

JOB DESCRIPTION

JOB TITLE:	Fishing Safety Adviser
HOURS:	Full time, Fixed Term Contract (Job share considered)
SALARY SCALE:	£24,000 – £30,000
RESPONSIBLE TO:	Seafood Cornwall Training - Manager and Directors



RESPONSIBLE FOR: Provision of safety information and advice to Cornwall based fishermen leading to significant positive behavioural change in relation to fishing safety matters.

MAIN PURPOSE OF THE ROLE

To deliver safety improvement work for the fishing industry by disseminating new best practice, safety improvements, including delivery of the Fishing Safety Project and Cornwall Council PFD/PLB Project which are being delivered by Seafood Cornwall Training Ltd.

DUTIES & RESPONSIBILITIES

- To improve safety knowledge and practice in the commercial fishing fleet of Cornwall.
- To work with fishermen and vessel owners to understand safety problems and work towards solutions for identified issues.
- To deliver safety improvement best practice and knowledge to all sectors of the commercial fishing industry and, where applicable, the wider general public.
- Work in partnership with partner organisations to ensure the successful delivery of the aims i.e. to deliver the improved safety knowledge and to research and disseminate best practice through training. Working in particular with local fishermen and vessel owners, members of the South West safety Forum, CFPO, MCA, Seafish, MAIB, IFCA, RNLI, Police and harbour authorities.
- To develop an understanding and culture of dynamic risk assessment on fishing vessels.
- To support the appointment and development of safety champions for fishing vessels and peer to peer learning.
- To understand and work within the community and family context of the fishing fleet with partners such as Fishermen's Mission, Seafarers Hospital Society, etc.
- To act as a link to other training groups, agencies and services by appropriate networking.
- Be aware of issues surrounding current and advancing legislation, including new best practice affecting the health, safety and welfare of fishermen.
- To deliver project aims within budget and fulfil targets and management requirements of funders. Maintain full records of time and expenditures.
- To proactively seek out new legislation or changes and disseminate, as appropriate.
- To exercise confidentiality as necessary and comply with the Data Protection Act.
- To work flexibly within the job description and carry out other duties as required for the delivery of the role.
- Work within the requirements of the Health and Safety at Work Act and any other current legislation.
- To provide any other duties which may be required following consultation with the Board of Directors.

Job Specification – Fishing Safety adviser



This is full time equivalent role, based in Newlyn but travel will be required throughout Cornwall. Initially the role will be on a fixed term contract for 9 months but there is the opportunity to extend this, subject to further funding.

Experience, knowledge and abilities to be assessed through CV and at interview.

- Ability to demonstrate knowledge and application of successful behavioural change initiatives;
 - High levels of emotional intelligence and strong stakeholder management skills;
 - Ability to influence and change behaviours of others;
 - Ability to listen and understand a safety innovation, improvement or problem and to communicate this to others;
 - Ability to research solutions and improvements with fishermen, vessel owners and manager and partner organisations that are flexible and adaptable in regards to fishing and the fishing vessels based in Cornwall;
 - Ability to anticipate and identify the impacts of fishing safety matters on others;
 - Ability to manage communications relating to safety and innovation, making this relevant and appealing to the audience;
 - Ability to design and implement solutions that support the change journey and embed new behaviours;
 - An adaptable and pragmatic approach to the delivery of safety guidance(essential);
 - A full clean UK driving license is required for the role (to be evidenced at interview) and your own vehicle, appropriately insured, is to be available for any travel requirements in connection with the role. Mileage will be reimbursed at the statutory rate.
-
- Demonstrate an understanding of where the scope of the role stops and emphasising that the responsibility for on board safety remains with the vessel owner and the master.

 - Demonstrate an understanding of what the role will entail and the scope of other organisations involved in safety of the local commercial fishing sector.
 - You will work closely with others to help create a clear and compelling vision for changing behaviour.
 - You will be leading and coaching others in the fishing industry and their families and communities. Demonstrate an understanding of the community and family context of the fishing sector and show initiative to involve all those impacted.

This is a pivotal role, supporting the industry with significant change of culture across a hard working group of businesses based around the coast and will therefore require a large amount of travel and flexible working hours.

December 2018