



JOB DESCRIPTION

Job Title:	Fisheries Management Specialist
Division/OC:	Environmental Management Division
Salary Level:	M-12
Date of Verification (If any):	February 2021

1. THE MEKONG RIVER COMMISSION AND MRC SECRETARIAT (BACKGROUND)

The Mekong River Commission (MRC) was established by the 1995 Agreement on Co-operation for the Sustainable Development of the Mekong River Basin, between the governments of Cambodia, Lao PDR, Thailand and Viet Nam. The role of the MRC is to coordinate and promote cooperation in all fields of sustainable development, utilization, management and conservation of the water and related resources of the Mekong River Basin.

The MRC Secretariat is the operational arm of the MRC. It provides technical and administrative services to the Joint Committee and the Council to achieve the MRC's mission.

VISION for the Mekong River Basin:

An economically prosperous, socially just and environmentally sound Mekong River Basin

VISION for the Mekong River Commission:

A world class, financially secure, International River Basin Organisation serving the Mekong countries to achieve the basin Vision

MISSION of the Mekong River Commission

To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being

MRC values

- [Integrity](#)
- [Transparency](#)
- [Mutual respect](#)
- [Professionalism](#)
- [Accountability](#)
- [Results orientation](#)

2. JOB SUMMARY/JOB STATEMENT

The jobholder is responsible for activities related to fisheries management including supporting the implementation and update of the basin-wide fisheries management and development strategy. In collaboration with other specialists in the Division and with other Divisions, he or she will contribute to the MRC Indicator framework, basin-wide assessments, studies, surveys and researches related to fisheries issues required by other specialists and Divisions.

3. MAIN TASKS AND RESPONSIBILITIES

Under the management direction of the Division Director and technical advice of the Chief Environmental Management Officer, the incumbent performs the following duties:

- Coordinate activities related to fisheries management including supporting the implementation and update of the basin-wide fisheries management and development strategy and its project based action plan;
- Provide technical support to the Member Countries in the implementation of the fisheries strategy, action plan, technical guidance including capacity building and promotion of fisheries management and governance;
- Review and document lessons learned from inland capture fisheries management and development including aquaculture;
- Develop and update relevant technical guidance or guidelines for fisheries management and provide technical support in the implementation of such technical guidance or guidelines;
- Provide technical support to MRC indicator framework, basin-wide assessments, studies, surveys and researches related to fisheries required by other specialists and divisions;
- Work closely with the Ecosystem & Wetland Specialist and the Agriculture and Irrigation Specialist on issues related to fisheries aspect of wetland and ecosystem management including agriculture and irrigation development;
- Work closely with the Fisheries and Aquatic Officer in ensuring that the monitoring activities in fisheries and other relevant environmental parameters serves the objective of fisheries management;
- Contribute to the development of relevant technical guidelines as led by other specialists / divisions;
- Coordinate and support the work of the MRC's regional technical/expert group related to fisheries management (if applicable), and contribute to the work of other regional groups as required;
- Ensure that relevant knowledge and products developed by the MRC are available at the national level to assist decision-making processes;
- Provide relevant technical inputs to the assessments of risks and impacts of decisions on water resources management and development in the basin; and
- Perform other relevant tasks as required by the supervisors.

4. SCOPE OF AUTHORITY

a) Supervision requirements: The position does not require any formal supervisory responsibilities. However, supervision of consultants and quality control may be required.

b) Level of autonomy: Decision making follows defined procedures. The position does not administer a budget, yet has responsibility for ensuring the financial accountability of MRC.

c) Level of problem solving required: Problem solving skill is expected and the incumbent must display sensitivity, initiative and creativity.

d) Level and type of communications required: Communications are wide, within and outside the organisation, and require considerable oral and written skills.

5. QUALIFICATION REQUIREMENTS

Certificate:	University degree (Master or higher) in fisheries science, aquatic science, aquaculture, ecosystem management, or in other relevant fields.
Additional Certificates:	TOEIC certificate with 600 points and over is required. An equivalent internationally recognized certificate or a university degree from an internationally recognized academic institution whose instruction is in English may also be considered.
Experience:	<ul style="list-style-type: none"> • Minimum 10 years of experience in fisheries management and governance; • Preferably 7 years of experience in management of complex project; • Preferably 5 years of experience in bilateral, international relations.

6. COMPETENCIES

Required Core Competency	Level 1 = Required 2 = Desirable 3 = Optional
Knowledge	
Fisheries management	1
Capture fisheries and aquaculture	1
Water resources management	1
Impact analysis	1
Regional Knowledge of the Mekong River Basin	2
Skills	
Analysis and data processing	1
Excellent command of spoken and written English	1
Communication	1
Excellent report writing skills	1
Presentation	2
Project planning and management	2
Reasoning & negotiation skills	2
Attitudes	
Strong willingness and ability to work inter-disciplinarily	1
Willingness to travel within and outside the region	2
Leadership and vision	2

7. REMUNERATION

<p>The remuneration package, subject to change, includes:</p> <ul style="list-style-type: none"> - Remuneration: <ul style="list-style-type: none"> - Annual net base salary exempts from tax by Lao authorities, starting at M12 Step 1 with US\$ 41,670 (<i>US forty one thousand six hundred and seventy dollars</i>). - Non-resident staff who are relocated at the duty station (Vientiane, Lao PDR or Phnom Penh, Cambodia) will be granted with living cost, post adjustment, hardship allowances, and rental subsidy according to salary level. - Benefits: <ul style="list-style-type: none"> - MRC's contribution to staff member's Provident Fund (pension fund) - Coverage of Health insurance for staff and eligible dependents, and Accident insurances (on a shared basis) for staff;

- Other entitlements and benefits such as dependency allowance, annual leave, sick leave, special leave with pay, maternity and paternity leaves, education grant, annual health check (subject to budget availability), annual vaccination, etc;
- Non-resident staff who are relocated to the duty station (Vientiane or Phnom Penh) will be granted with rental subsidy, home leave, shipment of personal effects to and from duty station up on entrance and conclusion of service with the MRC.

The duration of the assignment of MRC Riparian Professional Staff is up to a maximum 6 years according to 1995 Mekong Agreement.

All MRC Secretariat staff are subject to 6 months probation period.

8. REMARKS

The Job Description is subject to revision by the MRC.

9. INCUMBENT'S SIGNATURE: _____ (date)