

Cape Cod Commercial Hook Fishermen's Association
Executive Director
Position Announcement

Cape Cod Commercial Hook Fishermen's Association, a nationally recognized leader in sustainable fishing, preservation of fish stock, environmental advocacy, and educating the public, is seeking a new Executive Director.

The Organization:

The sea is humanity's largest source of protein. The future of this food source and the habitat that sustains ocean fisheries are endangered.

CCCHFA is not a traditional trade association. It functions as the progressive thought leader in protecting the undersea habitat and promoting sustainable fishing practices; it is research based and policy oriented, championing progressive fisheries management in the coastal regions of New England.

In 1991, a small group of commercial hook and line fishermen gathered in Harwich to discuss their plight. With less fish and more regulations, the loosely formed group called themselves the Cape Cod Commercial Hook Fishermen's Association and decided that they would stand together in favor of conserving marine resources through sustainable fishing. They reasoned that the use of artisanal gears like hooks and lines or fish weirs does not adversely impact ocean habitats or needlessly kill juvenile or unwanted fish. Their theory was simple: that clean fishing would generate healthy fish stocks and revitalize the region's ailing fishing communities.

CCCHFA hired their first Executive Director, Sherrill Smith, who piloted the group safely through Groundfish Amendments 5 and 7. In 1994, the association sued the federal government over its failure to protect undersea habitats and prevent unwanted fish from being killed senselessly. This legal battle over habitat continues to this day. In 1997, Lori LeFevre was hired as the second Executive Director to the CCCHFA. Lori recognized the need to get more information out to the members and published the first Hooked on Cod newsletter. She worked with the Board to open membership to include concerned coastal residents, thereby jumpstarting an increasing trend in membership. In 1998, Lori moved on to a staff position with the New England Fishery Management Council.

Paul Parker was hired as the Executive Director in 1998. During that time, John Pappalardo began volunteering, eventually becoming the policy director. John is the current chair of the New England Fishery Management Council. In the spring of 1999, funding allowed a move into the current office space and further staff expansion. Institutional development has been steady over the years with increasing political credibility and impact while maintaining a strong grass roots organization. In addition to mission-driven programming, the Association supports the Cape Cod Fisheries Trust, as well as two fishing cooperatives, each with their own management: the Fixed Gear Sector and Hook Sector.

The current staff is nine (plus summer interns), with 10 board members and 1500 concerned individuals who are members including 150 local commercial fishermen. The offices are located in North Chatham.

Background:

CCCHFA has won numerous grants and national funding for its progressive work. After 10 years of sustained growth, the CCCHFA model of sustainable fish management and industry cooperation is nationally recognized. CCCHFA is now embarking on the development of a \$10 million trust. The Cape Cod Fisheries Trust will hold the quota authorization and lease or finance their sale to qualified fishermen who participate in a high accountability program aimed to reduce the amount of bycatch, set eco-system based quotas, and eliminate the use of destructive fishing gear. To raise these funds and propagate this model, outgoing Executive Director Paul Parker will shift to the work of the Trust, a subsidiary of CCCHFA, including raising the necessary capital. While Parker will be working nationally, he will continue to be accessible and will interact with the association and the related governing board. CCCHFA's leadership and daily management will be fully transferred to the new leader. As new regulations are achieved, the Association will need to plan strategically regarding its future role.

The Association has developed an open, high participatory culture for the staff and a welcoming environment for local fisherman who participate in the Association's work and activities.

The Position:

The Executive Director is the senior staff member of CCCHFA. Reporting to the President and the Board of Directors, the Executive Director is responsible for continuing and extending the outstanding advocacy, industry and education work of CCCHFA while ensuring that the organization is on solid financial footing. The board, through the president, is highly involved in all aspects of the work.

Major Objectives

- Provide leadership and direction for all CCCHFA current programs and new initiatives. Maintain the organizational initiatives in fishing policy. Deliberate decisions about which issues to advance in cooperation with the policy director and the board.
- Maintain fiscal soundness in partnership with the Finance Director and insure proper reporting and planning.
- Provide overall internal management, setting priorities and providing staff leadership to assure functional operations. Develop internal management as necessary.
- Take responsibility for shaping the Strategic Plan and work with Board and staff to articulate a continuing vision.
- Diversify revenue sources.
- Support the membership's issues and concerns with Association action and responsiveness.
- Sustain the sector work (hook and fixed gear) with core services.
- Oversee all other fund raising activities and work on major gifts and donor relations. Coordinate fundraising with the Cape Cod Fisheries Trust.
- Serve as the principal spokesperson and advocate. Promote the organization's visibility through frequent, consistent interactions with constituents, federal, state and local officials, and the media. Sustain and heighten its reputation as a tough, credible and strategic advocate for marine habitats.
- Engage and empower the critical grassroots base which has made the Association effective.
- Review all current activities and objectives and in consultation with the Board. Examine the infrastructure and staffing to ensure achievement of organizational goals.

Qualifications and Attributes Desired:

The ideal candidate combines the abilities to advance a highly ambitious and environmentally friendly policy and practice agenda for the industry along with serving effectively as a partner and ally with fishermen. S/he must have intelligence and judgment to prioritize the environmental policies which will sustain a threatened and increasingly regulated industry and protect the marine habitat and fish upon

which the industry depends. The Executive Director must gain sufficient expertise to lead by earned respect and be strategic in identifying priorities and approaches to advance the Association's mission.

Professional Experience

- Experience in community based and or association leadership.
- Demonstrated policy advocate, preferably on the environmental issues. A track record of effective interaction with citizenry, community groups, public officials, and government agencies. Expertise in formulating strategies which tie together issue analysis, public education, and industry engagement.
- Experience in developing and utilizing research.
- Track record of successfully raising funds through major public and private grants, individual donations and local support.
- Experience in public speaking and media relations, creating an environment of high communication.
- Organizational management experience, preferably with a not-for-profit, with significant involvement in strategic planning, financial management, staff development and management, and communications.
- A college degree is expected and an advanced degree in a related area is preferred.

Personal Characteristics

- Excellent advocacy skills. Comfort with confrontation and controversy as well as ability to negotiate among stakeholders. Political insight and organizing background valuable.
- Strong interpersonal skills to work effectively with a wide variety of people at all levels.
- A keen sense of organizational structure and strategy, excellent judgment and strong decision-making skills. A style that fosters team building, staff development and effective collaborative management.
- Willingness to understand local fishing practices through onboard experience.
- An understanding of litigation, if and when required.
- Goal-oriented but flexible management style which respects the capabilities and independence of staff but provides a clear sense of direction.
- Passionate commitment to environmental protection and a pragmatism that supports an historic and beleaguered industry.
- Intelligence, integrity, good humor, and a high level of energy. Willingness to work nights and weekends as necessary.

For more information: www.CCCHFA.org

To apply, please send cover letter, resume and salary history. Word attachments only please. (E-mail is preferred and sufficient.) **wegmont@egmontassociates.com, Egmont Associates, 85 East India Row #24F, Boston, MA 02110.**