

WIO-COMPAS

Western Indian Ocean Certification of Marine Protected Area Professionals

CALL FOR APPLICATIONS Level 1~Marine Field Operations Certification (L 111) Deadline for Applications: 28 February 2022

The Western Indian Ocean Marine Science Association (WIOMSA) in partnership with the Coastal Resources Center at the University of Rhode Island (CRC) is pleased to announce the 7th offering of **Level 1~Marine Field Operations Certification for Marine Protected Area Professionals** to be held on the **22-25 April 2022**. The Event will be held in Kisite, Mpunguti MPA in Shimoni, Kenya.

The WIO-COMPAS programme assesses and certifies MPA Professionals in the WIO region based on recognised standards of excellence. This is not a training course but a certification programme based on proven performance on the job. Achieving certification shows that an individual has reached a high level of performance and skills in a specific set of competences. These competences are based on practical experience and application. After achieving certification and being given the title of MPA PRO, individuals agree to adhere to a set of professional standards of conduct or code of ethics. Therefore, this programme will admit only those who already meet a certain level of knowledge, skills and performance standards within core competence areas.

Applicants whose initial applications are successful become “Candidates” for certification.

Certification Based on Job Performance in Core Competence Areas

MPA Professionals are assessed based on competences in the following areas:

- MPA Governance
- Marine Conservation: MPAs and other approaches
- Communication and Stakeholder Engagement
- Human and Financial Resources Mobilization and Management
- Management Implementation and Effectiveness
- Biophysical and Social Environment Context
- Leadership and Ethics and Innovation

Process for Level 1 Certification

- Portfolio of work experience
- In-depth Interviews
- Field simulation exercises
- Intensive 4 day assessment event
- Core Activity Document and Presentation
- Signing the Ethics Statement

Three Levels of Certification

| Certification | For MPA professionals performing: | Job Examples |
|--|--|--|
| Level 1~ Marine Field Operations | practical day to day management of MPAs, and holding basic administrative responsibilities | MPA Rangers or Marine Field Operators |
| Level 2 | principally management, supervisory and administrative functions and responsibilities within the MPA | MPA Manager, Assistant Manager, Site manager, Warden or Section Ranger |
| Level 3 | principally high-level administrative and programme management functions, and developing strategy and policy | MPA Manager, Conservation Director, Head of Division or Director |



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What Are the Benefits to You and Your MPA?

As a participant in this Certification programme you benefit through:

- A **professional assessment** of your skills and knowledge in different aspects of MPA operations and management (each participant is assigned a personal assessor/mentor).
- Participation in a 4-day, in-person Assessment Event including some **professional development** sessions that will enhance your MPA skills and knowledge. You will hear from experts speaking on issues of importance to your MPAs. You will take the first steps in becoming part of a larger community of MPA practitioners in your region. And, through interactions with your assessors, speakers, and colleagues, you will share and generate new ideas and begin new ways of thinking about the important work you do and challenges you face.
- Developing a **“Portfolio of Evidence”** containing a range of documents from your workplace which provide strong evidence of your competence in relation to many of the required competences. This Portfolio **must** be developed prior to the certification event and brought to the event for your assessor to examine and assess in terms of the competences for which it provides evidence. Detailed guidance on the development of this Portfolio will be provided to successful applicants who have been accepted as candidates.
- Developing a **“Core Activity Document” (CAD)** describing and analysing a key activity which you have undertaken to address specific issues faced by your MPA. You will be required to make a presentation of this CAD to your colleagues and assessors as part of the assessment process. Detailed guidance on the development of the CAD will be provided to successful applicants who have been accepted as candidates.
- Committing to a **Code of Ethics and Leadership** that shows that you keep to high standards of professional competence, and respect both the rights of the individuals and groups of stakeholders as well as the obligations and objectives of the protected area.
- Membership in a regional **network** of colleagues and experts in MPA management and operations.
- **The potential, if successful in the assessment process, to become an ‘MPA PRO’:** Earned recognition as a member of an accomplished group of professionals who meet recognized high standards of competence in key areas of MPA management.

Do I qualify for Level I Certification

Level 1 is designed for the professional who performs practical functions and responsibilities for the day to day management of an MPA such as engaging communities and enforcing laws, and who has basic administrative responsibilities.



Ideal candidate: equivalent of an MPA Ranger, Officer or Marine Field Operator

Examples of experience include:

- Providing input to development of work site plans and implementing aspects of those and management plans.
- Active involvement in compliance and enforcement activities, monitoring, practical habitat management/conservation, budget management of tasks or work plan elements.
- Direct interaction/communication with local residents, resource users, visitors, staff, volunteers, contractors, and local media.
- Supervising and providing on the job skill building through guidance, mentoring and support to junior personnel, volunteers and contractors.
- Producing routine reports and local media articles.

| Important Dates | |
|----------------------------------|--------------------------------------|
| ▪ 28 th February 2022 | Deadline for applications |
| ▪ 4 th March 2022 | Candidates notified of selection |
| ▪ 9 th March 2022 | Candidates Enroll |
| ▪ 11 th April 2022 | Submission of Core Activity Document |
| ▪ 22-25 April 2022 | Certification Assessment Event |

What else do I need to meet eligibility for the Level 1 Programme?

- Must be an MPA professional working in an MPA within the WIO region
- At least two years' experience in practical MPA operations
- Written and oral proficiency in language of assessment- English
- Completed secondary level education or 10 years of experience in protected areas.

Fee structure

Successful applicants will be charged enrolment fee US\$ 200.

How do I apply? Deadline for Programme applications is 28th February 2022.

If you meet all the entry requirements, and would like to apply, please:

- Complete the [application](#) form.
- Prepare a detailed *Curriculum Vitae* (CV) and copies of all relevant education and training qualifications, including certificates, diplomas and other confirmation documents must be submitted at the Assessment Event

Completed applications, together with the CV can be sent via email to the WIO-COMPAS Secretariat. Email of scanned electronic copies (with signatures) of all materials emailed to: lilian@wiomsa.org, secretary@wiomsa.org

Additional Questions?

WIO-COMPAS Secretariat at WIOMSA

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Detailed programme information, applications and other resources are available at www.wiomsa.org/wio-compas.org