



Marine Management Organisation

IFCA Member Candidate Pack

**Appointment of Members to Inshore Fisheries and Conservation
Authorities (IFCAs)**

Information for Candidates



Contents

1. Introduction to the Marine Management Organisation (MMO)
2. Introduction to Inshore Fisheries and Conservation Authorities (IFCAs)
3. IFCA Vision
4. IFCA Governance Structure
5. The Role of an IFCA Member
6. Role Requirements and Specification
7. Terms of Appointment
8. How to Apply
9. Accessibility
10. Assessment Process

Introduction to the MMO

The Marine Management Organisation (MMO) is a non-departmental public body established under the Marine and Coastal Access Act 2009. Launched in April 2010, the MMO is the Government's principal delivery body in the marine area, responsible for planning, licensing, and enforcement of activities in English waters.

The MMO works in partnership with IFCAs to promote sustainable fisheries and marine conservation, ensuring a coordinated and effective approach across agencies. Acting on behalf of Defra, the MMO is responsible for appointing Members to IFCA Committees aiming to achieve balanced representation across commercial, recreational, and environmental interests. Members report to the Chair of their respective IFCA.

Introduction to IFCAs

Inshore Fisheries and Conservation Authorities (IFCAs) were established in April 2011 to promote sustainable fisheries management and marine conservation in English inshore waters. There are ten regional IFCAs:

- [Northumberland IFCA](#)
- [North Western IFCA](#)
- [North Eastern IFCA](#)
- [Eastern IFCA](#)
- [Kent & Essex IFCA](#)
- [Sussex IFCA](#)
- [Southern IFCA](#)
- [Devon & Severn IFCA](#)
- [Cornwall IFCA](#)
- [Isles of Scilly IFCA](#)



IFCA Vision

“Inshore Fisheries and Conservation Authorities will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry.”

Each IFCA is responsible for managing fisheries and protecting the marine environment within six nautical miles of the English coast.

IFCA Governance Structure

Each IFCA is governed by a committee comprising:

- Local Authority Members – Elected representatives from county and unitary authorities.
- Members – Individuals with knowledge of local fishing communities, recreational fishing, or marine environmental matters.
- Statutory Representatives – One each from the MMO, Environment Agency (EA), and Natural England (NE).

Role of an IFCA Member

The members of the IFCA contribute their knowledge and experience to provide sustainable management of the inshore marine area of their IFCA district. Appointees to IFCAs are legally required to consider all the local fishing and marine conservation interests in the waters of the IFCA district in a balanced way, taking full account of the needs of the IFCA district. Appointees should recognise that they are part of a committee and should not regard themselves as representing solely one area of particular interest within the IFCA district.

They are expected to:

- Consider all local interests in a balanced way.
- Participate actively in committee meetings.
- Work collaboratively with other members.
- Help shape fisheries policy and marine conservation efforts.
- This is a voluntary role, but reasonable expenses can be claimed.

Role Requirements and Specification

IFCA members work collaboratively, sharing skills and knowledge to support the committee and local community.

Commitments:

- Attend quarterly committee meetings.
- Participate in sub-committees as needed.
- Prepare adequately for meetings.
- Attend relevant training.



- Represent the committee at external meetings when required.
- Estimated time commitment: approximately one day per month.

Essential Criteria:

- Strong communication skills.
- Relevant experience (e.g., commercial/recreational fishing, marine research, environmental issues).
- Community engagement experience.
- Teamwork and collaboration skills.
- Ability to take an objective, balanced view.

Terms of Appointment

Being an IFCA member is a rewarding role which requires commitment and active participation. Members are required to adhere to a set of terms and conditions. In addition, appointees are obliged to comply with IFCA governance statutes such as standing orders and codes of conduct, which can be found on IFCA websites.

- Appointments last 3 to 5 years, subject to annual performance appraisal.
- Members must adhere to IFCA governance rules, including standing orders and codes of conduct.

How to Apply

The MMO runs a rolling recruitment campaign for IFCA Members. Applications are accepted year-round.

- Sifting and interviews are held quarterly.
- Successful candidates may be placed on a merit list for up to 18 months if no immediate vacancies are available.
- Candidates can opt out of the merit list during the interview process.

Application Submission:

- Apply online or request a printable form.
- If you lack internet access, call 0300 123 1032 to request a postal application pack.
- Submit completed applications via:
 - Email: ifcarecruitment@marinemanagement.org.uk
 - Post: Post: IFCA Recruitment, Marine Management Organisation, Tyneside House, Skinnerburn Rd, Newcastle upon Tyne, Tyne & Wear, NE4 7AR



Accessibility

If you do not have IT or internet access, please contact us on telephone number 0300 123 1032 to request an application pack to be sent to you by post. If you require any other support with your application, please do not hesitate to reach out

You can submit the completed application form to the MMO by email or post; Email ifcarecruitment@marinemangement.org.uk

Post: IFCA Recruitment, Marine Management Organisation, Tyneside House, Skinnerburn Rd, Newcastle upon Tyne, Tyne & Wear, NE4 7AR

Assessment Process

Applications are assessed against the role profile and essential criteria, with consideration for sectoral balance on the committee.

Interviews:

- Conducted remotely via Microsoft Teams
- Technical support is available if needed.
- In-person interviews may be arranged at local IFCA or MMO offices if required.
- Pre-appointment Checks:
- Basic DBS check (cost reimbursed by MMO).

Appointment is conditional on:

- Satisfactory DBS certificate.
- Signed terms and conditions.
- Two satisfactory references.

