



## JOB DESCRIPTION

# Fisheries Officer for Alor MPA

Alor, Nusa Tenggara Timur

2023

### I. JOB IDENTITY

|                   |   |                                |
|-------------------|---|--------------------------------|
| Job Title         | : | Fisheries Officer for Alor MPA |
| Directorate       | : | Marine and Fisheries Program   |
| Direct Supervisor | : | Site Coordinator for Alor MPA  |
| Scope of Work     | : | Lesser Sunda Seascapes         |
| Work Location     | : | Alor, Nusa Tenggara Timur      |

### II. PURPOSE OF THE POSITION

Act as a Focal Point for WWF-Indonesia in facilitating the implementation of fisheries and aquaculture projects/programs in Alor MPA areas and managing relationships with target communities related to the objectives of the project/program to ensure the management of knowledge, awareness, and local community support for WWF projects/programs -Indonesia, especially in supporting the development of marine conservation areas and conservation of protected species in Lesser Sunda Seascapes working areas, as well as in other WWF-Indonesia working areas.

### III. ROLES & RESPONSIBILITIES

#### A. Implementation Program

- Research, monitoring, and evaluation of the management and utilization of fishery resources for both capture fisheries and aquaculture
- Analyze data requirements related to issues that will be raised in the local communities
- Engage with urban planning, housing needs assessment, and revitalization projects within the city or community.
- Mapping & analyzing research or data to produce useful information to support engagement with target communities
- Implement strategies and maintain the quality of community development programs to support MPAs, Fisheries, Species, and Tourism programs in Alor
- Advocacy support for community development issues in MPAs, Fisheries, Species, and Tourism programs in Alor
- Advocating and providing support to relevant stakeholders in strengthening and implementing sustainable fisheries management policies in the “Ecosystem Approach to Fisheries Management / Aquaculture (EAFM, EAA)” and “MPAs for Fisheries”
- Manage WWF partners for community development issues to support MPAs, Fisheries, Species, and Tourism programs in Alor
- Recognize and concerns the issues of target communities, which are then submitted to WWF-Indonesia as feedback for those related to project implementation
- Contribute to policy development and advocacy of Social Development expertise that aligns with the Project's conservation strategy



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- Establish a regular educational program/discussion to improve the lives of the local community.
- Analyzing the results of discussions/surveys/socialization with local residents to get a conclusion as the best solution for both the project and the survival of local residents.
- Assist the Project leader to provide funding support according to the needs of community groups
- Conduct regular evaluations of local residents regarding the impact of the conservation program being implemented and ensure that it has a positive impact on them.
- Provide training and support services to community groups that will equip them with the skills, knowledge, and confidence to empower their well-being.
- Assistance for Fishermen/Cultivator groups and fisheries industry partners in developing and strengthening sustainable fisheries business and livelihoods which includes institutional and entrepreneurial strengthening, business improvement and fisheries practices (BMP, AIP/FIP), building business relationships, and market strengthening.
- Increase awareness and provide assistance to the community to manage sustainable fisheries in the Water Conservation Area.
- Building and managing partnerships with related parties in the fisheries sector (government, academics, corporations, NGOs/CSOs, etc.)
- Provide support in efforts to manage projects and programs optimally (Work plans, reporting, etc.)

### **B. Monitoring, Evaluation, Reporting**

- Generate periodic and/or ad hoc reports to document activities related to conservation, success stories, and/or lessons learned, to ensure documentation of inputs for future conservation activities
- Provide the results of the survey analysis report and submit it periodically to superiors.
- Reporting work results for 1 FY to superiors to be accounted for.

### **C. Information Management Security System**

- Store important hardcopy documents in a safe place that is not easily visible, accessible, and not easily damaged or eroded by natural elements.
- Store important softcopy documents using media that are safe and recommended by IT. This is also not limited to granting access to data/information only to authorized persons and also giving passwords to softcopy files that are critical/confidential.
- Pay attention to the transfer of confidential/critical files, both offline and online. This includes the media used, giving the password to the file to be sent, and where to store it afterward.
- Change the email password periodically to support the security of the email and the data in it.
- Use limited office servers or personal servers to access the internet. Do not use public wi-fi when accessing critical/confidential files. This also includes staff whose laptops/work devices have critical/confidential files.



**IV. REQUIREMENT**

|                                      |   |
|--------------------------------------|---|
| <p>Knowledge &amp; experience</p>    | <ul style="list-style-type: none"> <li>• Minimum Bachelor's Degree in fisheries, Marine Science, and biology or science relevant to the project.</li> <li>• Minimum 2-3 years of work experience with :             <ul style="list-style-type: none"> <li>- Work experience with communities/communities, groups of fishermen/cultivators/fishery corporations</li> <li>- Experience in social development</li> <li>- Experience working with communities and NGOs</li> <li>- Mastering and understanding advocacy efforts, community development and strengthening, as well as public policy.</li> <li>- Competence in marine conservation management, fisheries and fisheries data management and analysis</li> <li>- Able to work with a team with limited supervision and have an interest in working in the field with the community.</li> <li>- Committed to sustainable marine and fishery resource management efforts</li> <li>- Experience with Geographic Information Systems (GIS)</li> </ul> </li> </ul> |
| <p>Technical/ specific knowledge</p> | <ul style="list-style-type: none"> <li>• Community Development approach</li> <li>• Analysis of data Statistics</li> <li>• Participatory Mapping</li> <li>• Need Assessment</li> <li>• Community Empowerment Ability</li> <li>• Facilitation Ability</li> <li>• Marine Conservation Management</li> <li>• Advocacy Strategy Development</li> <li>• Communication Skills (Presentation, Lobbying, Negotiation, Writing)</li> <li>• Experience working with community/community</li> <li>• Experience working as a social development</li> <li>• Experience working with communities and NGOs</li> <li>• Advocacy strategy development knowledge of and experience of government and local communities.</li> </ul>   |



**V. VALUE IN ACTION**

|                      |  |
|----------------------|--|
| <i>Courage</i>       | <ul style="list-style-type: none"> <li>• Strive for impact - we set and deliver on ambitious goals</li> <li>• Take risks, despite fear of failure, and we innovate fearlessly</li> <li>• Make bold decisions and act on them</li> <li>• Speak up, even when it's hard to do</li> </ul>                               |
| <i>Integrity</i>     | <ul style="list-style-type: none"> <li>• Walk the talk – we do what we say we will</li> <li>• Hold ourselves and others to account for living the values</li> <li>• Acknowledge and challenge our own assumptions and biases</li> <li>• Take responsibility for our actions and their impact</li> </ul>              |
| <i>Respect</i>       | <ul style="list-style-type: none"> <li>• Create a safe and equal space for dialogue</li> <li>• Respect others' time, priorities, and contributions</li> <li>• Listen deeply, and without judgment, to see through others' eyes</li> <li>• Treat all people equitably and champion diversity and inclusion</li> </ul> |
| <i>Collaboration</i> | <ul style="list-style-type: none"> <li>• Build trust and relationships</li> <li>• Ask for and offer help</li> <li>• Share knowledge while acknowledging others' expertise</li> <li>• Intentionally create and support diverse alliances</li> </ul>   |

**At Yayasan WWF Indonesia we are committed to creating an inclusive working environment, where diversity is valued and there is equality of opportunity. We therefore welcome applications from all sections of the community, and we offer a range of benefits to encourage a work life balance.**