

## Candidate Brief



The National Federation of Fishermen's  
Organisations  
Chief Executive Officer  
Y0701

**September 2022**

**Managing Director**  
Sarah Thewlis  
[sat@thewlisgraham.com](mailto:sat@thewlisgraham.com)

## Contents

1. Welcome letter from Paul Gilson - Chair
2. About The National Federation of Fishermen's Organisation
3. The role and responsibilities of the CEO
4. Salary, Benefits and Location
5. Timeline, Application Process and How to apply
6. Diversity and Inclusion Monitoring
7. Advert





## Welcome from Paul Gilson Chair of The National Federation of Fishermen's Organisation

Dear Candidate

I am delighted that you have expressed an interest in applying to be the Chief Executive Officer of the National Federation of Fishermen's Organisation. We hope that you find the information in this candidate brief and on our website useful: [NFFO | National Federation of Fishermen's Organisations](https://www.nffo.org.uk/).

We are looking for a Chief Executive Officer to continue the excellent work of the current post holder, who is retiring next year. We are looking for an influential and innovative CEO to lead our united, energetic and responsive organisation to continue to provide a strong single industry voice for fishermen and fishing vessel operators across England and Wales. You will be working with the NFFO Executive Committee to ensure that the current and future of the industry with all its complexity and diversity is understood internally and externally. This will involve working with the nominees from producer organisations and regional committees to inform, influence and lead policy for the benefit of our members and the wider UK fishing industry.

If this is an opportunity that appeals to you, and you have the skills set out in the job role and key responsibilities section in this candidate brief, we would very much like to hear from you.

For a confidential conversation with Thewlis Graham Associates who are managing the process, please contact Sarah Thewlis, Managing Director on 0207 850 4781 or email [applications@thewlisgraham.com](mailto:applications@thewlisgraham.com). Sarah will be happy to discuss this opportunity with you and answer any questions you may have.

Yours sincerely,

Paul Gilson  
Chair

## 2. About The National Federation of Fishermen's Organisation

The National Federation of Fishermen's Organisation (NFFO) is the representative body for fishermen and fishing vessel operators, in England and Wales. The Federation represents many different fleets and sizes of vessel, employing different fishing gears and targeting different species. The NFFO works with many other organisations both within and outside of the fishing industry to inform, influence and lead policy for the benefit of its members and the wider UK fishing industry.

### Our History

The NFFO was established in 1977 during the negotiations for the 1983 Common Fisheries Policy agreement. The NFFO originally centred on the North East of England with a few outposts on the West coast and South coast, but gradually its membership extended to cover the whole of the English coast, Welsh coast, Northern Ireland and the Channel Isles. The internationalisation of the fleets means that the Federation's membership also embraces vessels in Anglo Dutch, Anglo Spanish and Anglo-Icelandic ownership.

In 1984, the NFFO established a commercial division [NFFO Services Limited](#) providing valuable income to the industry by providing professional liaison and guard vessel support, as well as facilitating positive relationships between the fishing and shipping sectors and offshore oil, gas and renewable energy providers.

### Our Work

The core role of the NFFO is to act as a conduit between working fishermen and vessel operators and the policy makers and regulators. More information and an overview of our role and the work we do can be found on our [website](#).



### Our Committees

The NFFO is comprised of a number of committees that are able to draw on the considerable expertise and knowledge available in the various policy fields.

In addition to an [Executive Committee](#) and a [Finance Committee](#) to oversee the management and financial affairs of the Federation, there are a number of specialist and regional committees (for more information visit <https://www.nffo.org.uk/committees>).

You can read the Chairmans latest report [here](#).

### 3. The role and responsibilities of the Chief Executive Officer

**Reporting:** The NFFO Executive Committee

**Location:** Head office based in York with scope for hybrid working. The role necessitates a considerable amount of travel within the UK, Europe and some international travel. The role necessitates a considerable amount of travel within the UK, Europe and some international travel.

**Job Purpose:** Working with the NFFO Executive Committee to ensure that the current and future of the industry with all its complexity and diversity is understood internally and externally. This will involve working with the nominees from eight producer organisations and five regional committees as well as several co-opted individuals.

#### The Job Role:

##### 1. Strategy

Working with the NFFO Executive Committee to develop and coordinate the preparation, implementation, and monitoring of the NFFO strategic and business plans.

##### 2. Membership

Understand issues impacting on individual members and build relationships with both existing and new members.

##### 3. Representation

To ensure that the NFFO is represented in the following areas:

- Domestic Fisheries Policy
- International Fisheries Negotiations
- Spatial Squeeze
- Industry Reputation
- Crew Welfare/Risk Safety and Training
- Shellfish Industry Advisory Group
- Finfish Industry Advisory Group
- Inshore Fisheries
- Access to Labour
- Trade
- Other developing policy areas which may impact on the fishing industry

#### **4. External Relationships and stakeholders**

Have a key ambassadorial role with the industry and establish and maintain effective and informal links with the following:

- DEFRA
- Parliament and the devolved assemblies
- The Marine Management Organisation (MMO)
- Centre for Environment, Fisheries and Aquaculture Science (CEFAS)
- International Council for the Exploration of the Sea (ICES)
- Seafish
- Other representative organisations in the UK fishing industry
- Representative bodies in Europe and Norway
- Relevant charities
- Environmental NGOs

#### **5. Communications**

Establish strategic and operational communications with relevant media and Parliaments including providing appropriate specialist briefings.

#### **6. Finance**

Ensure that income, expenditure, investments and budgetary controls are effectively co-ordinated and controlled for both NFFO and NFFO Services Ltd and ensure that the Federation Group Finances are overseen and audited.

#### **7. External advisors**

Work with external professionals to ensure that the NFFO has appropriate advice, e.g. legal, accounting and investment.

#### **8. Governance**

Ensure robust corporate governance structures and arrangements are in place and have a good understanding of Charity and company law.

#### **9. People and staff management**

Lead and develop teams by promoting and encouraging mutual trust, respect and cooperation amongst all staff and working positively with the NFFO Executive Committee.

**Person Specification:**

- A successful track record of operating in a senior leadership position, with experience of operating at executive board level in a comparably complex organisation in the public or commercial sector.
- A good understanding of the fishing industry and the way government functions in the UK, the European Union, and other coastal states with which the UK has a fisheries relationship.
- A high degree of commitment and energy.
- An excellent communicator and will be both persuasive and diplomatic.
- An assured media performance with the ability to remain calm under pressure and work effectively with a wide range of individuals from the quayside to the Prime Minister.
- An understanding of the essentials of fisheries science and legal process would also be valuable attributes in the successful candidate.
- Strong people leadership skills with proven experience of leading, motivating engaging and developing staff and teams.
- Commercially aware and financially astute, with a track record of successful business management.
- Experience of working and influencing in a complex external environment and of meeting the needs of a multiple range of stakeholders.
- A sound understanding of Charity and company law.



## 4. Salary, Benefits and Location

### Salary

Up to £100k plus benefits.

### Location

The post is based in York but has scope for hybrid working. The role necessitates a considerable amount of travel within the UK, Europe and some international travel.





## 5. Timeline, Application Process and How to apply

### Timeline

Dates	Activity
WC 12 September	Commence the search and advertising
12 October @ 4pm	Applications close
W/C 17 and 24 October	Thewlis Graham consultant interviewing of interested candidates
7 November	Client First Interviews
14 November	Client Final Interviews
April 2023	Successful applicant start date

### Application Process

Thewlis Graham Associates will acknowledge all applications. These will be assessed against the criteria in the Role and Responsibilities section and the people who best meet these will be invited for interview with Thewlis Graham Associates online.

Those candidates not invited to interview will be advised by email by the end of October.

Longlisted candidates will be advised by email. After a consultation between the National Federation of Fishermen's Organisation and Thewlis Graham Associates, a Shortlist will be drawn up and Shortlisted candidates invited for interview with the Client. This could be either face to face or online.

### How to Apply

To apply for this role, please email in word format to [applications@thewlisgraham.com](mailto:applications@thewlisgraham.com) the following documents quoting reference **Y0701**: -

1. A comprehensive CV
2. A covering letter containing:
  - A covering letter which fully addresses your suitability for the role and your motivation for applying
  - Your current remunerations details and notice period, and the name, job title, organisation, email address and mobile number of two professional referees. (Please note referees will not be approached without your prior permission.)
3. We also ask that you complete a diversity and inclusion monitoring form, the link for which is in the next section.

***Please ensure that you include your mobile phone number and email address in your application. Do not hesitate to contact Claire Drummond on 020 7850 4781 if you have any queries.***

***Additionally, if you would prefer to receive this candidate brief in a more accessible format, please contact us.***

## **6. Diversity and Inclusion Monitoring**

Diversity and Inclusion Monitoring is independent of the recruitment process but please do complete your form as Thewlis Graham Associates is committed to monitoring and analysing diversity and inclusion information so that we can ensure that our processes are fair, transparent, promote equality of opportunity for all, and do not have an adverse impact on any particular group.

The link to this form is here: [click here](#). If you have any problems with this, please contact Tracey on: [tct@thewlisgraham.com](mailto:tct@thewlisgraham.com).

Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

Thank you

## 7. Advert



### Chief Executive Officer

**Location:** Head office based in York with scope for hybrid working. The role necessitates a considerable amount of travel within the UK, Europe and some international travel required.

**Salary:** Competitive salary plus benefits

**Contract:** Permanent, Full time

We are looking for an influential and innovative CEO to lead our united, energetic and responsive organisation to continue to provide a strong single industry voice for fishermen and fishing vessel operators across England and Wales. You will be working with the NFFO Executive Committee to ensure that the current and future of the industry with all its complexity and diversity is understood internally and externally. This will involve working with the nominees from producer organisations and regional committees to inform, influence and lead policy for the benefit of our members and the wider UK fishing industry.

#### The Role

- Working to develop and coordinate the preparation, implementation, and monitoring of strategic and business plans.
- Ensuring the NFFO is represented on key industry, policy and advisory groups.
- Maintaining and building membership.
- Providing a key ambassadorial role with the industry and establishing effective relationships with external stakeholders.
- Ensuring that the income, expenditure, investments and budgetary controls are effectively coordinated and controlled.

#### The Requirements

- A successful track record of operating in a senior leadership position, with experience of operating at executive board level in a comparably complex organisation in the public or commercial sector.
- A good understanding of the fishing industry and the way government functions in the UK, the European Union, and other coastal states with which the UK has a fisheries relationship.
- Experience of working and influencing in a complex external environment and of meeting the needs of a multiple range of stakeholders.

**Full details of responsibilities and the person specification required can be found in the link below.**

**Please apply by visiting [www.thewlisgraham.com/assignment-briefings](http://www.thewlisgraham.com/assignment-briefings) and following the instructions in the candidate brief quoting reference Y0701. The closing date is 4pm on 12 October.**

**For a confidential conversation with Sarah Thewlis or for any other information please email [applications@thewlisgraham.com](mailto:applications@thewlisgraham.com).**

T: +44 (0) 20 7850 4781 E: [enquiries@thewlisgraham.com](mailto:enquiries@thewlisgraham.com)  
Thewlis Graham Associates, 60 Cannon St, London EC4N 6NP

[www.thewlisgraham.com](http://www.thewlisgraham.com)

Thewlis Graham Associates Ltd, Registered in England no. 07335827 VAT Reg. 996 6477 39  
Registered office: 60 Cannon St, London EC4N 6NP