



## **RECRUITMENT OF CHIEF EXECUTIVE OFFICER PNA OFFICE**

The **Parties to the Nauru Agreement (PNA)** is a fisheries management and regulatory organisation established in 1982. The member countries of the PNA are the Federated States of Micronesia, Kiribati, Marshall Islands, Nauru, Palau, Papua New Guinea, Solomon Islands and Tuvalu that provides a framework for co-operation in the management and conservation of shared tuna stocks. Tokelau is an Observer of the PNA but a participant in the Vessel Day Scheme (VDS) administered by the PNA Office. The waters of the 8 Parties account for approximately 70% of the total catch of all species of tuna in the Western and Central Pacific and 30% of the world's raw canning material and an average of 1.1 million metric tonnes of tuna is taken from the Parties' waters each year.

The PNA is coordinated and administered by the PNA Office. The PNA Office was established in January 2010 with its Headquarters in Majuro, Marshall Islands. Prior to the establishment of the PNA Office, Secretarial support services for the PNA were provided by the Forum Fisheries Agency (FFA) in Honiara, Solomon Islands. The role of the PNAO is to:

- Develop and coordinate commercial programmes and activities for which a Party may enter as it so decides; coordinate implementation of the provisions of the Nauru Agreement and other agreements concerning the Parties
- Develop strategic fisheries conservation and management initiatives for the Parties
- Formulate initiatives to maximize the sustained direct and indirect economic benefits to the Parties
- Administer PNA management initiatives and undertake such other functions as the Parties may decide.
- Administer the Purse Seine and Longline VDS
- Administer the Federated States of Micronesia Arrangement for Regional Access (FSMA)
- Administer the VDS Register.

The role of the PNA in the global tuna industry is significant and is expected to grow. The PNA currently holds MSC Certification for the only purse seine free school skipjack tuna fishery in the world with certified chain of custody. It is a Partner with Sustunable of the Netherlands in Pacifical, a retailing and marketing brand that markets MSC caught tuna from the pristine waters of the

PNA. The PNA also runs the PNA Observer Agency which is contracted to MRAG Asia-Pacific. PNA initiatives include the adoption of conservation and management measures prohibiting fishing on the two western pockets of high seas in the Western and Central Pacific, prohibiting setting on whale sharks, prohibiting fishing on fish aggregating devices (FADs) for 3 months of the year, retaining all tuna species on board purse vessels, 100% Observer coverage on all purse seine vessels, and minimum mesh size for purse seine nets.

The PNA Office administers the Purse Seine and Longline VDS and monitors effort through the PNA Fisheries Management Information System (FIMS). Although the Longline VDS is yet to enter into force, the Purse Seine VDS has been in operation since 2007. It is the largest multinational and multi-zone VDS of its kind in the world and the major means through which purse seine effort is managed in the Western and Central Pacific. The PNA Office also administers the FSMA which is a multilateral access agreement between the PNA for vessels linked to domestic development of the Parties.

The PNA Office is currently embarking on the development of new initiatives including FAD tracking and other measures that would maximize economic returns to the Parties and ensure control of their tuna fisheries. It works closely with existing regional and international organizations such as the Pacific Islands Forum Fisheries Agency, Western and Central Pacific Fisheries Commission, and Oceanic Fisheries Programme of the SPC.

The PNA now seeks to recruit the Chief Executive Officer to assume the position in February 2015.

## **Chief Executive Officer**

The Chief Executive Officer (CEO) is based at Majuro in the Marshall Islands and is responsible to the Parties to the Nauru Agreement (PNA) for the overall management, strategic direction and efficient operation of the PNA Office and the coordination of the co-operative efforts of the Parties

The CEO develops and implements business plans, policies, appropriate regulations and procedures, including the formulation of annual work programmes, budgets for consideration by the Parties and Monthly Financial Reports.

The Position is responsible for the policy implementation of the Vessel Day Scheme (VDS), the FSM Arrangement, VMS, PNA Observer Agency and other initiatives. This role involves establishing and maintaining external relations with appropriate government and private enterprise organizations involved in the tuna fishery and other internal and external stakeholders.

The CEO provides advice to the Chair of the PNA and Government Ministers on policies and issues related to the PNA, and he/she is the administrator of regional treaties, agreements and arrangements. The CEO is answerable to a Board consisting of the Heads of Fisheries of the PNA Governments, and to the Chair of the PNA.

This position requires extensive travel in the Pacific region and internationally.

### **Essential Competencies**

- Tertiary qualifications in fisheries management, fisheries law, fisheries science, fisheries economics, business management, or a relevant discipline. Relevant post graduate qualifications preferred.
- At least 10 years experience in a senior management position with proven “hands on” leadership, financial management, administration, human resources management skills and extensive experience in the development and implementation of business plans and policies.
- Have experience in the formulation of work programmes, budgets and is knowledgeable in the fishery industry, especially the tuna industry, with relevant work experience in both the private and public sectors.
- Possess excellent communication and interpersonal skills with proven experience and ability to communicate effectively with Government Ministers, high level Government officials and industry leaders.
- Have an understanding of the social, economic and political aspirations of Pacific Islands people, coupled with the ability and willingness to travel extensively, both regionally and internationally.
- Have a good understanding and knowledge of financial management and budgeting.
- Must be able to write Meeting Papers and provide Monthly Financial Reports to the Board.
- Must be in good health and have the ability to work in hot and humid tropical conditions and to adapt to living in small island communities.

Applications should be addressed to Mrs. Loreen Bigler, Corporate Services Manager, PNAO at [loreen@pnatuna.com](mailto:loreen@pnatuna.com). Applications should include a comprehensive CV and at least 3 Referees

**Applications close - COB MONDAY 30 September 2014**

## INFORMATION PACKAGE

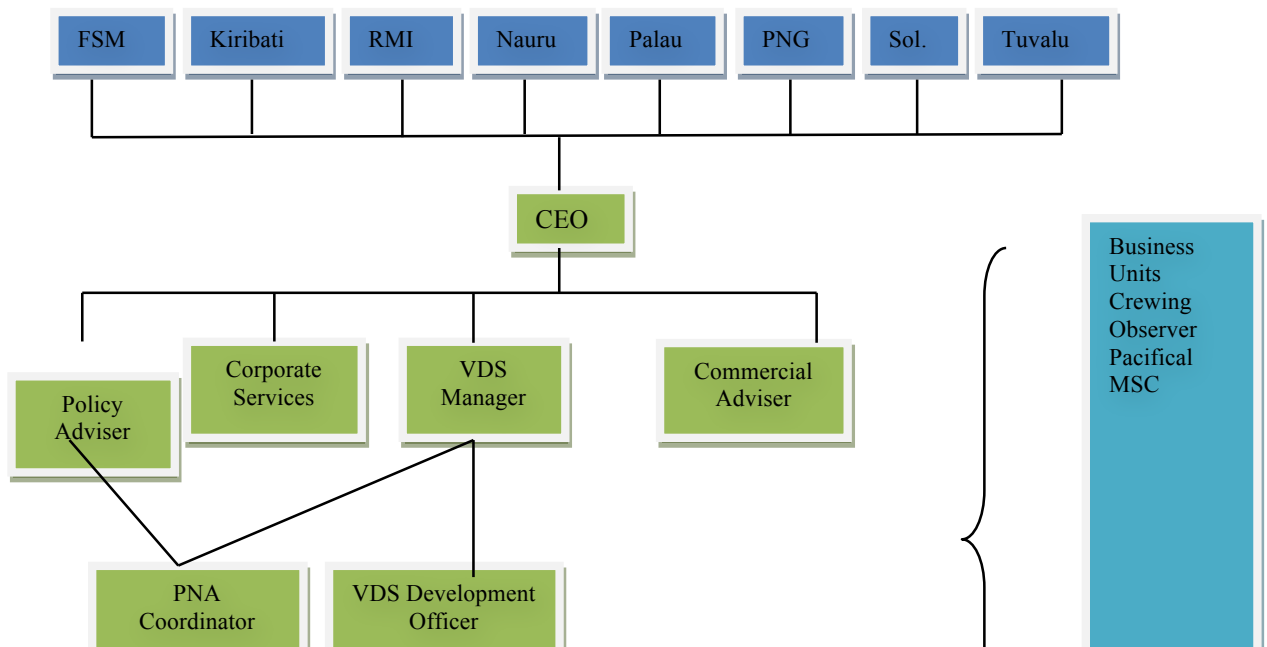
The PNAO consists of a Staff Complement of 6 Core Staff, namely the CEO, Commercial Manager, Corporate Services Manager, PNA Fisheries Policy Adviser and VDS Database Officer and VDS Manager. There is currently a vacancy for the position of PNA Coordinator which is still unfilled pending finalisation of funding from UNDP-GEF OFMP Project to fill the position. There are two Consultancy Services that are provided to the Office namely through Rayfishresearch Consultancy of New Zealand who provide services through the position of Fisheries Policy Advise and Poseidon Pty Ltd to who provide Fisheries Economics Advice.

The PNAO has two major Contracts. These are with QuickAccess Pty Ltd of Brisbane and MRAG Asia Pacific. QuickAccess provide support for the PNA Fisheries Information Management System (FIMS). This is the platform through which purse seine and longline effort is managed. MRAG Asia-Pacific, an international consultancy firm based in Brisbane administers the PNA Observer Agency.

The Budget of the PNA Office is US\$2.4 million. The PNA Office is fully self-funded from levies surcharged on the VDS Register and a conservation levy charged on all vessels registered on the VDS Register. The PNA Office also charges 7.5% administrative fee on the FSMA. The total funds collected from the FSMA are approximately US\$15-17 million annually. Surplus funds generated at the end of the Financial Year are paid to PNA Governments as dividends. From the last quarter of 2014, it is expected that the PNA Office will receive US\$2 million to be used over the next 4 years from UNDP-GEF. This will not be administered by the PNA Office, but will be used to support the PNA.

The organisational structure of the PNAO is based on the PNA Office Business Plan adopted by the Parties in 2012.

### PARTIES (Head of Fisheries or Nominee)



The scope of the work of the PNA Office is guided by the 2012 Business Plan and the core focus of the Office is the management and administration of the Vessel Day Scheme, and the ongoing strengthening of the PNA FIMS. This will continue to evolve to include the establishment of a trading house through which days may be sold through an auction or trading house. The PNA Office would evolve into a broker of days amongst the various fishing companies. The VDS is currently being reviewed and it is likely that the three legal arrangements which currently relate to the PNA, namely the Nauru Agreement, the Palau Arrangement for the Management of the Purse seine Fishery and the FSM Arrangement. It is likely that following the Review of the VDS, the three legal arrangements will be integrated which should inform the future configuration of the PNA Office.

The Business Plan is being reviewed this year and this will inform the focus of the work of the PNA Office over the next 5 years. This might involve transitioning the Office into a trading house, and augmenting the verification systems for the VDS, namely through the FIMS by integrating catch reports, Observer Reports and MCS reports, and having a comprehensive fisheries management system based on the VDS.

The Remuneration package is being advertised at the current level of remuneration.

Remuneration for Non Marshall Islands Nationals will be tax free.