**Title**: Sustainable Fisheries Specialist – Consultancy or full-time position
**Location**: Congo Basin Coast, Libreville, Gabon
**Closing date:** Applications considered immediately and not after 29 October 2012

**Start Date:** On or before 1 January 2013

**Background**:

The 1,400 miles of pristine beaches, lagoons and waters of the Congo Basin lie alongside the world’s second-largest intact forest. Here, on the western edge of Central Africa, WCS supports a major commitment to marine conservation. Increasingly, this wild coast is challenged by intensive overfishing, burgeoning offshore industry and coastal development. Successful conservation of the Congo Basin Coast, its ecosystems and wildlife can only be achieved by strengthening and connecting protected areas along the coast, improving fisheries enforcement, and assisting governments and private industry to put conservation at the heart of development planning. Having played an integral role in creating Gabon’s ambitious national protected area system, WCS is well positioned to provide the scientific and conservation leadership needed to ensure a future for this coast’s awe-inspiring wildlife.

**Position Objective**:

The Sustainable Fisheries Specialist will work closely with WCS Congo Basin Coast program and country offices staff, NY-based staff, the government of Gabon, and local and international partners in industry and non-governmental organizations to help develop recommendations for conservation actions toward achieving long-term, sustainable fisheries off Central Africa’s west coast shelf. This person will report to the Director of the Congo Basin Coast program and will be based in Libreville, Gabon.

**Principle Responsibilities of either a consultancy or a full-time position**:

A) **Fisheries profiles**

Compile a profile of industrial and artisanal fisheries using existing data and consultations, that provides approximations of target species, annual catch, methods used, fleet composition, extent of activity, by-catch species, and current by-catch practices.

Identify knowledge gaps that prevent effective fishery management and develop and support systems to collect fisheries and environmental data to support sustainable management

Evaluate fisheries importance to coastal communities for subsistence and commercial uses.

B) **Regulatory guidance**:

Review existing fishery management policy and regulatory framework in Gabon, and provide recommendations to improve management and enforcement that could be applied widely in the Congo Basin coastal region.

Identify barriers to effective fishery management within the region, and recommendations to overcome those barriers.

Evaluate proposed laws, regulations and other actions that may impact, positively or negatively, the achievement of sustainable fisheries;

C) **Strategic planning**

Lead the development of ecosystem-based fishery management plans, and promotion of policy recommendations to improve fishery management

Provide analytic support for the development of marine protected areas, including impact assessment of proposed areas on fisheries and community livelihood.

Identify alternative and innovative monitoring and enforcement mechanisms, including potential mechanisms to finance and implement these measures.

Over the longer term, a full-time position would include:

* Working closely with governments in the region to implement effective fisheries management plans.
* Providing technical support and training to government partners to create, implement, and adapt fishery management plans to prevent illegal fishing, protect key habitats, and sustain long-term fishery yields, and
* Establishment of legal by-catch reduction targets and promotion of regulatory frameworks and enforcement mechanisms that achieve those targets.
* Building and overseeing strategic relationships and partnerships with commercial fishing industry representatives, NGOs, and government.
* Conducting targeted outreach and training programs to build support for informed conservation decision-making by the general public and government.
* Increasing fisheries sustainability and stability by helping communities monitor and manage their catch of fish and shellfish.

Requirements and experience:

* Graduate degree in fisheries, marine biology or related field
* 4+ years relevant work experience
* Fluency in either/both French or English, with a strong and demonstrable working knowledge of the non-fluent language
* Experience working in the developing world; experience in Africa preferred
* An ability to adapt approaches to local cultures and project situations, while maintaining a high professional standard
* Proven ability to work effectively in a multidisciplinary, highly interactive team

**Application**: Please send a CV, a cover letter describing your background and interests, and the names and contact information for three references, including a peer reference to jpolsenberg@wcs.org and mcallow@wcs.org.