

INTERNATIONAL COMMISSION FOR THE
CONSERVATION OF ATLANTIC TUNAS



COMMISSION INTERNATIONALE POUR LA
CONSERVATION DES THONIDES DE L'ATLANTIQUE

COMISION INTERNACIONAL PARA LA
CONSERVACION DEL ATUN ATLANTICO

Madrid, 24 February 2025

ICCAT CIRCULAR # 01515 / 2025

SUBJECT: VACANCY ANNOUNCEMENT FOR A COMPLIANCE OFFICER

I should like to transmit to you the attached vacancy announcement for a Compliance Officer.

I should be grateful if you could distribute this vacancy announcement to qualified individuals who might be interested.

This position has arisen due to the foreseen retirement of one of the Compliance Department's Officers in 2025.

Please accept the assurances of my highest consideration.

Executive Secretary



Camille Jean Pierre Manel

DISTRIBUTION :

- **Commission Officers:**

Commission Chair: E. Penas Lado	COC Chair: D. Campbell
First Vice Chair: Z. Driouich	PWG Chair: N. Ansell
Second Vice Chair: R. Chong	STACFAD Chair: D. Warner-Kramer
Chairs Panels 1-4	
SCRS Chair: C. Brown	SCRS Vice-Chair: L.G. Cardoso

- **Head delegates**
- **Cooperating Parties, Entities or Fishing Entities**

Attachment: Vacancy announcement.



Position Announcement Compliance Officer (fluent English or French required)

The International Commission for the Conservation of Atlantic Tunas is an inter-governmental fishery organisation responsible for the conservation of tunas and tuna-like species in the Atlantic Ocean and its adjacent seas. ICCAT compiles fishery statistics from its members and from all entities fishing for these species in the Atlantic Ocean, coordinates research, in particular stock assessment, on behalf of its members, develops scientific-based management advice, provides a mechanism for Contracting Parties to agree on legally binding management measures, and produces relevant publications. The management measures adopted contain requirements for the Contracting Parties to ICCAT. The Department of Compliance oversees the submission of reporting requirements and the implementation of the legally binding measures.

For general information about ICCAT please visit the [ICCAT website](#).

Duties and Responsibilities

This is a permanent, full-time position, with a probation period of one year. Reporting to the Head of the Compliance Department, and under the overall guidance of the ICCAT Executive Secretary, the Compliance Officer's main responsibilities will be to assist with the implementation of the ICCAT conservation and management measures and to monitor compliance with the measures by ICCAT Contracting Parties and Cooperating non-Contracting Parties, Entities or Fishing Entities (CPCs), and to report to the ICCAT Commission on the compliance status.

Specific duties will include (but are not limited to):

1. Assist with the design and development, maintenance and modification of ICCAT databases containing compliance related information and extracting relevant data for reports;
2. Monitor reports of illegal, unreported and unregulated activities (IUU) and develop and maintain the IUU Vessel list;
3. Ensuring the correct implementation and functioning of ICCAT statistical and catch documentation systems, in particular the Electronic Bluefin Catch Document System (eBCD);
4. Monitor compliance by individual CPCs with the various ICCAT reporting requirements and assist the Chair of the Compliance Committee in reviewing the information compiled by the Secretariat and determining any necessary actions or responses on compliance issues;
5. Coordinate the Secretariat tasks inherent in the ICCAT Joint Scheme of International Inspection;
6. In coordination with the ICCAT Online Management System (IOMS) Team, assist CPCs use and submission of data through the IOMS application and with the preparation of consolidated Annual Reports for the Commission.
7. In coordination with the Department of Statistics, monitoring the compliance of statistical and scientific information reported in accordance with the ICCAT management measures;
8. Assist in the development of tools for facilitating online reporting of required ICCAT compliance data;
9. Any other tasks required by the Executive Secretary.

Qualifications and Experience (Essential)

1. University degree, preferably in but not limited to fisheries-related fields: e.g. fisheries biology and technology, management of maritime affairs, economics of fisheries management or in a field related to international relations/international law. Other degrees may also be accepted, depending on experience;
2. Confirmed experience of at least five years in the area of fisheries management;
3. Fluent (preferably native) in English or French with excellent writing and communication skills.



COMISION INTERNACIONAL PARA LA
CONSERVACION DEL ATUN ATLANTICO

4. Good working knowledge of at least one of the other official languages of ICCAT: French/Spanish, English/Spanish, respectively. An ability to write concisely, clearly and correctly (reports, correspondence, etc.) in at least one of the other official languages of ICCAT;
5. Good knowledge and experience of Microsoft Office software and email management;
6. Good knowledge of the computer tools needed for database management and/or data extraction;
7. Ability to work under pressure and within a team of people of different nationalities and cultures;
8. Candidates must demonstrate attention to detail and care in the management of sensitive information.

Desirable additional qualifications/experience

Any of the following, in conjunction with the requisites above, would be considered an asset:

1. Good knowledge of all three of the official languages of ICCAT, including writing ability;
2. Knowledge of International Legal Instruments relevant to Fisheries;
3. Experience in the management of national and international observer programs;
4. Familiarity with computer programming tools, as well as knowledge of relational databases (MySQL/MariaDB and MS SQL Server), and proficiency with Linux (Debian) and Windows operating systems; knowledge of open-source technologies and experience in web development using modern frameworks and technologies (e.g., JavaScript, HTML5, CSS3, Angular, Node.js); and knowledge of additional programming languages.
5. Familiarity with ICCAT conservation and management measures and reporting requirements;
6. Contract drafting and management;
7. Some experience with integrated development environments (e.g., Visual Studio Code, NetBeans, JetBrains IntelliJ IDEA, or Eclipse), as well as web publishing, would be an asset.
8. Post-graduate degree in a related field.

Salary and remunerations

The position will be classified according to the United Nations Scheme at the Professional Level P-3 (step 1). The position is subject to a one-year probation period. The base salary is subject to a post-adjustment for Spain. Other benefits include: an annual pension contribution, an education grant for children, an annual allowance per dependent child; a subsidy for medical insurance coverage and access to group accident insurance coverage. Salaries are exempt from Spanish taxes. For more information regarding UN system benefits, please visit the [International Civil Service Commission website](#) (please note that ICCAT benefits differ slightly from the UN system).

Assessment

The evaluation of applicants will be conducted based on the information submitted and supportive documentation provided by the applicants, according to the evaluation criteria of the job opening, the [ICCAT Staff Regulations and Rules and administrative guidelines](#). Evaluation of qualified candidates will include an assessment exercise which may be followed by a competency-based interview.

Application for the position

To apply, send a cover letter (in English) and a Curriculum vitae by e-mail, **exclusively** to the ICCAT Executive Secretary, [Mr. Camille Jean Pierre Manel](#), with a copy to [Ms. Ana Martínez](#).

A personal interview will be required. The successful candidate will be required to undergo a medical examination before the appointment.



COMISION INTERNACIONAL PARA LA
CONSERVACION DEL ATUN ATLANTICO

The CV should include a documented educational background, professional experience, and three recommendations (two professional and one character reference are preferred) with contact details. **The deadline for applications is 24 March 2025.** Please indicate the earliest time you can start working with the Commission. The successful candidate will receive a notice of appointment from the Executive Secretary. The starting date of employment will be mutually agreed upon between the successful candidate and the Executive Secretary but should be no later than **1 July 2025**. Earlier availability is preferred.

Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided herein to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates considered for selection may be subject to reference checks to verify the information provided in the application.