

VSA Assignment Description

Assignment title	Fisheries Compliance Adviser
Country	Kiribati
Location	South Tarawa
Partner organisation	Ministry of Fisheries and Marine Resource Development (MFMRD)
Duration	One year



Sustainable Development Goals

41124

1. Assignment goal

The capacity of Coastal Fisheries Department (CFD) fisheries compliance unit staff is enhanced, enabling them to enforce national coastal fisheries regulations leading to increased observed compliance at the community, island and at the national level.

2. Assignment outcomes

Outcome 1

Standard Operating Procedures (SOPs), protocols and guidelines in coastal Monitoring, Control, Surveillance and Enforcement (MCS&E) are developed to an agreed standard for use by the CFD Compliance Unit.

Outputs

- Guidelines (SOPs) are developed and useful in the field.
- Practical skills elevated and built in coastal fisheries compliance.

Outcome 2

MCS&E training programs developed and implemented, including but not limited to an understanding of national legislation, regional obligations (as appropriate), patrolling, evidence collection, recording and storage, prosecution procedures and enforcement protocols.

Outputs

- Fisheries enforcement staff trained in MCS&E procedures.
- Fisheries enforcement staff skills enhanced in coastal MCS&E operations.

As needs on the ground may change over time, the volunteer is encouraged to review and update the assignment description on arrival in consultation with the partner organisation and VSA programme manager.

3. Reporting and working relationships

The volunteer will report to and be accountable to the Director of MFRMD Coastal Fisheries Division. The volunteer will work closely with the Senior Fisheries Officer in the Fisheries Training and Information Unit - Coastal Fisheries Division.

The volunteer and MFMRD will have an ongoing relationship with the VSA programme manager in terms of assignment monitoring, reporting, professional advice and personal support.

4. Capacity building

As there is currently no Coastal MCS&E Unit, the person to be engaged in this assignment plays a crucial role in supporting the establishment and institutionalization of the unit. The MFMRD will benefit from assistance in the establishment of the unit.

CFD local staff working together with the VSA will benefit from capacity development in coastal MCS&E operations. Assistance in the development of Standard Operating Procedures (SOPs), protocols, checklists etc. related to the enforcement procedures will help build the capacity, and confidence of fisheries enforcement staff to exercise their powers under the Fisheries Act.

Support to the implementation of effective enforcement programs will contribute to empowering communities to support compliance and surveillance activities. Community based participatory fisheries management and voluntary compliance approaches would be enhanced through this assignment.

5. Person specifications (professional)

Essential

- Bachelor degree in fisheries management or a related field
- Demonstrated experience of practically implementing fisheries enforcement programs
- Experience in fisheries compliance (MCS&E)
- Experience delivering on-the-job training programmes

Desirable

- Previous experience in the drafting of fisheries legislations (laws and regulations) -
- A basic understanding of spatial mapping (to support the management of area closures to support fisheries management measures.)

6. Person specifications (personal)

Essential

- Ability to work in a cross-cultural environment
- Ability to work with limited resources and support
- Good analytical skills
- Ability to work with minimal supervision and work as part of a team and contribute effectively
- Good sense of humour and willingness to travel to outer islands

Desirable

- Willingness to learn foreign language (I-Kiribati) and to be flexible in their willingness and approach to any required assistance



Additional information

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Partner organisation

The volunteer's partner organisation will be MFMRD.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$1,000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Volunteer package

The volunteer's package includes the following:

- **Reimbursements and grants**

1. Volunteers will receive an establishment grant of NZ\$750 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$1,100 per couple.
2. A resettlement grant of NZ\$200 will be paid for each month the volunteer is on assignment, for up to a maximum of 24 months. This is payable on completion of the assignment.
3. The volunteer will receive a monthly living allowance of AUD\$1,120.
4. A location grant of NZ\$2,000 is payable after each 4 months of service*.

- **Accommodation**

Basic, comfortable furnished accommodation will be sourced by VSA. In some circumstances volunteers may be asked to share accommodation.

- **Airfares and baggage allowance**

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

- **Insurance**

VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

* The location grant will not be payable if your assignment finishes within three months of the qualification date.



- **Utilities**

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract prior to departure.

Attachments

Appendix 1: Background to the assignment

Appendix 2: Living situation

Appendix 3: Kiribati



Appendix 1: Background to the Assignment

Assignment focus

The Coastal Fisheries Division (CFD) under the Ministry of Fisheries and Marine Resources Development (MFMRD) has no separate functioning unit to address coastal MCS issues. Support under this assignment will be geared to deliver a range of activities to address capacity building in coastal Monitoring, Control and Surveillance (MCS) in support of the operational arm of coastal fisheries management in Kiribati.

The overall goal of the Ministry is to support fisheries management and development for economic growth and provide for sustainable livelihoods for the benefit of the people of Kiribati. Achievement of this goal requires the strengthening of good governance in order to both protect the marine environment and ensure adequate support to fisheries management MCS and enforcement (MCS&E). Through this assignment, capacity gaps related to MCS&E would be addressed as a priority.

This assignment is in line with the five strategic objectives within the Kiribati National Fisheries Policy (2013-2025):

1. Support economic growth and employment opportunities through sustainable fisheries, aquaculture and marine resources development.
2. Protect and secure food security and sustainable livelihoods for I-Kiribati.
3. Ensure long-term conservation of fisheries and marine ecosystems.
4. Strengthen good governance with a particular focus on building the capacity of MFMRD to implement and support fisheries management, development, and monitoring, control and surveillance.
5. Build climate change resilience for fisheries and marine resources in Kiribati.

This assignment is in line with, and will be supported by, Output 3 (MCS&E) of the ongoing NZ MFAT Tobwan Waara Programme.

Tobwan Waara, meaning 'nurturing the canoe' is an ambitious four-year programme (2017-2021) to implement the first stage of the Kiribati – New Zealand Ten-Year Strategy for Sustainable Fisheries Sector Development and Management signed in 2016.

The overarching goal of *Tobwan Waara* is "to maintain a health marine resource base and develop fisheries sustainably so current and future generations of I-Kiribati experience economic stability and food security". This will be achieved by working together in both fisheries management and fisheries development in areas including: species and island management plans and bylaws; catch-based management for the long-line fishery, monitoring, control, surveillance and enforcement; food safety verification; and fleet management. These efforts will be underscored by an extensive capacity building programme.

The programme directly contributes to achieving Kiribati, Pacific regional and global priorities, in particular, the 2013-25 Kiribati National Fisheries Policy, key features of the Kiribati 20 Vision, the 2015 Regional Roadmap for Sustainable Pacific Fisheries, the Sustainable Development Goals on Oceans.

The programme will be delivered by the Government of Kiribati and supported by long- and short-term technical advisory support through specialists, The Pacific Community (SPC) and New Zealand's Ministry of Primary Industries. The programme will seek to complement and coordinate with other fisheries management and development initiatives being simultaneously implemented in Kiribati, and will seek to engage with relevant stakeholders throughout.

An adaptive management approach has been adopted. This will first allow for data systems to be introduced; information to be collected and analysed; and critical roadmaps to be developed in the initial 18-month implementation period.

The total budget envelope is NZD 7.25 million over a four-year period.



Ministry of Fisheries and Marine Resource Development

The Ministry is charged with a key role to achieve a sustainable and vibrant economy for the people of Kiribati through the fishery and marine resources development.

- Offshore fisheries (tuna) management through licensing has served as the traditional key income generating activity for the Government
- Inshore fisheries management serves coastal communities in generating income and livelihood development through sustainable management of coastal fisheries.
- Non fisheries marine resources development

Works with OFCF Japan, JICA, NZ MFAT, DFAT Australia, Taiwan, EU, Italy, UNDP, SPC, WCPFC, FFA

88 staff in the Coastal Fisheries Division, including 21 FA's (Fisheries Assistance) located on the outer islands.

Coastal Fisheries Division is 100% recurrent cost funded by the GoK.
Support costs for the volunteer will be provided by the NZ funded Tobwan Waara Programme.

Management of offshore fisheries and monitoring of IUU vessels
Total fisheries license revenue has increased from AUD 42 million in 2010 to AUD 198 million in 2015 (the last year of official data) and is estimated to be approximately AUD 110-130 million in 2016-17
Offshore fisheries licences contribute a significant (50%+) of GNP.

Working situation

The assignment will be housed within the Coastal Fisheries Division, which is located at Tanaea, Tarawa, Kiribati. There is adequate workplace available for the VSA. Funding provisions to cater for equipment supply and any office renovation prior to the engagement of the VSA will be supported through the Tobwan Waara Programme. There are no obvious safety concerns with the office location. Daily MFMRD transport is available between South Tarawa and Tanaea. A motor scooter may be provided for the volunteer to use for commuting purposes.

The workplace will be equipped with office equipment such as access to a decent desk and chair, computer, printer, internet and phone. The working environment at Tanaea is spacious.

The volunteer is requested to provide their own laptop computer but a desktop computer can be provided.

All travel and per diem costs to the outer islands and possible short-term travel to Kiritimati Island will be covered by the ongoing NZ MFAT Tobwan Waara Programme (further details to be provided of this programme on request).

Expenses related to the operational requirements of the VSA have been included in the provisional 2019 Tobwan Waara Programme budget.



Appendix 2: Living Situation

South Tarawa

Tarawa Atoll, in the Gilbert group, is the administrative centre of Kiribati. It is divided into North and South Tarawa, with the majority of services and population located in the south. South Tarawa is very densely populated, with 6,000 people per square kilometre. The area consists of small islets, from Betio in the west, to Bonriki in the east, connected by causeways along the South Tarawa road.

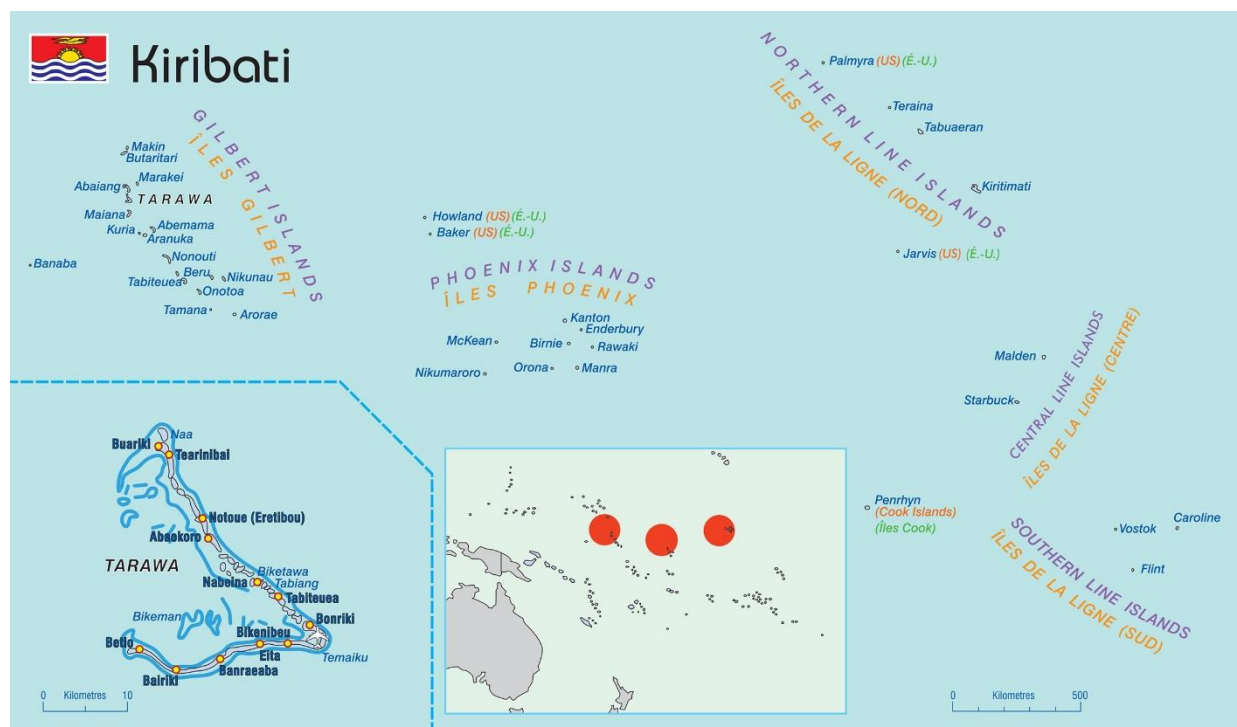
Tarawa has two hospitals, the Tungaru Central Hospital and Betio Hospital, a few health clinics and a medical clinic at the Marine Training Centre (MTC), which volunteers can access. There are a number of supermarkets but supplies of foreign goods are dependent on irregular shipping services and infrequent airfreight for fresh produce. Computer, internet and e-mail services are available at local internet cafés and motels. Kiribati uses the Australian Dollar and long-term volunteers usually open an account with ANZ Kiribati.

Life is generally relaxed but the density of people in Betio can mean a buzz of noise and activity. Kava bars and a few 'nightclubs' tend to be very loud. Music and dance are important aspects of Kiribati culture. Limited space in South Tarawa means limited room to play sports but football, volleyball and basketball as well as traditional i-Kiribati games are played.

The weather in South Tarawa is hot and humid all year round. It has high average rainfalls that can sometimes be unpredictable and can mean many months with almost no rain during the dry season. South Tarawa is prone to flooding and this is often exacerbated by poor irrigation and infrastructure. While outside the cyclone belt, Tarawa can still experience the tail-end effects of cyclones.



Appendix 3: Kiribati



(Map courtesy of the Pacific Community – www.spc.int)

The Republic of Kiribati (pronounced “kee-ree-bas”) became independent in 1979. It has the largest sea-to-land ratio in the world with only 810 square kilometres of land spread over a staggering 3.5 million square kilometres of the Pacific. With a population of 110,136 (2015 census), population density is extremely high with 141 people per square kilometre compared to around 57 worldwide.

Traditionally, power in Kiribati was exercised by the councils of older men, or the *unimwane*. They remain a powerful force and continue to exert a significant influence on the selection of parliamentary candidates. This can place pressure on elected representatives to put local interests ahead of national interests.

Relationships are the core of Kiribati culture and the family is also the central point for education and learning – ranging from techniques for fishing and house building, weaving, cooking and preserving food, traditional medicine, black magic and land management. In most households, there will be resident children who are not born of the parents of the household, but who have come to live with them for one of a range of practical reasons. Children in Kiribati are the community’s responsibility

As the communal extended family is the foundation of Kiribati society, the concept of privacy differs greatly from Western society. Some I-Kiribati are not used to people preferring to spend some time alone, and they may consider that if you are living by yourself you must be lonely and in need of company.

The *maneaba* (community house) is traditionally the centre of community life in Kiribati and still plays an important part in today’s society. This is where community discussions, council meetings and celebrations take place and where important decisions are made.

The majority of the population of Kiribati live in traditional village settings. Village life is strongly orientated around the extended family and the *unimane* (old men) and *unaine* (old women), who continue to play a prominent role in society. Eating, singing and traditional dancing are an important part of I-Kiribati culture and nearly every village has a *maneaba* where people gather for a *botaki* (party). I-Kiribati are generally friendly and courteous to foreigners and are likely to extend invitations to weddings and birthdays.

Although health indicators have improved in recent years Kiribati continues to see the highest infant mortality rate in the Pacific after Papua New Guinea, low life expectancy and a high incidence of nutrition related non-communicable diseases. Tuberculosis and other communicable diseases are still a problem and there are regular outbreaks of dengue fever and occasional cases of leprosy and typhoid.



36% of the population of Kiribati is under the age of 15. As in other Pacific nations, Kiribati has begun to see adolescent reproductive health issues, substance abuse, juvenile offences and increased cases of youth suicide.

Kiribati is in the category of least developed countries. It has few natural resources, with the majority of its economy based on the subsistence lifestyle of its people. A significant of the population survives through fishing. A feature of the Kiribati economy is the large divergence between the balance of trade and the balance of payments. Although exports account for 25% of the cost of imports, the balance of payments is favourable due to transfers on accounts of overseas investments, repatriation of earnings and fishing license fees

Religion plays a very important part in the everyday lives of the I-Kiribati and the church is very active in education and social issues. I-Kiribati contribute a large amount of money (especially considering incomes are not large) to religious causes. Each village has one or more churches and villagers are expected to attend church and other church related activities.

For more information on Kiribati, see:

- Government tourism website: <http://www.kiribatitourism.gov.ki/>
- Economic overview: <http://data.worldbank.org/country/kiribati>
- New Zealand Aid Programme in Kiribati: <https://www.mfat.govt.nz/en/countries-and-regions/pacific/kiribati/>

VSA in Kiribati

VSA's association with Kiribati dates back to 1967. The programme focuses on promoting sustainable economic and urban development and strengthening the public sector. The Kiribati programme is managed from New Zealand by the Polynesia and Kiribati Programme Manager, and by the VSA office in Wellington.

General Security

Volunteers are required to be security conscious and adhere to the advice of their partner organisations, VSA, and the New Zealand High Commission in Tarawa on security matters. If there is a major emergency or should security deteriorate, VSA has established emergency procedures and volunteers will be fully supported by staff in New Zealand. VSA staff or in-country contractors will discuss security measures with the volunteer and develop an individual security plan.

