

OBSERVER RECRUITMENT

With more than 30 years of experience, COFREPECHE Ltd is a French independent firm of consultants specialized in Fisheries, Aquaculture and Environment. Until now, COFREPECHE has implemented more than 750 projects in over 70 countries, for private and public clients.

Since April 2010, the Regional Observer Programme for eastern Atlantic and Mediterranean bluefin tuna (<https://www.iccat.int/en/ROPbft.htm>) has been operated on behalf of ICCAT by a consortium between Marine Resources Assessment Group (MRAG) and COFREPECHE. The MRAG/COFREPECHE Consortium carries out observer recruitment and training, equipment purchases and observer deployments under the supervision of the Secretariat. As part of a reinforcement of its observer's team, COFREPECHE is now actively recruiting for the coming season.

The following represent the minimum qualifications required to work as an ICCAT observer:

1. To have a successful completion of college/university education at a recognised academic institution, or equivalent and/or;
2. To have a minimum of at-sea experience in observation program or in other fishery-related experience (marine environment monitoring programmes, research surveys, suitable experience in the fishing and/or aquaculture industry);
3. To have a successful completion of Personal Survival Techniques (PST) or Basic Sea Survival Certificate;
4. To be certified by a registered physician to be physically fit to work as an observer on commercial vessels. The physician must understand the observer's job and working conditions. Physical considerations include, but are not limited to:
 - a. susceptibility to chronic motion sickness;
 - b. ability to live in confined quarters;
 - c. ability to tolerate stress.

Any physical condition that could limit an individual from completing any observer duties while at sea or ashore may be grounds for a failed medical certification;

5. To be able to work independently, while following technical instructions;
6. To be able to get along well with other people of various nationalities;
7. To maintain objectivity, and the appearance of objectivity. Observers must not have either direct or indirect, financial or political, interest in an organisation that might be aided by the performance or non-performance of an observer's duties. This is described in Attachment 2 under the Standards of Conduct, which is required to be signed and submitted to the ICCAT before the first day of training;

8. To be a national of a Contracting Party or Cooperating non-Contracting Party, Entity or Fishing Entities and, to the extent possible, not of the vessel / farm State;
9. To have never been terminated or decertified as an observer, due to problems with data quality or standards of conduct, in any other observer program. Candidate's references of previous employment as observers in other programs will be verified by the Supplier as to ensure compliance with this requirement;
10. To have a good knowledge of English and a satisfactory knowledge of Italian. All observers must complete the training course specified in Appendix 3 or have equivalent training certified by a competent CPC authority.

Candidates must be available for:

1. a 5-days training session (early May)
2. the deployment (May 26th to July 1st)
3. a 1 or 2 days debriefing (after the deployment)

Please note that the deployments are highly dependent on fishing success, a deployment cannot exceed the 01st of July but can be less. Observers must be available some days after their deployment for a debriefing (date and location can be variable).

Due to the specific program constraints, applications from Italian speakers who are not Italian nationals are encouraged.

Applications (detailed CV and cover letter) must be sent by mail at info@cofrepeche.fr and rop-bft@cofrepeche.fr with "BFT-ROP 2025 observer recruitment" as subject.