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Organization of the
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Indian Ocean Tuna Commission
Commission des Thons de l'Océan Indien

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OBSERVER PROGRAM DEVELOPMENT and OBSERVER LOGISTICAL COORDINATION WORKSHOP



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Standards and procedures for the recruitment, training, and registration of Observers

IOTC ROS OLC TR4.01, TR4.02 and TR4.03

Category: Observer recruitment, training,
registration and administration

[IOTC ROS OLC TR4]



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Observer Recruitment

Recruitment checklist and personnel information form.

- Should take into account IOTC ROS and CPC minimum requirements for the recruitment of Observers.

Call for applications for scientific field observer (internal or external).

- Definition of a scientific field observer;
- Required pre-requisites and qualifications;
- Documentary evidence (National identity card or valid passport; Seafarer's medical fitness certificate; Police record; Certificate of Secondary Education; Curriculum Vitae (CV); Letter of interest; signed "non-affiliation" statement);
- Information on training;
- Employment information;
- Application procedure;
- Deadline for applications.



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Observer Recruitment

Analysis of candidates CVs and documentary evidence

- CV suitability for the post;
- Referees to be questioned on candidates' work habits, ability to adapt and improvise, ability to work alone and complete work in a timely manner, physical fitness, capacity to live in potentially hostile environments, and their ability to maintain standards of conduct.

Interview candidates

- Submit candidates to a pre-recruitment assessment test as part of the selection process
 - Evidence of proficiency in literacy in the languages of the national project
 - Evidence of numeric competency (mathematical competency to undertake statistical calculations of catch compositions and catch determination).
- Pre-selection of candidates to integrate safety, scientific and technical training.





Observer Training

Training guidelines and minimum training requirements

- Meet IOTC ROS training requirements for ROS observers.
- Meet CPC training requirements for NOP observers

Health and safety training ((STCW₂₀₁₀ or equivalent)

- Identify authorised institutions and their availability to conduct health and safety training (STCW₂₀₁₀ or equivalent);

Observer scientific and technical training

- Identify institution(s) to conduct training and ascertain availability
 - in house, or
 - out-sourced to specialists brought in from other programs, or
 - out-sourced to specialised organisations.





Observer Appointment and Registration

Appointing observers

- **CPC observer programme management authority**

Registering observers

- **IOTC ROS (process detailed under the IOTC ROS Standards)**
 - CPC to supply IOTC Secretariat with a list of approved Observer Providers (national institutes and/or independent service providers)
 - CPC-approved Observer Provider, to submit a request for observer registration to the IOTC Secretariat.
 - Registration conditioned by the meeting of IOTC ROS current requirements and limited to a time period determined by the validity of the observer's documentation.

Other International Organisations

Established MoUs





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THANK YOU FOR YOUR PARTICIPATION



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