct Reports:** Secretary MFOR

6. **Primary Objective of the Position:**

To provide assistance in developing and promoting sustainable fishing technologies and skills.

7. **Position Overview**

9. **Financial:** Not applicable

10 **Legal:** Fisheries Act, NCS, Maritime Boundary Declaration Act

11. Internal Stakeholders:

- Permanent Secretary
- Fisheries Management Advisor
- Director of Fisheries
- Head of Units, FD)
- Administration
- Senior Accountant

To be referred to Manager:

- Assist in Progress report
- Assist in Activity plans
- Submit trip report

12. External Stakeholders:

- Regional & International Organisations (SPC,FFA,WCPFC, FAO)
- External Development Partners (NZAid, AUSAid, OFCF, JICA, KOICA, EU, GEF)
- Secretaries and Directors, Govt Ministries
- CEO/Clerk to Island Councils
- Mayor
- Councilors
- Fisherman Cooperatives
- Local Community
- NGOs/IGOs

To be referred to Manager

- External assistances

13. **KEY ACCOUNTABILITIES** *(Include linkage to KDP, MOP and Divisional Plan)*

- **KDP/KPA:**
- **MOP Outcome:**

▪ *Divisional/Departmental/Unit Plan:*

Key Result Area/Major Responsibilities	Major Activities/Duties	Performance Measures/Outcomes
Promoting sustainable fishing practices and fisheries development	Coordinate and facilitate all sustainable fishing technologies for a sustainable utilization of marine resources Responsible for conducting experimental and explanatory fishing trips and any other related coastal fisheries development activities Responsible for developing appropriate fishing gears Responsible for repair and maintenance of fishing gear Reporting of experimental and explanatory fishing either on a quarterly basis or whenever required by the Director of Fisheries Responsible for keeping an inventory of all fishing gears and equipment for proper record and stock verification purposes Responsible for fabrication and deployment of fish aggregating devices (FAD) and provide training for FAD fishing technologies To establish and maintain contacts with overseas suppliers, manufacturers of materials and equipment with SPC master fisherman for technical advice and assistance	Number of fishing trials conducted Number of fishing gears developed for sustainable fishing practices. Fishing gear are well maintained Number of reports produced Strong collaboration between the two parties Number of duty travel made and attended Number of reports produced Number of official trips undertaken

	Willing to travel on official duty or training to the Outer islands and overseas countries even on short notice and under any circumstances Shall report directly to his immediate supervisor and Director of Fisheries Any other duties deemed necessary directed by Director of Fisheries.	
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10. Key Challenges	11. Selection Criteria
	11.1 PQR (Position Qualification Requirement):

Costly experimental fishing practices

Education: Form 6 or Form 7 and any certificate in fishing operations and other relevant field.

Experience: Prior knowledge of at least 5 years working on fishing vessels, preferable a long line vessel

11.2 Key Attributes (Personal Qualities):

1. Knowledge

- Customer and Personal Service
- Leadership and Management
- Supervision
- Computers literate

2. Skills:

- Communication
- Reading Comprehension
- Social Perceptiveness
- Monitoring

3. Attributes

- Efficient
- Effective
- Innovative
- Creative
- Approachable
- Cooperative
- Transparent
- hardworking and dedicated
- team work
- physically and mentally fit.