



Summary

Programme Director (Maritime)



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JOB PROFILE

Job Title:	Programme Director - Maritime		
Department:	Natural Resources	Section:	Marine
Reports to:	Director of Natural Resources		
Grade:	Falkland Islands Government Grade - A	Job Code:	
Job Purpose			
<p>The strategic development of the Falkland Islands Maritime Administration, Legal and Regulatory Framework ensuring compliance with maritime legislation, conventions, and codes.</p>			
Job Facts & Figures:			
<p>To achieve the stated objectives, the post holder will work closely with the Marine Officer, who has a more operational and regulatory focus.</p> <p>The Falkland Islands have a complex maritime environment. Fishing is the mainstay of the economy including local and foreign vessels. Tourism including cruise vessel tourism is an increasing economic sector. The Falklands operates its own shipping register and is a member of the Red Ensign Group.</p> <p>There is a complex range of port state, flag state, coastal state and international maritime obligations and issues. New legislation has provided for the creation and development of a Maritime Authority.</p>			
Main Accountabilities:			
<ul style="list-style-type: none"> • Ensure that the Falkland Islands Maritime Regulatory Framework is compliant with relevant maritime Conventions and Codes is appropriate in a modern maritime environment. • Ensure procedures are developed for responding effectively to a broad range of maritime issues including those involving existing and new regulations, maritime conventions which have been extended to the Falklands and those which are recommended for adoption, and relevant Maritime Codes. • Develop and coordinate the implementation programme for the Harbours and Ports Ordinance. • Develop and coordinate the implementation programme for the Maritime Ordinance. • Ensure the Maritime Authority, including its remit, is developed in a coordinated and timely manner. • Assess compliance with the III Code, identify any gaps in compliance and work to address such gaps ensuring FI compliance with the Code. • Review MCA audits of FI as a Red Ensign Group member and UK Overseas Territory and work to address the recommendations flowing from these audits. • Liaison with MoD/BFSAI on any 'joint working' on ports, maritime and other associated issues. • Participation in the port development programme as necessary. • Seek to achieve the aims of the Islands Plan and the Departmental Business Plan. • Participate in and, when required, lead corporate projects as agreed with the Director of Natural Resources, including active membership of corporate working groups. • Other duties consistent with the level of post as agreed with the Director of Natural Resources. <p><i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i></p>			

PERSON SPECIFICATION

Person Specification:	Programme Director - Maritime		
Criteria	Essential	Desirable	Assessment Method
Education and Training:			
Master's or Chief Engineer Certificate of Competency (STCW Reg II/2.1) with experience in a variety of marine operations. or Marine Surveyor (Certification Society or MCA Approved); Educated to Degree level in a Maritime discipline, with experience of carrying out statutory surveys. or A senior administrator working for a national maritime authority.	✓		A/I
A current car driver's licence.	✓		A
A business management qualification.		✓	A/I
Knowledge, Skills and Experience:			
Minimum of 5 years' experience as Master Mariner, Senior Marine Surveyor or Senior Maritime Administrator gained in an operational environment with exposure to a comprehensive range of Maritime Legislation and operational codes and practices.	✓		A/I
Extensive knowledge of British Marine regulatory framework as applied to red ensign vessels.	✓		A/I
Demonstrable knowledge of compliance with IMO Conventions.			
Sound knowledge of port and harbour operations.	✓		A/I
Comprehensive understanding of UK marine Industry legal environment and regulation.	✓		A/I
Have a sound understanding of port state, flag state, coastal state and international maritime regulation.	✓		A/I
Management of Port Operations & Port Development		✓	A/I
Experience undertaking Ship surveys.		✓	A/I
Knowledge and experience of shipping operations and chartering.		✓	A/I
Management of Port, Harbour & Maritime authority operations and development.		✓	A/I
Demonstrated ability of delivering challenging projects in line with stated outcomes	✓		A/I
Competent user of computer based management systems and associated software (spreadsheets, word processors).	✓		A/I

Method of assessment:

A - Application Form

I - Selection Interview

P – Presentation/Practical Exercise

R - Reference

The Package

Duration of appointment

The appointment will be for a fixed-term of two years in the first instance. It may be extended by mutual agreement with the Falkland Islands Government (**FIG**), subject to operational requirements and performance.

Salary package

The salary range for the post is currently £47,610 to £71,465 per annum. Starting salary will depend on qualifications and experience.

In addition, the successful applicant, appointed on overseas contract terms will be eligible for an annual gratuity payment equal to 25% of the basic salary earned, subject to satisfactory performance. Salary at the top of the range plus gratuity would equate to £89,331 per annum. The salary and gratuity are subject to Falkland Islands taxation which is substantially lower than in the UK.

Taxation

The Islands current tax rates are as follows:

Personal Allowance £15,000 pa

(NB The first £12,000 of chargeable income is taxed at the rate of 21%, with the remainder being taxed at 26%)

Relocation (currently under review)

If relocating from the UK or Europe, there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500 if accompanied by a spouse/partner; an additional £100 is awarded for each dependent child that accompanies the individual to post. If relocating from elsewhere in the world, the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner (plus £200 per dependent child coming to post).

Flights

In addition to flights to the Islands to take up the post and upon satisfactory completion of the contract, employees on overseas contract terms for this 2 year appointment will also be eligible for a mid-appointment paid concessionary return flight between the Falkland Islands and the country of recruitment for themselves and each member of their dependent family who accompany them to post.

Pension

There is an option for the employee to contribute to the Falkland Island Pension Scheme (though no employer contributions will be made) with potential to transfer in funds from a recognised UK pension (subject to any residency criteria and UK pension scheme and FIPS criteria which may apply). Responsibility for confirming the eligibility of transfers sits with the employee.

Education allowance

Education for children up to the age of 16 years is provided free at schools in Stanley. If the successful applicant's dependent children are aged 16-18 years and undertaking GCSEs/A Levels (or their international equivalent), provision of post-16 education may be made available at a residential college in the UK. The boarding school fees will be met by FIG subject to a maximum of £8,200 per annum per child, and holiday visit flights will be provided for children attending boarding school. This allowance does not apply to any dependants undertaking any other category of studies or where a child will reside with family members, a guardian or nominated carer.

Access to medical/dental services

Overseas staff will have access to the Falklands' Health Service. Most services, (including prescriptions) are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures and cosmetic dentistry such as crowns and bridges. The charges are variable, based on the cost of the materials (including freight).

Housing

FIG maintains a housing stock from which it will make a house available to rent. Typical rents range from £350 for a one bedroom maisonette property to around £800 for a 4 bed detached house. Private Sector accommodation is also available although this can be limited.

Timetable for recruitment and selection process

Stage	Date
Closing Date for applications:	20 June 2019 (12 noon UK Time)
Interviews:	3 July 2019 (in Southampton)

***Exact date to be confirmed**

How to Apply

If you wish to apply for the role, please complete and submit an application form, together with a covering letter outlining how you meet the essential and desirable criteria specified in the job description and person specification and the reasons for your interest in the role.

You can find all vacancies on our online recruitment site and can complete the application form directly there: <https://ats-fig.jobsgopublic.com/vacancies/list>

Standard Pre-Employment Checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment will therefore be made on a conditional basis, subject to satisfactory checks being received. Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment.

References

All appointments are subject to at least two satisfactory references being provided. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

Professional Membership/Qualification Checks/Verification of Identity

Checks will be carried out to confirm any qualifications/professional memberships which are listed as 'Essential' in the Person Specification at the interview stage.

Applicants relying on qualifications equivalent to those specified are responsible for providing evidence of how their qualifications meet the required standard. If equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalence.

You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

Criminal Record Checks

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Pre-Employment Health Assessment

The Falkland Islands has good primary and secondary health care, but because of its geographical remoteness and size, it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates will be required to undertake a pre-employment health assessment for the purposes of obtaining a work permit. The medical will normally be arranged with your own GP unless FIG advises otherwise. Such medicals will also be required for any dependants that are due to accompany you to post.

It is important to note that if you have complex medical needs or may need ongoing medical support that is not practically/physically available on the Islands or the provision of which is not economically viable, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependants also have such needs, they may not be able to accompany you to post as dependants on your Work Permit.

They would not, however, be prohibited from visiting the Islands, but this could only normally be done by means of a Visitors permit. For more information on any related Immigration issues, you can contact the Customs and Immigration Department on 00 500 27340.

If your dependants have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process. While some support may be available, each case will be considered on its merits based on the capacity available within the particular year group in the relevant school. If your children have complex special needs which cannot reasonably be met from the resources available in the Islands, it is unlikely that immigration criteria would be met and so there may be no automatic right to reside in the Islands awarded under any Work Permit issued.

For more information on the Falkland Islands, please visit: <http://www.falklands.gov.fk>

About the Falkland Islands Government



The Falkland Islands are a UK Overseas Territory where executive authority remains vested in Her Majesty the Queen. This authority is exercised by HM's Governor on her behalf. The Governor is advised by an Executive Council, comprising three elected Members of the Legislature, the Chief Executive and the Financial Secretary. This forum is also attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually monthly).

The passage of legislation, votes for expenditure and the annual budget (including taxation levels) are resolved by the Legislative Assembly. This comprises eight elected Members (three from Camp¹ and five from Stanley²), the Chief Executive and Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles. The Assembly itself is presided over by a 'Speaker', who is elected by the Members of the Assembly. It currently meets monthly and its proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation.

All eight elected Members are independent of political parties and each carry portfolios of services, which cover a wide array of diverse activities ranging from Treasury and Taxation, the Public Accounts Committee and Trade and Industry to Health and Medical Services and child protection.

There is a wider network of approximately 20 committees, each of which generally includes at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee, for example, considers and monitors the budget and includes all eight Members. Such committees now meet in public, under rules mirroring the UK's Local Government (Access to Information) Act. The intention is to speed up decision-making processes and strengthen transparency, accountability and scrutiny.

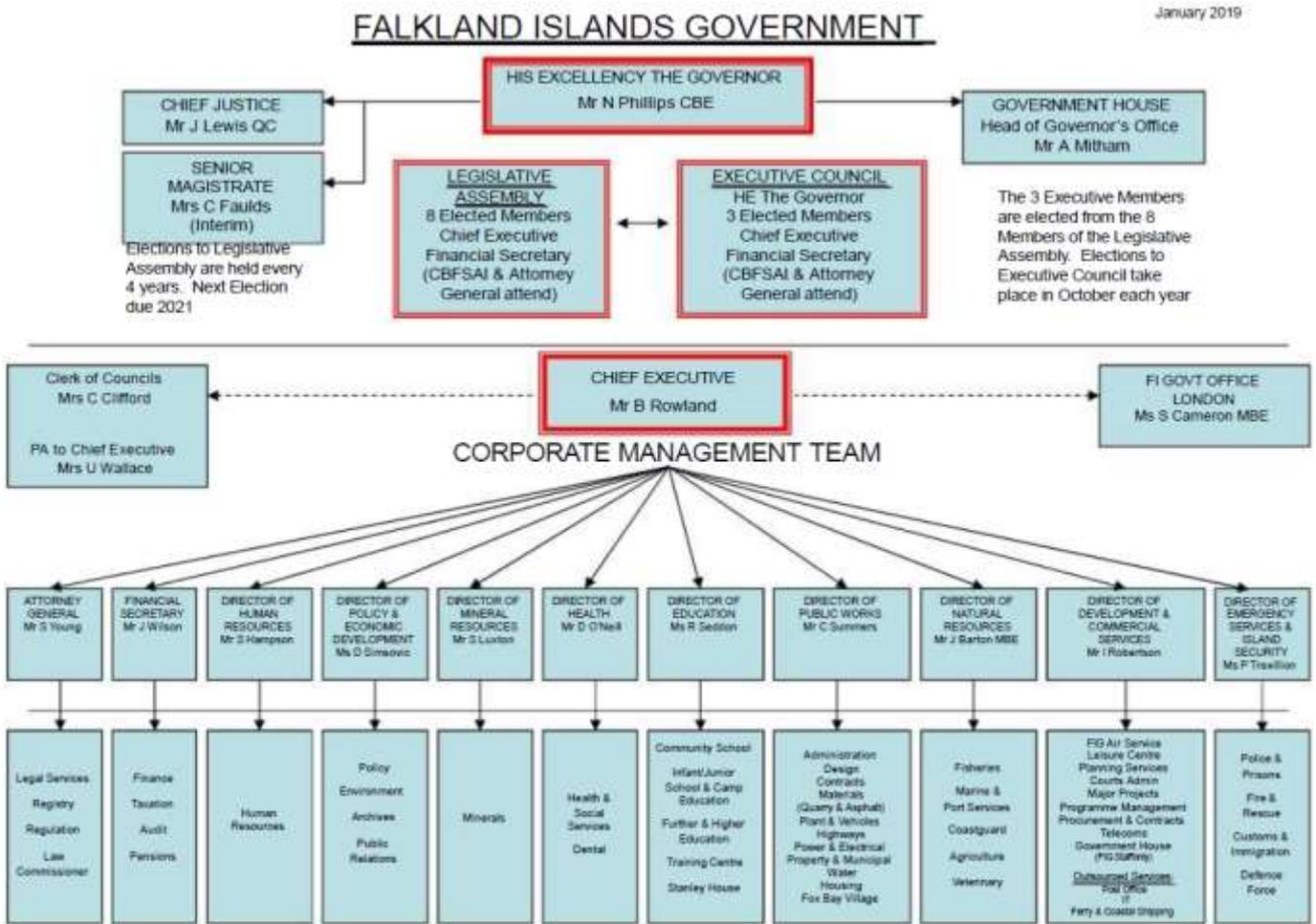
FIG operates against the background of 'The Islands Plan'. The Plan has been established to encapsulate the high level strategic aspirations agreed as being key to progressing the sustainable, economic, social and political development of the Falkland Islands for the benefit of all its residents. Elected Members' top priorities under the newly adopted Plan for 2018 - 2022 are:

- Self-determination and good governance
- Public diplomacy and international relations
- Community and culture
- Population and workforce
- Economic development
- Education and training
- Public Safety and security
- Health and community wellbeing
- Infrastructure
- Transport and communications
- Environment

¹ Camp – the countryside is known as Camp

² Stanley – the capital of the Islands

Appendix 1 - Structure of the Government



Government departments in the Islands’ mirror the entire range of UK civil service departments and also those services which are often provided by local government and other NGO’s elsewhere.

Directors of the departments meet regularly in a forum known as the Corporate Management Team (CMT), chaired by the Chief Executive, to consider corporate policy and strategy.

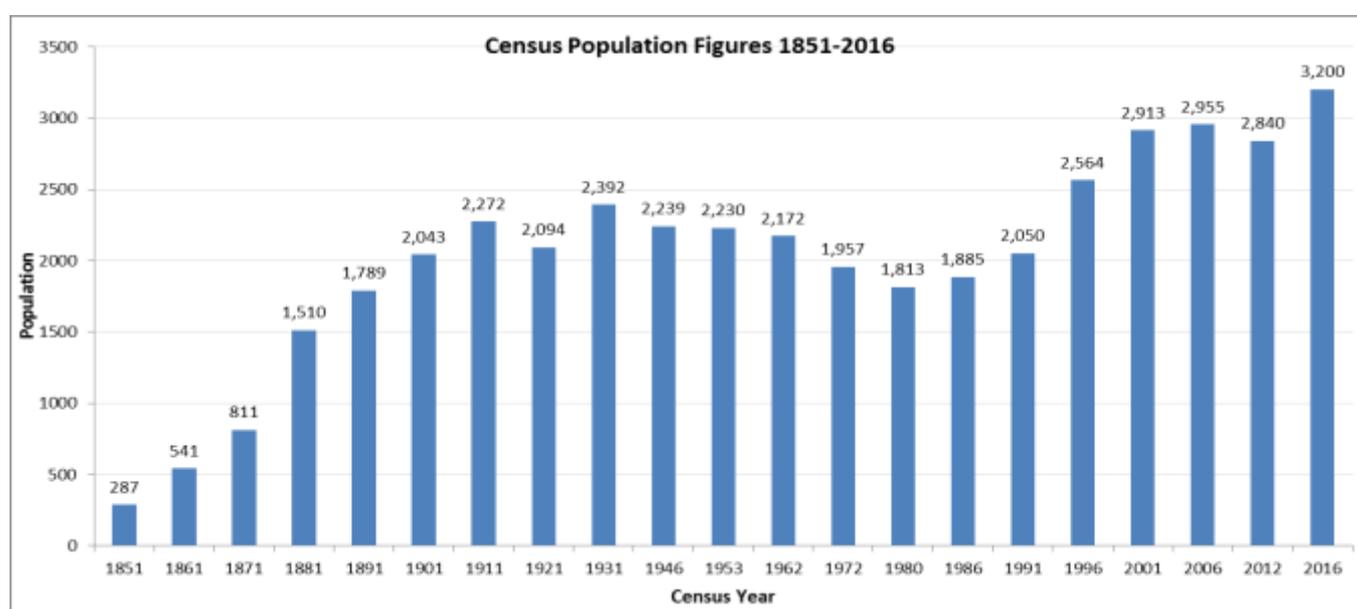
The business of Government itself is delivered by a core professional Public Service of about 600 permanent and temporary employees (of which around approximately 100 are officers on contract from outside of the Falkland Islands, having been recruited from locations such as the UK and elsewhere in the world).

Appendix 2

General Facts about the Falkland Islands

The People

The Islands have a usually resident population of approximately 3,400 people. Over 2,600 live in Stanley which is the southern-most capital in the world. The remainder of the population live in the countryside or “Camp” as it is referred to locally. The population itself is predominantly of British birth or descent and many can trace their family on the Islands back to the mid-nineteenth century. In addition there is a permanent military garrison at the Mount Pleasant Complex (MPC), some 35 miles west of Stanley, comprising UK military personnel and approximately 400 civilian workers and their dependants. The growth of the non-military population is highlighted in the graph below:



Note: The Graph shows the usually resident and present populations counted on each census night. Figures for 1851, 1861 and 1871 are estimated. Civilian personnel and their families based at MPC are included in census counts for 1996 onwards.

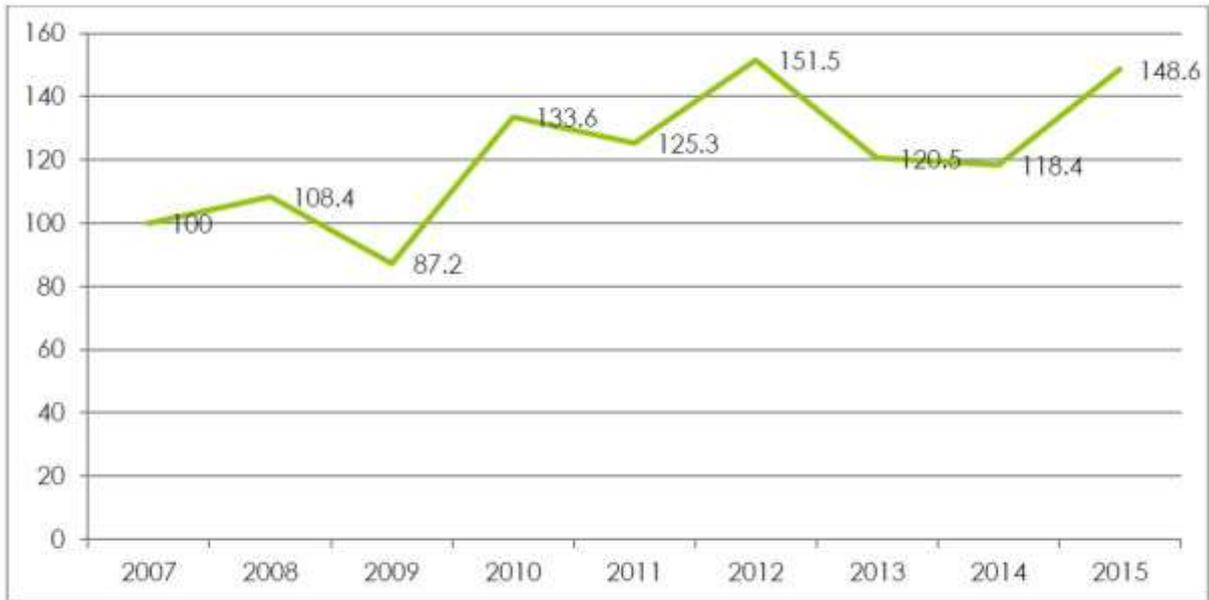
Positive net immigration, along with a small natural increase in population, has driven an increase in the usually resident population to 3,398 in 2016.

The Economy

As the following graph shows, the Islands’ economy is one which is continuing to grow at a time when the GDPs of many other larger, better resourced countries have been static or even regressed. The Falkland Islands enjoy low unemployment and have a high labour force participation rate. The strong economy in the Islands provides a high standard of living for its residents and allows FIG to provide a broad range of public services. The Islands have a favourable demographic makeup with a young population and a low dependency ratio by developed world standards.

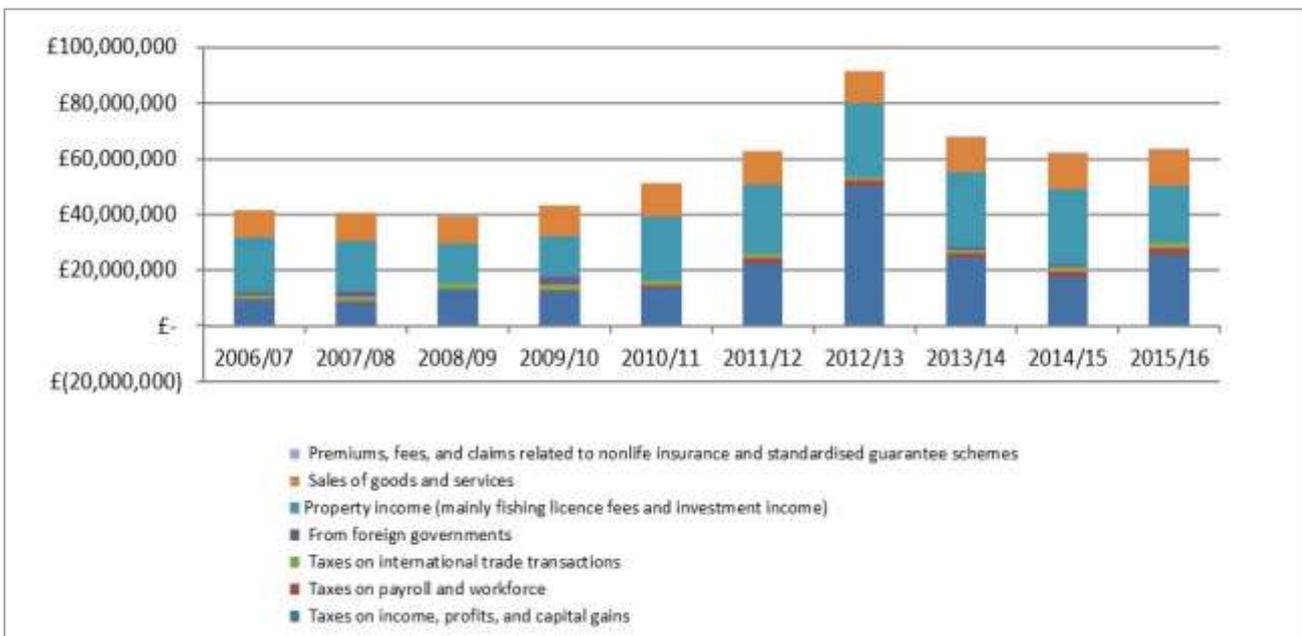
The Islands’ GDP up to 2015 is demonstrated in the chart below:

Indexed Falkland Islands gross domestic product 2007-2015 (2007=100)



The main economic driver since the late 1980s has been commercial fishing, with the establishment of a controlled conservation zone in 1987, now at 200 nautical miles from the coastal baseline. Fishing vessels in the zone catch around 200,000 tonnes each year, principally *Illex* and *Loligo* squid. Revenues to FIG are between £10 million and £20 million per year from licence or quota fees, as illustrated in the following table. In some recent seasons there have been downturns in catches, but the existence of the Government’s substantial cash reserves has proved invaluable in smoothing economic fluctuations. The commercial fishing industry remains a buoyant sector today and revenue from the fishery is the main income source for FIG although oil exploration activities have also boosted GDP in previous years. The graph below highlights the Government’s revenue stream.

Falkland Islands Government Revenues by GFS Category, 2006/07 to 2015/16



New business opportunities also include increasing tourism (currently earning around £9m million per annum), aquaculture and hydrocarbons. Wells drilled in 1997 found evidence of a potentially significant oil field and a round of exploration commenced in late 2009. One major discovery has been made, alongside two minor ones and it is hoped this will be developed in conjunction with the 'Sea Lion' oil field in due course. In addition, there have been two gas discoveries, although more exploration work will be required in order to fully understand the extent and nature of the finds.

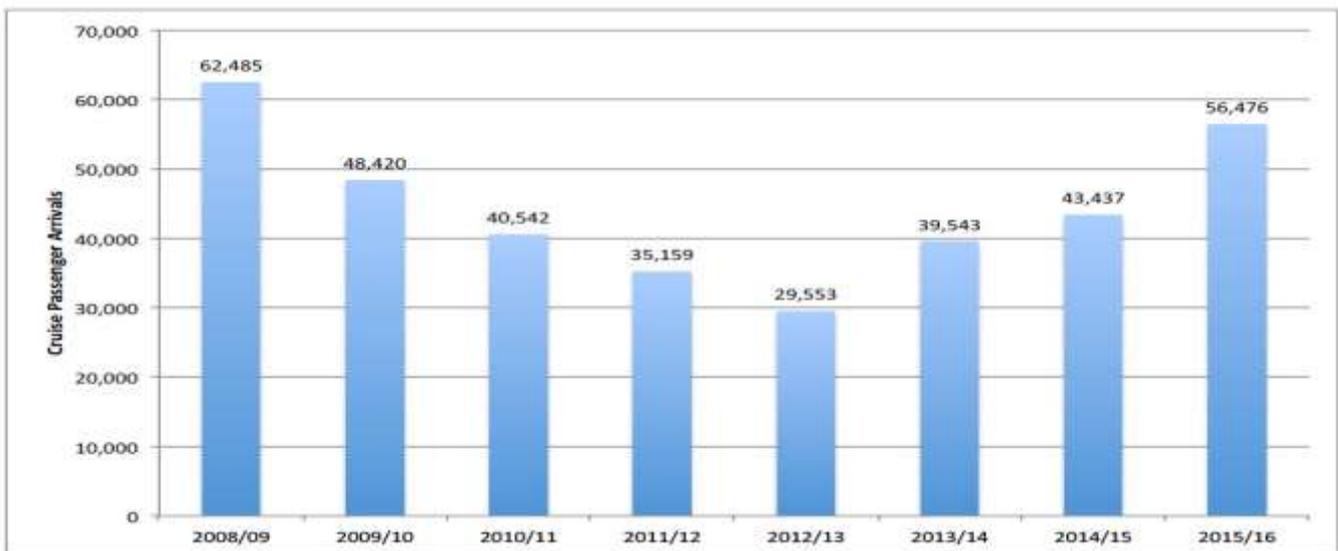
Small businesses have also been helped to establish and grow by the Falkland Islands Development Corporation. It has facilitated over a 145 business start-ups, and over 1400 projects. Further information about the Corporation is available at: <http://www.fidc.co.fk>

Tourism

Air connections to the Islands include two flights a week by Ministry of Defence Chartered Airline from Brize Norton, Oxfordshire, and a weekly LAN Chile flight service connection to South America. The Islands are keen to develop these connections.

During the summer months, the Islands are visited by an ever-increasing number of cruise ships. We can receive anything up to 50,000 cruise ship tourists per year.

The recorded number of visits and passengers since 2009 are shown in the following table:



Geography/Climate

The Falkland Islands are located in the South Atlantic on the same latitude as London lies north. They comprise two main Islands (East and West Falkland) and some 700 smaller islands, set 400 miles from the South American mainland and 8000 miles from the UK.

The maps below show where the Islands lie in relation to South America and give an overview of the Islands themselves and their main settlements.



The temperature varies between a maximum of 24°C in January down to a minimum of minus 5°C in July/August. Rainfall is generally low, winters are not as severe as the UK and the Islands enjoy more sunshine per annum than the south of England.

The countryside is comparatively bare of forestry, but it has its own unique flora and fauna. In geographical terms the Islands have a fascinating history that has resulted in some striking natural features such as the impressive rock formations known as 'stone runs', but which are actually rivers of angular quartzite. Bird and marine mammal wildlife also abound.

The Islands are also home to vast colonies of penguins and albatross, as well as over 200 species of other birds. They are also popular breeding grounds for sea lions, elephant and fur seals and over 15 species of whales and dolphins.

The protection of this unspoiled environment is a high priority in the Islands Plan and FIG spends around £1.5m per annum in environmental research with university partners from Imperial College London, Queens University Belfast, British Geological Survey and an independent local trust, Falklands Conservation.

The South Atlantic Environment Research Institute (SAERI) has also been set up to encourage growth in the level of research undertaken in the Islands and to develop the location as an international research platform.

More details on Falklands Conservation can be found on www.falklandsconservation.com

Islands Living – key facts

Currency & Banking:

The currency of the Falkland Islands is the Falkland Islands Pound (FKP) which has the same value as Sterling when used in the Falkland Islands. British pounds are legal tender throughout the islands and dollars are also accepted in some locations. The Falkland Islands Pound cannot be exchanged outside of the islands but Bank of England notes are accepted. Standard Chartered bank is the only commercial bank on the Islands and new accounts can be set up to allow salary payment and transfers to and from UK banks.

Electricity:

The electrical current is 220/240 volts, 50 Hz. Standard British appliance plugs will work in the Falklands. Household electricity is paid for by Electric Card which can be purchased at various outlets in Stanley.

Fuel:

Diesel and Petrol prices are lower than in the United Kingdom. Bottled Gas (propane) is comparable to UK prices. Stanley Services is the provider of fuel on the islands - www.stanley-services.co.fk

Telecommunications:

Sure Telecoms provides telecommunication services in the Falkland Islands. This includes telephone and internet services. Being remote means that there is a reliance on a satellite link. Accordingly internet speeds are slower in comparison to UK fibre optic, and services are more expensive. A monthly internet package allowing about 18000 of data will cost around £85. Internet access between midnight and 06:00 am is currently free to service account holders. Further information can be obtained from their website at www.sure.co.fk

Shopping:

Stanley has two supermarkets and a number of smaller convenience stores. These are stocked with a good selection of imported goods (canned, frozen and other packaged foods). Supplies of fruit and vegetables are grown locally or imported from South America. These in particular can be in limited supply and more expensive than the UK. Fresh local produce such as beef/lamb is readily available and of good quality and typically less expensive than the UK.

Eating out:

Stanley has two good quality restaurants serving a range of local food. There is also a diner and some of the local pubs provide bar meals.

Falkland menus feature locally grown produce such as lamb, beef and vegetables, as well as seafood caught both inshore and offshore. Strong links with Chile mean that a range of excellent wines are also available from South America.