

**Marine Stewardship Council**



**Job Description**

<b>Post:</b> Fisheries Manager, South Korea	<b>Department/Region:</b> Outreach, Asia Pacific	<b>Location:</b> Busan, South Korea
---	--	-------------------------------------

**Purpose of post:**  
 Responsible for the development and implementation of an outreach strategy for the fisheries sector in South Korea with the aim of increasing awareness and understanding of the MSC program and the part the MSC plays in delivering solutions to the environmental challenges of over-fishing.

Line Relationships	Key Work Relationships	Authority Limits
<p><b>Responsible to:</b>                      Program Director, South Korea</p> <p><b>Responsible for:</b>                      None currently</p>	<p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• Outreach team</li> <li>• Fisheries, Commercial, and Communications teams</li> </ul> <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• Fisheries and Fishery industries</li> <li>• Fishery stakeholders; Government, Research, institutes, University, NGOs, fisheries experts, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Level 4 post</li> <li>• Financial delegations in accordance with Financial Handbook</li> </ul>

Contractual Terms (South Korea)		Benefits (South Korea)	
<b>Contract type:</b>	Permanent	<b>Annual leave:</b>	1 day for each complete month of service; 15 days after 1 year of completed service
<b>Probation:</b>	6 months	<b>Pension:</b>	National pension contributions; the Company and the employee shall make contributions equivalent to 4.5% of salary, up to the maximum contributions allowed.
<b>Notice:</b>	1 month	<b>Other benefits:</b>	National Health Insurance; Industrial Accident Insurance; Employment Insurance
<b>Working hours:</b>	40 per week	<b>Working time</b>	Monday – Friday; 09:00 – 18:00

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.

## Key Responsibilities

### Fisheries outreach

- Promote the role and value of the MSC's fishery certification program to priority regional stakeholders, including those in the fisheries and seafood business sectors, fisheries management agencies, governments, research organisations, environment groups, and other relevant stakeholders.
- Responsible for outreach and support to the fisheries including seaweed farms located in South Korea. This will include working with each fishery from initial discussions through each stage of involvement in the MSC's fisheries program. The Fisheries Manager will be the primary point of contact and will offer assistance to encourage each fishery to enter the MSC program and will work with these clients during each step of the process: pre-assessment, full-assessment and post-certification, if the fishery becomes certified.
- Ensure fisheries participate in important processes and meetings on the MSC program, actively engage fishers via dedicated communications processes.
- Identify potential fishery clients to join the MSC program and develop and implement plans in order to enable their achieving full assessment to the MSC standard.
- Gather feedback from fisheries on the MSC process and analyse and communicate the results internally. Implement the communications strategy at a fishing factors level to disseminate best practice, e.g. through events, workshops, training materials, case studies, and then to monitor progress against these.
- Assure the implementation of pre-assessment regional projects and others where the MSC office and stakeholders may be involved.

### Commercial

- Understand relevant commercial details about targeted fisheries, such as: product forms, supply chains, markets, key commercial supporters, and use that understanding to inform priorities and create leverage to move fisheries to either become certified or make improvements.
- Provide MSC's commercial team with accurate commercial and marketing information about each fishery in the program. Work with the commercial team to understand key buyer interest and use that interest to drive certification and improvements.

### Develop knowledge of market linkages

- Map and analyse domestic and international seafood product flows derived from South Korea and Asia-Pacific.

### Deal with fisheries enquires

- Respond to "fishing sector" inquiries, both internal and external, building effective working relations and securing support of potential partners and stakeholders.
- Act as the first point of contact for fisheries for South Korea and if requested for other Asia-Pacific areas.
- Respond to fishery related enquires, both internally and externally.
- Manage the contact information in the database.

### Reporting

- Provide annual and quarterly reporting against agreed work plans and additional reporting as required.
- Provide oral and written advice through briefings, submissions and reports to MSC staff as needed.

### Internal initiatives

- Participate in internal working groups and with additional initiatives when asked.

### Fundraising

- Support the Program Director in coordination with Global Fundraising with the fundraising activities related to fisheries in the region:

- Drafting proposals related to fisheries
- Providing information to support proposals
- Reporting on fisheries activities linked to funded projects.

**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.

<b>Person Specification</b>	
<b>Required Attributes</b>	
<b>Technical Skills, Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>● Educated to degree level or equivalent experience in fisheries, marine conservation biology or fishery resources management.</li> <li>● Proven role-specific experience in fisheries management, research, policy, and/or capture in South Korea.</li> <li>● Well-developed IT skills, including confident use of MS Office products (SharePoint, Word, Excel, Teams, Outlook and PowerPoint).</li> </ul>
<b>Stakeholder Oriented</b>	<ul style="list-style-type: none"> <li>● Evidence of an ability to successfully manage relationships with stakeholders, collaborators, and colleagues with a people-centred approach to business and work essential.</li> </ul>
<b>Organisational and Management</b>	<ul style="list-style-type: none"> <li>● Excellent project planning, work planning, personal organisation and time management skills.</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>● Excellent verbal and written communication skills in Korean and English – another relevant language is desirable but not essential.</li> <li>● Demonstrated excellence in:             <ul style="list-style-type: none"> <li>● selling an idea or concept and winning support</li> <li>● preparing and delivering presentations.</li> </ul> </li> <li>● Able to demonstrate excellent communication skills with a diverse range of people including senior people in business and government.</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>● Versatility to combine self-management and self-support when working alone with productive team membership.</li> </ul>

	<ul style="list-style-type: none"> <li>• Well-developed analytical and systematic problem-solving skills, demonstrating sound reasoning abilities and logical decision making.</li> <li>• Interpersonal skills with an ability to work with people at all levels, motivate others and change people's attitudes when necessary.</li> <li>• High level of integrity, accountability and credibility.</li> <li>• Ability and confidence to gain the credibility and respect of staff at all levels of the MSC, as well as external partners, stakeholders and other collaborators.</li> <li>• 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.</li> <li>• Willingness and enthusiasm to contribute to MSC-wide responsibilities and development, where appropriate, in pursuit of the MSC's mission and vision.</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Weekend work and regular domestic and international travel may be required.</li> </ul>

<b>Job Description Agreement</b>	
Chief Operating Officer's Signature:	Date:
Job Holder's Signature:	Date: