

JOB DESCRIPTION

Cape Cod Commercial Fishermen's Alliance



Catch
together

Catch Together Local Catch Collective

Sustaining Fisheries and the Communities,
Families, and Fishermen that Depend on Them

Fisheries Permit Bank Director

OVERVIEW

Permit Banks hold in trust and manage fishing quota on behalf of fishing communities. The Fisheries Permit Bank Director will work for the Cape Cod Commercial Fishermen's Alliance (Fishermen's Alliance) in close collaboration with the management team at Catch Together. They will have the primary responsibility of facilitating the use of quota (Fishermen's Alliance's and others') by the fishing community, to achieve the permit bank's goal of retaining local access to fishing rights. They will also be responsible for growing and evolving the program and developing regional synergies.

This is a highly entrepreneurial role that requires someone who can lead the development and management of a \$10M+ social enterprise, develop intimate knowledge of and engage in the regional quota market, engage fishermen as key stakeholders and as lessees and later as equity owners, gather and report on financial and impact data, support capital raises, and lead the day-to-day operations of a permit bank.

Fishermen's Alliance has operated the country's first permit bank, the Cape Cod Fisheries Trust, since 2010 and owns \$7M worth of scallop, groundfish, and ocean quahog fishing rights. It directly supports 19+ local businesses, creating \$1.15M in direct community benefits annually (value of permit bank quota landings minus lease price). The Fisheries Permit Bank Director is responsible for leasing this quota to the local fleet to stimulate economic development, support new entrants, and ensure long-term fleet profitability and environmental sustainability. The Director is also responsible for building the program and developing innovative solutions to advance the Trust's mission to support sustainable fishing businesses. They will work with permit bank stakeholders and Fishermen's Alliance's leadership team to evolve the program to support best in class fishing businesses.

They will also work closely with peer organizations across the country within the National Network of Fishing Communities to support the creation and development of the Catch Together Local Catch Collective, which will raise and deploy \$50M worth of capital to acquire quota on behalf of regional permit banks. Alongside their peers from other regional community partners, they will develop novel mechanisms central to the success of this deep impact strategy which will build accessible ownership models for fishermen that permanently bind the fishing rights to the community.

KEY ROLES & RESPONSIBILITIES

The Permit Bank Director reports to the CEO of Fishermen's Alliance. They must be well-versed in critical topic areas, able to respond quickly, and be self-sufficient. They will play a variety of roles and associated responsibilities, as follows:

Business Management/Operations

- Manage day to day local permit bank operations and strategic planning
- Maintain a database to manage and track leases, asset disposition, and current available balances
- Inventory community assets and integrate into fundraising and impact metrics
- Track impact of program, including regular data collection from fishing businesses and analysis of data
- Assist with expanding and evolving existing permit bank operations at Fishermen's Alliance
- Refine and implement application process for identifying leasees; execute lease agreements
- Coordinate with Catch Together, other regional partners in the National Network of Fishing Communities, and legal advice to determine appropriate legal structure for moving permits from national permit bank to regional entities
- Develop regionally-appropriate program standards and objectives that align with the National Trust vision, these will guide leasing activities and identify eligible fishing businesses

Fundraising and Investor Relations

- Help launch a \$10M regional fundraising campaign with direction and support from Catch Together staff and the broader national network
- Identify and develop grant opportunities, steward existing donor and investor relationships, and identify and cultivate new regional-specific donors and investors
- Manage and complete proposals and reports

Acquisition and Management of Quota Assets

- In partnership with Catch Together, identify quota assets to purchase
- Develop a database to manage and track leases, asset disposition, and current available balances
- Revise and improve the application process for fishermen

Fishermen Engagement, Relationship Management, Leasing/Equity Interests

- Engage fishermen as stakeholders and cultivate relationships with community based fishing businesses to identify needs for quota and business training, evaluate business health, and engage in program and equity concept development
- Cultivate relationships with permit brokers and open market leasing interests to maintain intimate knowledge of permits for sale, available leases, and demand for open market leases
- Contribute to Catch Together development of training bootcamps for fishing businesses
- Cultivate community partners that can provide appropriate business training and other business services to fishermen participants

Communications and Messaging

- Provide content for regional communications, working with the team to gather and share stories of our work with community members, partners, and funders
- Cultivate a growing network of friends, allies, partners and funders

- Develop literacy in fishery policies and advocacy, to strengthen communications with stakeholders
- Liaison with technical assistance partners, Catch Together network best practices, Fishermen's Alliance activities, etc.
- Distill fishermen's challenges, solutions, and impact data into public-facing Fishermen's Alliance communications

Coordination and Collaboration with National Network of Fishing Communities Members

- Develop a shared equity ownership model that will enable community partners and fishermen to each own equity in the quota
- Develop terms and conditions to ensure that the fishermen equity owners advance our shared goals of fisheries access, sustainability and long-term community economic and social wellbeing and resilience
- Participate in regular network team meetings that cultivate team wellbeing, advance projects (team reports on project progress, finances, needs), business development, fundraising, partner relations, regional finances, and more
- Build trust and deepen relationships with partners through conscious leadership on critical issues, supporting community initiatives, and more
- Collaboratively develop novel mechanisms central to the success of this deep impact strategy

WHO WE ARE

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.

Catch Together: a network of like-minded community-based organizations, working with independent fishermen throughout North America, to lead programs, raise and deploy capital, and create economic incentives across the community-based commercial fishing industry that lead to substantial and enduring positive impact on:

- Fisheries sustainability
- Financial security and prosperity of independent fishermen
- Economic vitality of fishing communities
- Resilient and effective community-based fishery trusts
- Regional and national fisheries management policy

WHO WE'RE LOOKING FOR

Professionals with a passion for delivering deep impact at the intersection of community development, capacity building, and natural resources conservation. The ideal candidates will have experience working in a startup environment and possess:

- Capacity to produce and own a bold vision
- Drive to achieve ambitious community impact objectives
- Entrepreneurial energy to scale a multi-million dollar program
- Data oriented, outcome-driven approach
- Facility with market-based approaches and financial modeling
- Ability to foster collaboration across numerous constituencies
- Excellent communications skills
- Ability to engage effectively with a range of constituents from fishermen and regulators to impact investors and donors
- Expertise in or strong commitment to develop expertise in impact finance and philanthropy
- Deep commitment to having a positive impact
- Experience with cultivation and stewardship of donors and/or investors
- Facility with measurement and reporting of impact

WHY YOU MATTER

The Fisheries Permit Bank Director will lead the evolution of the Cape Cod Fisheries Trust and participate in bringing the vision for the National Network of Fishing Communities and Catch Together to fruition by helping develop and execute a cohesive operational and financial strategy for a new regional model that empowers fishermen. Among the envisioned first order objectives:

- Develop working relationships with fishermen and partners.
- Develop regionally appropriate standards and objectives that align with community needs and priorities
- Manage \$7M+ worth of community assets

Structure: Fishermen’s Alliance brings extraordinary leaders onto our team in ways that work for them. This position is full time. This is an ideal opportunity for an early career leader who wants to leverage their work for impact. Let’s chat about how to make it work for you. Occasional presence on Cape Cod is required.

Diversity: Fishermen’s Alliance is committed to increasing the diversity of the team, including board and staff, and equitable compensation and benefits. We welcome candidates of all backgrounds and value life experience and educational achievements.

HOW TO APPLY

Please submit a cover letter and a resume or CV to Holly Buddensee at holly@capecodfishermen.org.

In your cover letter, please include a statement of your vision for the position, your fit with Fishermen’s Alliance, your impact purpose, a statement of diversity, and how often you could realistically be on Cape Cod for meetings and building stakeholder relationships.

Review is rolling and will continue until we find the right candidate.