TWO DECADES OF MUTUAL SECURITY
THROUGH PARTNERSHIP

JOB OPPORTUNITY

The Caribbean Community (CARICOM) Implementation Agency for Crime and Security (IMPACS) established by Heads of Government, is seeking suitably qualified individuals to fill the following position at its sub-agency, the Regional Intelligence Fusion Centre (RIFC), with assigned duty station in Trinidad and Tobago:

FISHERIES ANALYST, INTEGRATED PROJECT IMPLEMENTATION UNIT (IPIU)

OPEN TO ALL CARICOM NATIONALS

PROJECT SUMMARY

The United States (US) Department of State, Bureau of Western Hemisphere Affairs, through the Caribbean Foreign Assistance Unit of the United States Embassy in Santo Domingo approved the project entitled ***'Turning on the Lights (ToL): Advancing Fish and Flags Through Enhanced Maritime Visibility, Fisheries Governance and Regional Oversight in the Caribbean.'*** The project is designed to achieve the following key security outcomes:

- Strengthened Regional Fisheries Governance and Regulatory Frameworks for Maritime Visibility and Fisheries Oversight.

- Enhanced Maritime Domain Awareness and flag and fisheries oversight effectiveness.

- Strengthened Regional Cooperation, Information Sharing, and Collective Action Against Fisheries Crime.

As part of the project start-up activities, the establishment of the Integrated Project Implementation Unit (IPIU) necessitates the recruitment of suitably qualified personnel to support the effective implementation of the project.

JOB SUMMARY

The Fisheries Analyst, IPIU will contribute to CARICOM IMPACS' intelligence gathering, intelligence analysis, and capacity building operations. The incumbent will also be responsible for conducting research, collecting and analyzing fisheries-related data, and providing technical and policy advice on fisheries management and sustainability and understanding of global fishing operations and supply and value chain activities that affect the security of the Caribbean region.

The Fisheries Analyst, IPIU will contribute to formulation, implementation of fisheries policies, the strengthening of maritime transparency, regional maritime domain awareness and fisheries governance in the Caribbean.

The Fisheries Analyst, IPIU will report to the Project Manager, IPIU and the Environmental Crimes Lead.

DUTIES AND RESPONSIBILITIES

A. Fisheries Research and Data Analysis

- Conduct research and analysis on fisheries resources, production, consumption, trade and market trends at the national, regional and international levels.

- Conduct policy research and prepare technical recommendations on fisheries governance and institutional development.

- Collect, compile, validate and analyse quantitative and qualitative fisheries data on illegal unreported and unregulated fishing and fisheries crime, emerging regional and global trends, challenges and opportunities.

- Assess fisheries production, stock assessments, fishing effort and resource utilization to support sustainable fisheries management, marine conservation and responsible resource utilization.

- Develop and maintain fisheries databases, statistical reports, analytical and information management systems.

- Monitor developments in fisheries management, aquaculture, marine biodiversity and related sectors.

- Identify emerging trends, patterns, threats and vulnerabilities associated with fisheries and environmental crimes within the Caribbean region.

- Monitor movement of fishing vessels and vessels engaged in fishing activity in the region through available systems.

- Analyse and report on effects of environmental crimes on fisheries management.

- Identify data gaps and recommend improvements to fisheries data collection, reporting and monitoring systems.

- Contribute to intelligence analysis and outputs, as required.

B. Policy Development and Technical Support

- Provide technical and analytical support in the development, review and implementation of fisheries policies, strategies, programmes and action plans.

- Analyse national, regional and international fisheries proposals, policies, legislation, agreements and regulatory frameworks.

- Identify legal and regulatory loopholes facilitating illegal, unreported and unregulated fishing and fisheries crime

- Monitor and analyse regional and international developments affecting fisheries, including climate change, illegal unreported and unregulated fishing, and emerging marine resource management issues.

- Identify and analyse the convergence of illegal unreported and unregulated fishing with greater criminality, other environmental issues and the effects to the Caribbean Community.

- Contribute to the preparation of policy briefs, position papers, technical submissions and intelligence and advisory reports

- Support efforts to strengthen regional cooperation and harmonization of fisheries management approaches.

- Operate Maritime Domain Awareness systems, as required.

C. Stakeholder Engagement and Regional Coordination

- Establish and maintain effective working relationships with internal and external stakeholders, including CARICOM Member States, regional institutions, development partners and donor agencies.

- Engage with international, regional and national maritime authorities, Coast Guards, Defense Forces, Customs Administrations, Police Services, Port Authorities, Environmental Agencies, Fisheries Authorities, Divisions, and other relevant stakeholders.

- Coordinate consultations and attend meetings, workshops, technical meetings, and working groups under the ToL Project.

- Participate in technical committees, working groups, conferences and regional consultations, as required.

- Assist in developing partnerships to support fisheries research, resource mobilization and institutional capacity building.
- Prepare meeting reports, technical presentations and briefing documents arising from stakeholder engagements.

D. General

- Develop and maintain databases, intelligence records, analytical tools and information repositories relating to fisheries and environmental crime.

- Prepare reports, policy briefs, strategic papers, periodic updates and deliver presentations, as required.

- Undertake other duties, which may arise or as may be delegated from time to time, appropriate to the grade of the post.

QUALIFICATIONS, SKILLS, AND EXPERIENCE

- Master's Degree in Marine Resource Management, Environmental Science, Sustainable Development or a related field.

- Bachelor’s Degree in Marine Biology, Marine Science, Aquaculture, Sustainable Development, Geography or Natural Resource Management or closely related field in Life Sciences or Environmental Sciences from recognized University or Institution.

- At least three (3) years of relevant professional experience in fisheries research, fisheries management or environmental management.

- Demonstrated experience working with law enforcement agencies, fisheries authorities, environmental regulatory bodies or regional and international organizations or donor-funded projects.

- Demonstrated experience in conducting policy research, preparing analytical reports and developing evidence-based policy recommendations.

- Knowledge of regional and international maritime security challenges, including organized transnational crime, illicit trafficking, maritime border security and IUU fishing.

- Knowledge of maritime domain awareness systems and their use in counter-IUUF operations.

- Knowledge of international maritime conventions and maritime security frameworks, such as the United Nations Convention on the Law of the Sea (UNCLOS) and environmental crime issues.

- Knowledge of Caribbean maritime governance and Regional Crime and Security Architecture will be an asset.

- Considerable knowledge of, and ability to use, Microsoft Office Suite and other statistical applications e.g., quantitative frequency distribution, regression analysis as well as chart applications such as I2 and link analysis to create association matrices will be an asset.

- Ability to use ArcGIS and geospatial intelligence tools will be an asset.

- Ability to conduct fieldwork as required.

- Excellent analytical and problem-solving skills.

- Exceptional written, verbal communications and presentation skills.

- Ability to travel within the region as required.

- Ability to multi-task and handle a high volume of work and function in a fast-paced environment.

- Ability to effectively prioritize and execute tasks in a high-pressure environment.

- Ability to work well independently and collaboratively.

- Ability to maintain a high level of confidentiality.

LOCATION

This position will be based at CARICOM IMPACS' sub-agency, the Regional Intelligence Fusion Centre (RIFC) in Trinidad and Tobago.

SUBMISSION OF APPLICATIONS

All applications must be received by CARICOM IMPACS no later than **30 NOVEMBER 2026** and

must include:

- Nationality
- Work experience
- Educational qualifications
- Summary of professional skills
- **Contact information for three professional references who are familiar with the applicant's work or education**
- Any other relevant information

Please submit all applications to: **CARICOM IMPACS - Internal Vacancies**

IMPORTANT NOTICES

Online applications are strongly encouraged.

To facilitate the efficient processing of applications, applicants are kindly requested to submit their application only once through* one designated submission channel*. Please refrain from sending duplicate applications via multiple platforms or communication methods.

CARICOM IMPACS thanks all applicants interested in working at the Agency. However, ONLY shortlisted candidates will be contacted.