



**APPOINTMENT OF FISHERIES STANDARD DIRECTOR**  
**APPOINTMENT BRIEF**  
**September 2019**

## AN INTRODUCTION

---

The MSC runs an exciting and ambitious programme, working with partners to transform the world's seafood markets and promote sustainable fishing practices.

An international, non-profit organisation, the MSC's vision is for the world's oceans to be teeming with life, and seafood supplies safeguarded for this and future generations. Through our world-leading certification and ecolabeling programme we recognise and reward sustainable fisheries and through the leadership of our partners, create market incentives to encourage other fisheries to improve the way they operate.

Today, over 300 fisheries around the world, landing more than 15% of the annual global marine harvest, are engaged at some stage of the MSC's independent assessment process.

Further information on the MSC can be found at [www.msc.org](http://www.msc.org)

### THE SCIENCE AND STANDARDS DEPARTMENT

Underpinning and integral to the MSC work and its ecolabel programme are the standards which it sets and maintains: the Fishery Standard and the Chain of Custody Standards. The Fishery Standard is a science-based, fully independent approach to identifying seafood products from sustainable sources. The Chain of Custody Standards ensure that MSC certified seafood is kept separate from non-certified seafood along the supply chain, thereby assuring consumers that only seafood from an MSC certified fishery is sold with the blue MSC label.

The credibility of the standards is critical to the MSC's success, and therefore the Fishery Standard is based on up to date scientific research and developed with the input and guidance of independent experts from the fishing, conservation and government sectors, under the oversight of the MSC Board and its Technical Advisory Board (TAB). The Chain of Custody Standards are aligned to industry best practice.

Assessments against the standard are conducted by independent Certification Bodies (CABs), approved and monitored by an independent Accreditation Body. The MSC does not certify fisheries or determine their sustainability status. Further details are available on our website [www.msc.org](http://www.msc.org).

The MSC's Science & Standards team is charged with the development and maintenance of the MSC's standards and certification programmes covering both standards. The team has responsibility for ensuring that:

- certification programme requirements are clear, comprehensive and widely respected;
- assessments against MSC standards are consistent, efficient and robust, as the programme grows;
- MSC certification programmes are accessible globally;
- certification programmes are consistent with and inform international best practice;
- the benefits of MSC certification are established.

# THE ROLE OF FISHERIES STANDARD DIRECTOR

---

## PURPOSE OF POST

Reporting to the Chief Science & Standards Officer, this exciting and demanding role will build on the achievements over the past decade of MSC's scientific research, standard and certification setting. The Fisheries Standard Director plays a critical role in the organisation – the post holder is, responsible for ensuring that the Fishery Standard is based on sound science and fishery management practice, and is implemented effectively.

The Director will be responsible for the Fisheries Standard Team.

As part of the Corporate Strategy Group, the post holder will also be responsible for contributing to the delivery of the vision and mission of the MSC more broadly and to the collective management and strategic development of the organisation.

## KEY RESPONSIBILITIES INCLUDE:

### Strategic & Operational

- Developing a high level strategy for the Fisheries Standard which maximises fishery certification efficiencies and integrity, and maintains the credibility of the MSC standard and certification programme.
- Developing and overseeing the operation of a system for assessments of risk to the program arising from specific fishery situations, or specific CAB activities in collaboration with the Outreach and Global Communications departments, and creating interdisciplinary teams to assess, mitigate or manage these risks.
- Safeguarding and maintaining the fishery standard: granting CAB variation requests, tracking fisheries as they go through the assessment process, communicating and liaising closely with CABs and Fishery Outreach staff, and ensuring that assessments are accurate and harmonised.
- Keeping stakeholders informed and educated about the MSC Standard.
- Identifying the need for new science or management policy, and developing that policy to ensure that the MSC Standard remains firmly based on a scientific evidence and best practice ecosystem based fisheries management, and that it is of practicable use to fishery partners.
- Actively managing the development of new scientific research in support of new fishery standard policies, leading the publication of scientific papers and technical documents.

### External Relationships

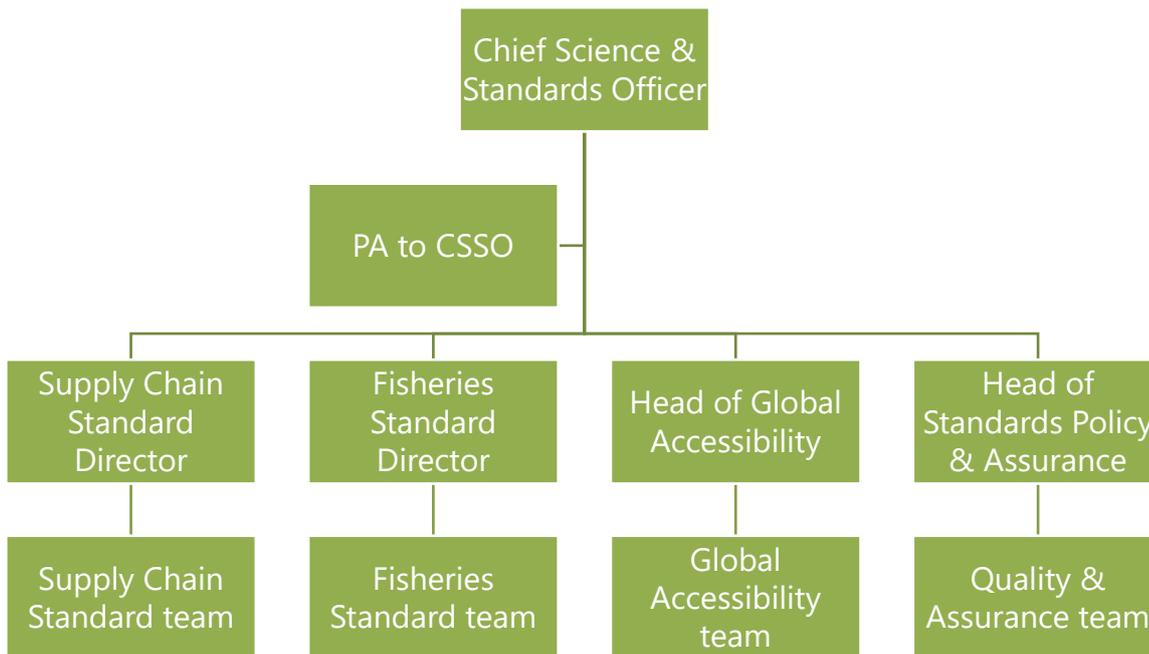
- Representing the MSC at the highest levels internationally, within relevant fishery management and science forums.
- Develop partnerships at an international level with key stakeholders from technical, fishing sector, environmental and international governmental organisations, national fisheries management agencies and other stakeholder groups.

### Internal Activities & Relationships

- Contributing to leadership of the Science and Standards department.

- Leadership, motivation and management of the Fisheries team, in order to achieve the objectives the Science & Standards Department and of the Integrated Strategic Plan. Managing the use of consultants as necessary. Ensuring the team works effectively and efficiently on projects, prioritising work appropriately.
- Promoting good coordination and information between Science & Standards and the rest of the organisation, responding rapidly and effectively to feedback from other MSC departments (e.g. outreach, standards) and externals (such as governance bodies).
- Working alongside the Chief Science and Standards Officer and Chief Operating Officer to ensure appropriate staff & IT capacity and performance in the team.
- Supporting relevant governance activities, particularly in relation to the MSC Board, Stakeholder Advisory Council and TAB, as directed.
- Providing support to MSC's International Partnerships Director in generating funds in support of scientific or other projects, as appropriate
- Training, and reviewing the quality of outputs from the teams, in particular the quality of papers presented to the Stakeholder Advisory Council and TAB.
- Collaborating with other teams and senior managers as required.
- Managing team and project budgets and expenditure in accordance with the Finance Handbook.

## SCIENCE AND STANDARDS DEPARTMENT



# PERSON SPECIFICATION

---

The MSC is looking for a highly motivated individual who can lead an equally motivated, self-qualified and geographically dispersed team. In addition to the skills outlined here, the following specific knowledge and characteristics will be advantageous:

## **Experience**

Specialist subject knowledge and substantial experience at senior level in a fisheries or marine science discipline relevant to the MSC standard, and in an active fishery management role either as practitioner or adviser, with a significant and growing international reputation in one of these fields. Knowledge and experience of supply chain issues as they relate to chain of custody certification will be an advantage.

## **Policy Development**

Significant proven experience in international policy development, complex project management, and collaboration with international scientists and policy makers.

## **Market-based eco-labelling programmes**

The post holder must also have empathy for the role of market-based eco-labelling programmes and be willing to champion such initiatives.

## **Strategic thinker**

Ability to horizon-scan and identify threats to the reputation and credibility of the MSC, develop research and set up internal systems to respond pro-actively to these threats.

## **Logical thinker**

Well-developed analytical and systematic problem-solving skills, demonstrating sound reasoning abilities and logical decision-making.

## **Languages**

Excellent communication skills are required in spoken and written English. A second language would be highly desirable, but is not essential.

## **Personal commitment**

Ability to withstand and respond objectively to challenges from stakeholders with differing viewpoints.

## **Collaborative Skills**

- Demonstrate a clear understanding of and affinity for the stakeholder-engaged processes operated by the MSC.
- Demonstrate effective experience of working in partnership with stakeholders in resource management, science or policy development, preferably in an international context. This may be from, but not limited to, scientific or marine policy community, the conservation or environmental community, or the fisheries and commercial sector.
- Evidence of an ability to manage relationships with colleagues, stakeholders and collaborators successfully, with a people-centred approach to business and work.

- Demonstrated cultural awareness and sensitivity to the diversity of values, views and approaches to issues relevant to the MSC programme by stakeholders around the world.
- Track record of forging and maintaining high level and successful partnership projects across different sectors, and of successfully navigating highly complex and politicised stakeholder environments.

## Management and Organisational Abilities

- Significant experience in building, mentoring, and coaching teams of mixed backgrounds and experience, but particularly of scientists, project managers and researchers.
- Demonstrated excellence in leading, managing and motivating teams with geographically and culturally diverse members. Experience in and understanding of the challenges of managing from a distance.
- Demonstrated strategic planning and project management delivery and evaluation at an organisation-wide level.
- Demonstrated experience in financial management, including developing budgets and monitoring expenditure for a diverse range of projects.

## Communication

- Demonstrated excellence in written communication and editing in the English language – ability to write/edit succinct and clear documents and reports is essential. This should be evidenced by an international publication record.
- Demonstrated excellence in spoken communication and presentation skills with a diverse range of people, and evidence of an ability to represent organisations as an ambassador and negotiator in an international arena at the highest levels of the fisheries science community and seafood industry, including speaking at conferences and giving media interviews.
- Ability to exercise diplomacy and tact in dealing with and securing information from staff at all levels in the MSC, and from external stakeholders.
- Fluency in a relevant language(s) other than English would be an advantage.

## Personal Attributes

- Stature, gravitas and confidence to gain the credibility and respect of Board members and staff at all levels of the MSC, as well as external partners and stakeholders.
- Willingness and enthusiasm to contribute to MSC-wide responsibilities and development, where appropriate, in pursuit of the MSC's mission and vision.
- Excellent judgement and creative abilities, including influencing, negotiating and problem solving skills, and ability to make decisions in a rapidly changing environment..
- Versatility to combine self-management and self-support when working alone with productive team membership and leadership.
- Strong attention to detail.
- Empathy and interest in the MSC's mission and objectives.

## Qualifications

A post-graduate degree, preferably a PhD or equivalent, is essential.

MSC Fishery Standard: Interest and ability to understand the detail behind the fishery standard, and its application, and be able to answer complex technical questions relating to the fishery standard, marine science and policy in general, and the specifics of individual fishery situations. Familiarity with the MSC Standards and Certification Requirements, will be an advantage.

# TERMS OF APPOINTMENT

---

The MSC supports flexible working, so the pattern of hours may vary according to operational and personal needs. MSC works across different time zones and evening or weekend work may be required occasionally. The post holder may also be asked to undertake some international travel and overnight stays.

The MSC is an equal opportunities employer.

25 days per annum, plus statutory holidays. Carry over entitlement of up to a maximum of five days per annum.

MSC contributes to a pension scheme and a Death in Service insurance benefit equal to four times annual salary. Employees are entitled to join Tier 2 of the pension scheme on satisfactory completion of their probation period.

## HOW TO APPLY

---

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Marine Stewardship Council on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments), using code QMSL.

Click on the '**apply**' button and follow the instructions to upload a CV and cover letter, and complete the application and equal opportunities monitoring\* form.

The closing date for applications is **Tuesday 1 October 2019**.

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please **do not** include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

*\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*