



Marine Management Organisation

IFCA Member Candidate Pack

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

Information for Candidates



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Introduction to the MMO

The Marine Management Organisation (MMO) is a non-departmental public body of the Department for Environment, Food and Rural Affairs (Defra). Established in April 2010, MMO is responsible for planning, licensing and enforcement of marine activities in English waters.

The MMO works in partnership with Inshore Fisheries and Conservation Authorities (IFCAs) to support sustainable fisheries and protect the marine environment.

The MMO appoints General Members to IFCAs under section 151 of the Marine and Coastal Access Act 2009. It is the MMO's statutory responsibility to ensure that IFCAs include members with the appropriate skills, knowledge and experience to manage local fisheries and marine environments effectively.

Introduction to IFCAs

Inshore Fisheries and Conservation Authorities (IFCAs) manage sea fisheries resources and the marine environment in English waters out to six nautical miles. With powers to write and enforce byelaws to manage fishing, including within Marine Protected Areas, their work supports sustainable fisheries, healthy marine ecosystems and thriving coastal communities.

There are **ten IFCAs** in England:

[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](#)

Each IFCA shares a **common 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.

IFCA Committees

Each IFCA is **run by a committee** made up of:

- Local Authority Members
- MMO Appointed General Members
- Statutory Representatives – Representatives from the MMO, Environment



Agency (EA), and Natural England (NE)

Role of an IFCA Member

IFCA membership puts local people in the driving seat of fisheries management and offers a unique and rewarding opportunity to shape the future of inshore fisheries in your region.

As an IFCA Member, you will play a vital role in ensuring our inshore waters are managed responsibly.

You will:

- Contribute your knowledge and experience to discussions and decisions affecting the inshore marine environment
- Help ensure fisheries are managed sustainably, balancing the use of resources with the protection of marine habitats
- Consider the needs of all those who depend on inshore fisheries and marine resources
- Support the achievement of conservation objectives within Marine Protected Areas

General members are required to act in the interests of the IFCA district as a whole. While members may bring specific knowledge or perspectives, they should not act solely as representatives of a particular interest or group.

This is a public appointment and not employment.

Role Description

IFCA Members contribute their skills, knowledge and experience to support the effective management of local fisheries and the marine environment. Working as part of a committee, members help ensure decisions are balanced, evidence-based, and in the interests of the IFCA district as a whole.

As a Member, you will be expected to:

- Prepare for and attend committee meetings, contributing constructively to discussions and decisions
- Participate in sub-committees and working groups where appropriate
- Consider a wide range of evidence and viewpoints to support balanced decision-making
- Work collaboratively with other members and stakeholders
- Undertake induction and ongoing training to support your role
- Represent the IFCA at external meetings and events where required

Commitment and Terms

Remuneration: This is a voluntary role. Reasonable travel and subsistence expenses are usually reimbursed, at the discretion of the IFCA



Time commitment: Approximately 1 to 2 days per month, this may vary slightly between IFCA's

Authority Meetings: Typically quarterly, with additional sub-committee or working group meetings as required

Term length: Typically 4 years, with a maximum total service of up to 10 years, subject to satisfactory performance appraisal

Training: Induction and ongoing development are provided

Person Specification

As an IFCA Member you will contribute to the management of your local marine environment, supporting sustainable fisheries and coastal communities. You will bring your knowledge and experience to bear to help shape important local decisions, working with a range of stakeholders, including industry, scientists, conservation groups and communities and develop your understanding of marine policy and governance.

We welcome applications from individuals with a wide range of backgrounds, including:

- Commercial and recreational fishing
- Marine conservation or environmental management
- Science or academia
- Coastal business or community interest

You do not need to be a technical expert to apply.

Essential Criteria

You should be able to demonstrate the following criteria, and your written application will be assessed against these:

- Knowledge of or experience in fisheries management and/or the marine environment, or a demonstrable connection to your local marine area
- Effective communication skills
- Ability to analyse evidence and consider differing viewpoints when forming balanced conclusions
- Sound judgement, with the ability to make objective, evidence-based decisions
- Ability to work collaboratively as part of a team

Selection Process

Applications are reviewed on a quarterly basis, with interviews held shortly afterwards.

Selection Stages

Application

You will complete an application form demonstrating how you meet the vacancy essential criteria.

Sifting



Applications are assessed against the essential criteria.

Interview

Shortlisted candidates are invited to interview (via Microsoft Teams).
The panel will assess your suitability for the role and may explore any potential conflicts of interest or other relevant considerations.

Appointment Decision

Appointments are made by an MMO Decision Maker, based on the recommendation of the assessment panel and due diligence checks. Appointments are merit based.

Appointment Conditions

All appointments are subject to:

- Receipt of signed terms and conditions of appointment
- A satisfactory DBS certificate (reimbursed by MMO)
- Two satisfactory references

All appointees must:

- Comply with IFCA [Terms and Conditions of Appointment](#), IFCA Standing Orders and Codes of Conduct
- Uphold the Nolan Principles of Public Life

How to Apply

Applications are open throughout the year and reviewed on a **quarterly basis**.

MMO welcome applications from:

- New candidates
- Current members approaching the end of their service
- Former members

If you are successful, you may be placed on a reserve (merit) list for up to two years if there are no immediate vacancies. You can choose to opt out of this during the process.

Complete your application online or call 0300 123 1032 to request a postal application pack.

Completed applications should be submitted by:

- **Email:** ifcarecruitment@marinemangement.org.uk; or
- **Post:**
IFCA Recruitment
Marine Management Organisation
Tyneside House
Skinnerburn Rd
Newcastle upon Tyne
NE4 7AR



Accessibility and Support

If you need support with your application:

- Call **0300 123 1032** to request a paper application pack
- Contact **ifcarecruitment@marinemanagement.org.uk**

Alternative formats and additional assistance are available on request.

Further Information

To learn more about IFCA's and the role of the General Member:

- View IFCA [Introductory Videos](#)
- Read the [IFCA Member FAQs](#)

