

CANDIDATE BRIEF:

Executive Director – October 2023



Fisheries intelligence,
analysis & capacity building
to combat illegal fishing

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Welcome

Thank you for your interest in becoming TMT's new Executive Director. TMT is a small but highly effective international not-for-profit organisation, registered as a Stiftelse in our headquarters country Norway. In 2023 we celebrate 10 years since the organisation was first established.

TMT was founded to provide national fisheries authorities and international organisations with fisheries intelligence, analysis, and capacity building, targeting a reduction of illegal fishing and broader improvements in ocean governance, and this continues to be our core approach today.

For many coastal States in the Global South, and particularly in Africa where most of our work takes place, there is a large gap in the capacities of government fisheries enforcement agencies to be able to identify where and how illegal fishing may be taking place, and to take well informed actions against these fishing operations. This has hugely negative impacts on local livelihoods, food security, and marine species and environments in some of the most vulnerable countries in the world.

We aim to fill that gap by working closely with those governments to provide them with the information, the tools, and the training they need. Over the past decade we have built the relationships, methodologies, skillsets, and tools needed to effectively achieve our mission, and today TMT is internationally recognised for our intelligence-related capabilities, our fisheries analytical team, our tools, our regional and national inter-agency cooperation models, our training methods, and our trust-based and close technical working relationships with key States and non-State actors.

I have been on the Board of TMT since conception, and as I take stock of the past ten years and where we are today, I am proud to see an organisation that is in robust health, with an excellent team that ensures that we punch above our weight. With a secure funding base, a new Strategy for 2024, and international recognition, I am excited to see the development of TMT under new leadership over the next ten years.

I hope you are motivated to continue reading this candidate brief and feel inspired to apply. We are excited to have a new Executive Director on board!

Jan Thomas Odegard
Board Chair

The role of TMT Executive Director is unique - because this organisation, what we do, and how we do it, is unique. Illegal fishing operators maximise profit by exploiting loopholes and weaknesses in international enforcement capacity. The impact on people in coastal countries in the Global South is immense – lost livelihoods, incomes, food security, unacceptable labour conditions, and at times, loss of life. The effects on marine environments can be equally terrible – degraded ecosystems, overfished stocks, catch of endangered species.

I have been involved in TMT since day 1 and served as Executive Director for most of that time. It has been an absolute privilege to have worked on such an important issue with truly excellent colleagues and partner countries, and to have built an approach that proves that State and non-State actor cooperation is the only way to address the challenges of our times. I step back from the role only to pursue a lifelong ambition.

I can assure you that this position will everyday be interesting, motivating, challenging, and exciting. It will also be hard work, requiring clarity, vision, patience, and leadership. To the right candidate, you will not find a better role to be leading a truly excellent team working in a truly effective way. I look forward to meeting with you and handing over this opportunity.

Duncan Copeland
Executive Director

About us

TMT is a not-for-profit organisation that was established in 2013 with the express purpose of collaborating with and assisting countries that have capacity and resource gaps to adequately identify, analyse and apply fisheries intelligence in their fisheries monitoring, control, surveillance, and enforcement (MCSE) operations. TMT collaborates with and provides intelligence, analysis, and capacity development support to governments and international organisations, in support of fisheries MCSE actions and broader improvements in fisheries governance. While we work with governments and organisations worldwide, particular focus is on targeting illegal fishing and associated crime in and near African waters and working with African coastal States.

Our operations focus on collaborating with fisheries enforcement agencies and other relevant international partners. We conduct professional information gathering and analysis on illegal fishing and associated corruption, document and vessel identity fraud, fish laundering, labour abuse and other violations of relevant laws. We then provide results and recommendations to enforcement agencies and networks to enable the tracking and prosecution of the vessels and operators involved in these illegal fishing activities and related fisheries crimes.

We also strengthen partner countries with capacity development through workshops, on the job training and mentoring – with a particular focus on developing the information channels, skills, and processes to effectively access and use fisheries intelligence. National and regional cooperation are crucial to these processes, and by supporting regional cooperation between countries, and inter-agency cooperation within countries, TMT helps to improve information sharing and collaboration to tackle fisheries crime.

By providing key information, training and guidance TMT can work with countries to take concrete actions to combat illegal fishing, which in turn acts as a significant deterrent to those wanting to engage in these activities. To support these efforts, TMT has developed and utilises cutting-edge tools. These include FACT - Fisheries Analytical Capacity Tool - a bespoke fisheries intelligence database and information tool, built with the express purpose of capturing and analysing the identities, operations, and risk profiles of the global distant water fishing fleets and the companies that operate them.

We call our approach the 'inside-out' model, in that we are working in close partnership with the relevant government agencies of our partner countries in a technical assistance role. Our intelligence and analysis are provided to inform partner country fisheries MCSE planning, risk assessment, and operations, and our training programmes are hands on and take a 'learning by doing' approach. We do not run advocacy or media campaigns. Ultimately fisheries enforcement can only be done by government enforcement agencies themselves, and TMT therefore focuses on building the mechanisms and trust-based relationships to enable us to provide technical assistance, where it is needed most.

Our small, diverse, and excellent team come from a range of professional backgrounds and experiences, and originate from 10 different countries. While TMT's head office is in Oslo, Norway, we also have offices in London in the UK, and Tema in Ghana, and individual staff work from other locations in Norway as well as from Belgium, Botswana, and Canada. Further recruitments for other locations, particularly in Africa, are in the works. The working language of TMT is English, but each day you will hear French and Norwegian commonly spoken, and several other language capabilities form a core part of our approach. Key communication and cooperation structures have been put in place to ensure that such a diversity of locations and people work effectively together, but the most important factor is that we have built a team that are very good at what they do, have a high level of respect for each other, and enjoy working together.

For more information, please see www.tm-tracking.org

Vision

Well-managed fisheries contributing to ocean health, food security, human rights, and robust ocean governance.

Mission

To collaborate with and assist States, inter-governmental organisations, and non-State actors to reduce illegal fishing and associated crimes.

Purpose

The purpose of TMT is to contribute to the reduction of illegal fishing and associated crimes. TMT will proactively identify, collect, and provide high quality fisheries intelligence, analysis, and research on organized illegal fishing and associated crimes. To achieve this, TMT will:

- 1) Prioritise maintaining a trusted and expert reputation as the source of reliable, secure, accurate and current information and analysis on industrial fisheries operations to national and international fisheries and related crimes law enforcement agencies.
- 2) Collaborate with and assist national and international enforcement efforts through targeted capacity building efforts, and relevant MCSE technical support.
- 3) Develop tools and methodologies to assist in strengthening national, regional, and international enforcement efforts.
- 4) Inform and encourage national and international stakeholders to take broader actions to counter illegal fisheries operations through the provision of relevant information, evidence, and case studies.

Values

TMT's core values are trust, accountability, and rule of the law.



Context for the appointment of a new Executive Director

After 10 years of start-up and growth under the leadership of the current Executive Director, we are seeking a new Executive Director to take over the next stages of TMT's operations and development.

TMT programme activities are developed and implemented in close cooperation with our partner countries. Programmes are managed by a senior member of TMT staff, with associated workplans and budgets supporting the implementation of activities. Funding is provided by a range of funders, both government and private philanthropic, that have variable reporting requirements. Oversight of programme implementation, internal and external engagements, organisational policies, and Board reporting are key processes.

TMT's new Executive Director will be stepping into a role with an excellent foundation for success. They will be responsible for the implementation of a new five-year Strategy that will run from 2024-2029; will be well supported by an established Senior Management Team; joining an organisation with established processes and systems; and with secure multi-year grants in place. As TMT transitions from founding to new leadership, the Executive Director will partner with board and staff to further strengthen TMT's impact and reach.

The current Executive Director has been active in the organisation since its foundation, and has provided leadership through the establishment, start up, and maturation periods of TMT's history as an organisation. As such it is considered imperative by the Board that there is an effective hand over, and the objective is to identify and onboard the new Executive Director with an overlap period with the current Executive Director to ensure a smooth transition.



Job Description

Job Title

Executive Director.

Location

Europe or Africa, with possibility of being based out of TMT's Oslo or London offices.

Responsible to

TMT Board.

Working Hours

Full time. TMT supports flexible working and with a team based across several time zones, as well as travel being a core part of work, the candidate must be able to accommodate irregular working hours to be able to work effectively. Weekend and additional working hours will be occasionally required.

Contract

Full time. 5 years initial contract, with possibility of extension on approval of the Board.

Salary

Competitive within the sector. Commensurate with experience.

Leave

25 days per year, national holidays in country of residence, and additional organisation-wide leave days over the year end period in December.

The Role

We are recruiting an experienced Executive Director to provide overall leadership to TMT. The Executive Director is the most senior role in the organisation, with overarching responsibility to realise and ensure the implementation of TMT Strategy. The Executive Director oversees all policies, programmes, operations, budgets, senior staff, and systems. They are responsible for fundraising, partner engagement, and representing the organisation on international, national, partner, funder, and public levels.

The candidate is required to show demonstrable experience and be highly effective in four key areas of directorship:

- Domain experience in the international fisheries and/or broader maritime security domain. While specific experience related to fisheries monitoring, control, and surveillance (MCS) and broader fisheries enforcement is not necessarily a requirement, a broad understanding of illegal fishing, the relevant international maritime policy frameworks, and an understanding of the type of role that TMT plays in the operating environment is needed.
- Ability to initiate, build, and maintain active relationships with a range of stakeholders and partners. Relationships and trust, particularly with our partner countries, is fundamental to our work. The ability to engage with decision-makers, operational staff, partner organisations, funders, and international actors is crucial. This includes both through direct engagements, as well as the ability to represent the organisation in public forums, meetings, and with media engagements.

- Effective and collaborative leadership of a small, dynamic, diverse, and professional team, working across a range of time zones and issues. Ability to understand the organisational strategy and how to realise it through ensuring that staff are engaged, heard, and motivated, and that programmes, policies, and processes reflect efficient working practises. Ability to work with, harness ideas and take advice from an established Senior Management Team, and make effective decisions based on that advice, combined with independent understanding and engagement on the issues.
- Proven track record of successful grant writing and donor management and demonstrated ability to ensure financial sustainability through effective budget planning and the diversification of funding streams. Senior level experience in cross-organizational management including programmatic, financial, and reporting systems.

The Executive Director is supported by a Senior Management Team and reports directly to the TMT Board.

Responsibilities and Activities

- Provide overall organisational leadership, with primary responsibility to ensure that TMT is effectively implementing the Strategic Development Plan, actively realising programme outputs, and achieving key objectives and impacts.
- Be the primary 'face' of the organisation in the development, fostering, and maintenance of external relationships, including with country and operational partners, in international forums, with funders, media, and all other relevant stakeholders.
- Oversee intelligence, analytical, and capacity building strategies and priorities.
- Maintain an up-to-date working understanding of key issues within the TMT operating environment, including key fisheries and related maritime policies and legal developments, country partner politics and projects, related organisations, and their operations, etc.
- Strategic and operational reporting to the TMT Board.
- Set fundraising priorities, and lead funding development.
- Line management of all members of the Senior Management Team.
- Set staff recruitment priorities, and lead recruitment of key staff positions.
- Oversight of the development and implementation of organisational policies, processes, and routines.

Person Specification

Key Experience and Requirements

- Minimum 10 years demonstrated track record of organisational and operational management, including leadership in the international fisheries and/or broader maritime sector. Experience in the NGO and/or international development sector a plus, however we will also consider candidates from other relevant backgrounds.
- Demonstrated experience in, and domain knowledge of, the international fisheries and/or maritime operating environment, and related operational and policy processes.
- Demonstrated experience and track record of successful partner and public engagement and relations, public speaking and media engagement, and representation at international forums.
- Demonstrated ability to develop and move our programmes forward with a high degree of motivation, organisation, internal communication, and leadership.
- Strong organizational skills. Ability to work independently. Self-motivated.
- Experience with organisational and programme management processes and tools.
- Experience with organisational fundraising, budget planning and overview.
- Excellent interpersonal skills. Must have experience of engaging with people from a range of cultures and positions, including decision-makers.
- Technical ability to work in the English language.
- Experience in reporting to and maintaining clear communication with an organisational Board.
- Ability to travel, sometimes at short notice. Travel is a key component of the role.

Desirable

- Ability to work in other relevant languages.
- Previous role in a similar position.
- Experience in the sector in Africa.
- Familiarity with TMT's work.

We are looking for someone who can

- Work independently, can provide a clear and effective leadership, is dedicated, and understands the challenges of working in a small, international organization with staff in different locations and from different cultures.

- Derive strong motivation from working for a good cause.
- Add experience and value to TMT's team.

We can offer

- A job where you will be part of a small but highly effective not-for-profit organization with a dedicated and professional team, working with crucial partners in regions with the highest levels of illegal fishing globally.
- A competitive and fair compensation package including a salary that reflects an individual's expertise and responsibilities, generous annual leave, a savings-based pension plan, and insurances tailored to the location and role of staff.

How to apply

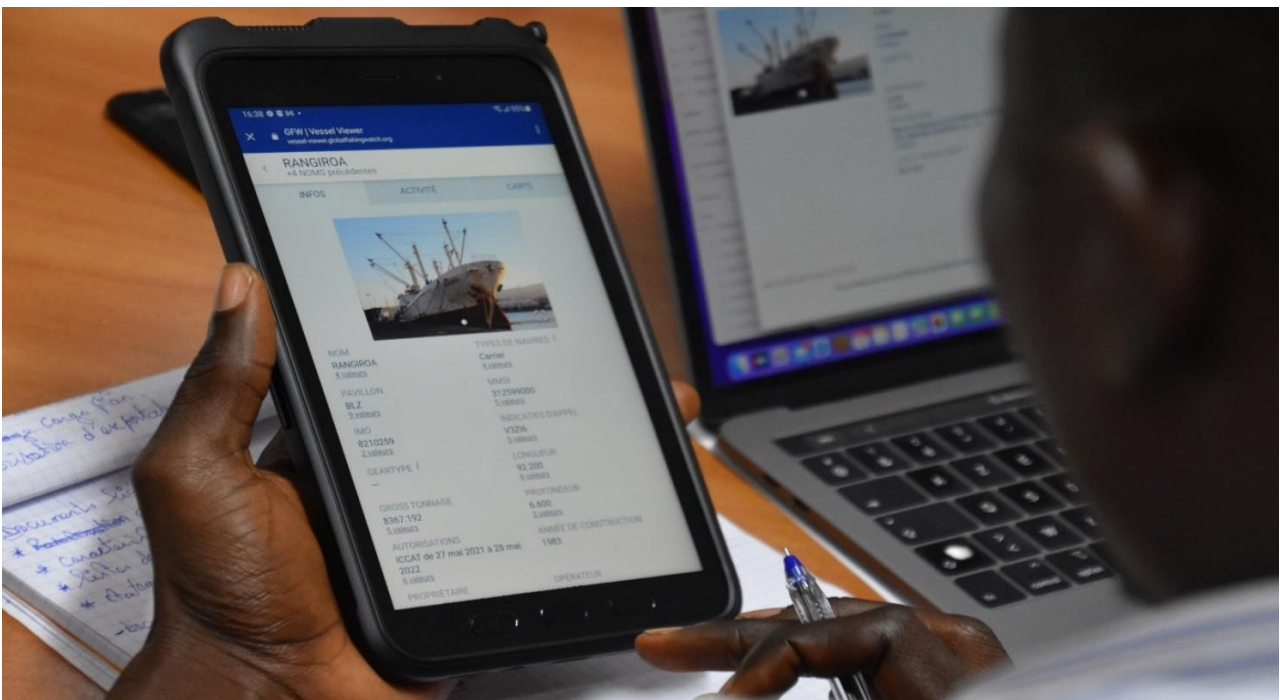
Please send applications to admin@tm-tracking.org with 'Application – Executive Director' in the subject line.

Applications should include a cover letter and CV.

Applications will close on 3 November 2023. Applications will be assessed on a rolling basis as they are received, and candidates are encouraged to apply early.

Candidates selected for interview will be contacted by 8 November 2023.

For enquiries related to the role please email admin@tm-tracking.org.



Recruitment Process

Recruitment and Interviews

Selected candidates will be contacted in response to their application and invited for an initial interview with the recruitment committee, made up of the Board Chair, further Board representation, the current Executive Director, and a representative of the Senior Management Team. Dependent on location this interview will take place virtually, with options for an in-person interview at TMT's Oslo office. The first interview will seek to get to know the candidate, and the relevance of their experience and skills to the needs of the role. This interview is anticipated to take between 1.5 and 2 hours.

All candidates will be contacted following the initial interview to provide feedback, and those selected for progress will be asked to provide references that can be contacted by the interview committee. Following successful communication with references, relevant candidates will be invited to take part in a second interview, that will be preceded by a personality testing process. The first portion of the second interview will consist of a half hour presentation to the TMT Board and Senior Management Team that will present the candidate's experience for the role, and vision for how they would lead the organisation and achieve the TMT Strategic Development Plan, followed by a half hour question period. The interview will then continue for a further hour with the interview committee with further practical and scenario-based questions and exercises.

If considered necessary, the preferred candidate may be invited to a final informal discussion with Board Chair and current Executive Director to answer any remaining questions from both sides. A formal job offer will then be made to the candidate, who will be provided with a period to respond.

The first round of interviews is anticipated to take place the week 13-17 November 2023. The second round of interviews are anticipated to take place the week of 4-8 December 2023.

Following a positive job offer, it is hoped that the candidate will start in the role as soon as possible based on current commitments. This is to ensure a handover period with the current Executive Director, who will be standing down from the role at the end of June 2024. During this period the candidate will operate under the short-term job title of Director.

The role is subject to a six-month probationary period.

For a candidate interested in relocation to Oslo, Norway, the immigration and work permit process can be fully supported, which will include partner and children. However, we are not able to make a financial contribution to such a move other than providing paid leave to execute the move.

Equal opportunities

TMT is an equal opportunities employer. We are committed to promoting diversity and inclusion within our organisation and in the greater ocean management and conservation community. We see each day in our work that we are only effective by bringing diverse backgrounds, experiences, skills, knowledge, and viewpoints to our work and organisation. We hire and promote qualified professionals without regard to actual or perceived race, colour, religion or belief, sex, sexual orientation, gender identity, marital or parental status, national origin, age, or any other characteristic protected by applicable law, and wherever possible promote the same approach with our partners.