



Job Description

Post: Fisheries Manager, Italy	Department/Region: South Europe & AMESA / Italy	Location: Milan, Italy
---------------------------------------	--	-------------------------------

Purpose of post:

To contribute to the development and implementation of the MSC’s outreach strategy for the fisheries sector in Italy and other Mediterranean countries (Greece, Croatia, Slovenia, Turkey, and others).

To increase awareness and understanding of the MSC program, and the part that the MSC plays in delivering solutions to the environmental challenges of overfishing, amongst several stakeholder groups, including industrial and artisanal fisheries, fishing associations, business groups with high fishing activities, governments, scientists, and NGOs. This role will work in line with other MSC outreach activities in Europe and will be actively involved in on-going and future MSC projects.

Line Relationships	Key Work Relationships	Authority Limits
<p>Responsible to: Program Director, Italy</p> <p>Responsible for: No one</p>	<p>Internal:</p> <ul style="list-style-type: none"> • Science and Standards • Global Marketing and Communications department • Development team • Other fishery managers in different countries <p>External:</p> <ul style="list-style-type: none"> • Fishery stakeholders • NGOs • Academia and scientific institutions • Commercial stakeholders 	<ul style="list-style-type: none"> • Level 4 post • Financial delegations in accordance with Financial Handbook

Contractual Terms (Italy)	Benefits (Italy)
---------------------------	------------------

Contract type:	Permanent	Annual leave:	26 days
Probation:	6 months	Pension:	Statutory

Notice:	3 months	Other benefits:	4x death in service insurance
Working hours:	40 per week	Working time	Monday – Friday: 09:00 – 18.00
<p>The MSC supports flexible working, so the pattern of hours may vary according to operational and personal needs. The MSC works across different time zones so evening or weekend work and/or some international travel and overnight stays may be required occasionally. No overtime is payable, however under certain circumstances time off in lieu may be granted.</p>			

Key Responsibilities

- Deliver the fisheries strategy in Italy, as agreed with the Program Director, Italy and in line with the MSC's Integrated Strategic Plan (ISP).
- Promote the role and value of the MSC's fishery certification program to priority regional stakeholders.
- Maintain and reinforce relationships with key stakeholders, partners and fisheries representatives in Italy to improve their satisfaction with the MSC program and to build, deepen and strengthen their participation and / or collaboration with the MSC program.
- Provide outreach and support to Italy and other Mediterranean country-based fisheries encouraging them to enter the MSC program. This will include working with each fishery during each step of the process: pre-assessment, full-assessment and post-certification, if the fishery becomes certified.
- Understand relevant commercial details about targeted fisheries, such as: product forms, supply chains, markets, key commercial supporters, and be able to use that understanding to inform priorities and create leverage to move fisheries to either become certified or make improvements.
- Provide the MSC's Commercial team with accurate commercial and marketing information about each fishery in the program and work with the Commercial team to understand key buyer interest and use that interest to drive certification and improvements.
- Liaise with other departments of the MSC to ensure an integrated approach to certification, marketing, and communication.
- Provide oral and written advice through briefings, submissions, and reports to MSC staff as needed.
- Act as the primary point of contact and assistance to fisheries in own areas of responsibility.
- Respond to "fishing sector" enquiries, both internal and external, building effective working relationships and securing support of potential partners and stakeholders.
- Provide annual and quarterly reporting against agreed work plans, and additional reporting as may be required for MSC funders.
- Coordinate with the wider European fisheries outreach teams.
- Support fundraising activities in those programs involving fisheries.
- Manage the Pathway sustainability projects active in Italy or in other Mediterranean countries.
- Undertake any other responsibilities assigned by the Program Director, Italy.

Note

No job description can be entirely comprehensive, and the jobholder will be expected to carry out such other duties as may be required from time to time and are broadly consistent with the job description and status of the post within the organisation.

You will be expected to carry out all duties in the context of and in compliance with the MSC's Equality & Diversity and Health & Safety policies.

Person Specification	
Required Attributes	
Technical Skills, Qualifications & Experience	<ul style="list-style-type: none"> • Master's degree or equivalent experience in fisheries, marine conservation / biology, natural resources, or environmental management is desirable. • Experience working in fisheries management, research, policy, and/or capture in Italy is highly desirable. • An existing network with fishing industry stakeholders in Italy is highly advantageous. • Knowledge or experience of third-party certification schemes including the MSC program and the role of ecolabelling. • Well-developed IT skills, including the use of standard software packages (Word, Outlook, PowerPoint, Excel) and a Customer Relationship Manager (CRM) tool.
Stakeholder Oriented	<ul style="list-style-type: none"> • Evidence of an ability to manage relationships with diverse stakeholders and other external parties successfully is essential, preferably in the fishery, conservation, and /or commercial sector. • Able to demonstrate excellent relationship management skills with an ability to respond, in a timely manner, to issues raised by members of the public and MSC stakeholders.
Organisational and Management	<ul style="list-style-type: none"> • Excellent project management, work planning, personal organization, and time management skills. • Ability to meet tight deadlines and prioritise tasks; able to manage a busy workload successfully.
Communications	<ul style="list-style-type: none"> • Excellent verbal and written communication skills in Italian and English are essential. • Demonstrated success in: <ul style="list-style-type: none"> ○ selling an idea or concept and winning support ○ preparing and delivering presentations. • Strong verbal communication skills, with a diverse range of people including senior people in business and government.
Personal attributes	<ul style="list-style-type: none"> • Versatility to combine self-management and self-support when working alone with productive team membership. • Well-developed analytical and systematic problem-solving skills, demonstrating sound reasoning abilities and logical decision making. • Excellent interpersonal skills with an ability to work with people at all levels, motivate others and change people's attitudes when necessary. • High level of integrity, accountability, and credibility. • Confidence and ability to gain credibility with, and respect of, staff at all levels of the MSC, as well as external partners, stakeholders, and other collaborators. • Demonstrated cultural awareness and sensitivity to the diversity of values, views, and approaches to issues relevant to the MSC program by stakeholders around the world. • Willingness and enthusiasm to contribute to MSC-wide responsibilities and development, where appropriate, in pursuit of the MSC's mission and vision.
Circumstances	<ul style="list-style-type: none"> • Weekend work and regular domestic and international travel may be required.

Job Description Agreement

Chief Operating Officer's Signature:

Date:

Job Holder's Signature:

Date: