

CAPE COD COMMERCIAL
**FISHERMEN'S
ALLIANCE**



Position Opening

ECONOMIC DEVELOPMENT DIRECTOR

November 2022

- SALARY:** Salary is competitive and commensurate with experience
- BENEFITS:** PTO, sick time, generous health care coverage, 401K retirement plan with 5% match.
- DEADLINE:** Applications will be reviewed on a rolling basis until position is filled
- START DATE:** Immediately, preferably during Q1 2023
- LOCATION:** Cape Cod, MA. Expected to be in the Chatham office at least 1 day/week; flexible telework options available, with regular travel to meet with fishermen (in ports and at office).

ABOUT THE ORGANIZATION

Formed in 1991 by a group of fishermen, the Cape Cod Commercial Fishermen's Alliance has been working with fishermen for more than 30 years to create solutions for both a balanced ecosystem and profitable fishing communities. We are now a nationally recognized nonprofit organization and the leading voice for commercial fishermen on Cape Cod. The Fishermen's Alliance is fishermen, community members, public officials and scientists working together to build creative strategies, advocate for improved marine policies, protect the ocean ecosystem, and ensure the viability and future of Cape Cod's fisheries.

POSITION SUMMARY

The Economic Development Director (Director) leverages Fishermen's Alliance and community resources to develop opportunities to further support and grow the Cape's local fishing businesses. This includes strategizing, managing, and implementing existing programs as well as conceptualizing new ideas to leverage organizational resources in order to maximize impact on Cape's blue economy.

The Director oversees and implements all aspects of the Cape Cod Fisheries Trust, a program of the Fishermen's Alliance. The Cape Cod Fisheries Trust has become a national model for fishing community stability and growth through its ownership and management of a diverse portfolio of quota for high value seafood commodities, including scallops, clams, cod, haddock and flounder. The Director is responsible for leasing this quota to the local fleet to stimulate economic development and ensure long-term fleet profitability and environmental sustainability. The Director is responsible for negotiating lease deals outside the community for unutilized quota to generate program revenue. The Director will manage the lease-only groundfish sector that serves as the leasing vehicle for Trust, partner, and select fishermen's quota holdings. The Director is also responsible for building the program and developing innovative solutions to advance the Trust's mission to support sustainable fishing businesses.

The Director manages the [Fishermen Training Program](#), providing strategy, securing funding, and overseeing part time staff who implement the training programs. This program recruits and trains new entrants as well as provides training and resources for fishermen at key transition points in their career (crew to owner, growing business, retirement).

The Director oversees the organization's investment in A.R.C Hatchery, the local shellfish hatchery, farm, and wholesale operation. The Fishermen's Alliance holds two seats on the A.R.C. Board of Directors; the Director will fill one of these seats and provide guidance and support as needed to A.R.C. leadership.

The Director manages the [Small Boats, Big Taste Program](#), maintaining and building relationships to sell and donate local, value-added seafood products. This program helps small-boat, independent fishermen stay on the water, providing a fair and transparent price for their catch, while also supplying regional food banks with a nutritious, delicious seafood meal for food insecure people. The Director will develop program innovations to maximize financial benefits, ensure program-sustaining revenue, and reduce in-house burdens of production. The Director is responsible for managing up to 5 hours/week of the Finance & Operations Manager, who handles the program's day-to-day logistical operations.

The Director manages and participates in ad hoc seafood marketing and promotion activities to support the local fleet, like the state's Seafood Marketing Committee and a regional Monkfish Marketing Committee.

The Director will develop and nurture relationships with scientific institutions to secure scallop research set aside (RSA) quota for the local scallop fleet. This ranges from securing access to quota on existing or new RSA awards to facilitating discussions among scientists and fishermen to develop new RSA project proposals.

ESSENTIAL FUNCTIONS

The Director is responsible for advancing our mission to support local jobs, ensure millions of pounds of seafood are landed on Cape Cod and engage in the challenging work of keeping fishing competitive and vital in our community. This includes the following functions:

- Develop innovative solutions that leverage Fishermen's Alliance and Trust resources to provide novel economic development opportunities for the local fishing fleet.
- Administer the Cape Cod Fisheries Trust quota portfolio to achieve the Trust's objectives, including management of a lease-only groundfish sector and program financial management.
- Develop a strategic plan for acquiring additional quota, including negotiating complex transactions, helping to raise philanthropic and impact investment capital to fund the Trust's growth, and securing annual access to RSA quota from other institutions.
- Direct the Small Boats, Big Taste Program and oversee associated staff.
- Build and manage key partnerships and relationships with public, private and non-profit organizations, including relevant fisheries agencies, in order to identify and resolve technical issues and to widely communicate and build support for our work.
- Provide content for grant proposals to fund economic development work.

DESIRED EXPERIENCE

- BA/BS degree and 5 years' experience in business or equivalent combo of education and experience
- Experience designing, implementing, and directing complex or multiple projects of strategic importance
- Negotiation, finance and transactional skills
- Experience developing partnerships (partners, community, government)
- Knowledge of fisheries businesses and management models, including quota based management systems- commercial fishing experience or familiarity preferred
- Motivated, self-starter, entrepreneurial
- Ability to communicate effectively with a broad range of audiences

The position is full-time and requires willingness to work flexible hours and occasionally on weekends, early mornings and evenings.

To Apply:

Please send cover letter and resume to Kendra Wallin at Wallin Search Group via jobs@wallinsearch.com

The Fishermen's Alliance is an equal opportunity employer and provider.

Learn more at www.capecodfishermen.org