TWO DECADES OF MUTUAL SECURITY
THROUGH PARTNERSHIP

JOB OPPORTUNITY

The Caribbean Community (CARICOM) Implementation Agency for Crime and Security (IMPACS) established by Heads of Government, is seeking suitably qualified individuals to fill the following position at its sub-agency, the Joint Regional Communications Centre (JRCC) in Barbados:

MARITIME POLICY ANALYST, INTEGRATED PROJECT IMPLEMENTATION UNIT (IPIU)

OPEN TO ALL CARICOM NATIONALS

PROJECT SUMMARY

The United States (US) Department of State, Bureau of Western Hemisphere Affairs, through the Caribbean Foreign Assistance Unit of the United States Embassy in Santo Domingo approved the project entitled ***'Turning on the Lights: Advancing Fish and Flags Through Enhanced Maritime Visibility, Fisheries Governance and Regional Oversight in the Caribbean.'*** The project is designed to achieve the following key security outcomes:

- Strengthened Regional Fisheries Governance and Regulatory Frameworks for Maritime Visibility and Fisheries Oversight.

- Enhanced Maritime Domain Awareness and flag and fisheries oversight effectiveness.

- Strengthened Regional Cooperation, Information Sharing, and Collective Action Against Fisheries Crime.

As part of the project start-up activities, the establishment of the Integrated Project Implementation Unit (IPIU) necessitates the recruitment of suitably qualified personnel to support the effective implementation of the project.

JOB SUMMARY

The Maritime Policy Analyst, IPIU will provide technical and policy support for CARICOM IMPACS' maritime and environmental crime initiatives. The incumbent will conduct policy research and analysis, facilitate stakeholder engagement, support the development of operational and governance frameworks, and contribute to strengthening national and regional maritime security architectures.

The Maritime Policy Analyst, IPIU will work closely with government agencies, maritime administrations, operational maritime units, regional organizations, and international partners to promote coordinated and effective maritime governance and maritime security practices.

The Maritime Policy Analyst, IPIU will report to the Project Manager, IPIU and Operations Supervisor – Maritime, JRCC.

DUTIES AND RESPONSIBILITIES

A. Maritime Policy Analysis and Governance Support

- Conduct comprehensive research and analysis on maritime security, fisheries governance, maritime safety, and maritime domain awareness issues relevant to the ToL Project.

- Assess national, regional, and international maritime policies, legislation, and regulatory frameworks relevant to maritime security and governance.

- Review and identify gaps and challenges in existing maritime security policies and maritime governance systems.

- Prepare policy briefs, analytical reports, technical papers, position papers and recommendations to inform strategic decision-making.

- Conduct comparative analyses of maritime policies and regulatory frameworks across CARICOM Member States and relevant international jurisdictions.

- Assess the implications of international maritime developments, conventions and regulatory changes for regional maritime security priorities.

- Monitor developments in maritime crime and security threats, including inter alia Illegal Unreported and Unregulated (IUU) Fishing and environmental crimes.

- Analyse emerging maritime risks and provide strategic recommendations to project leadership.

- Support initiatives designed to improve vessel visibility, fisheries governance and operational coordination.

B. Operational Framework Development

- Support the establishment and strengthening of interagency cooperation mechanisms.

- Contribute to the development of Standard Operating Procedures (SOPs), information-sharing protocols, and coordination guidelines.

- Develop policy recommendations that support integrated vessel registration, fisheries governance, and regional cooperation

- Assist in the development of operational mechanisms and coordination frameworks for maritime agencies and focal points.

- Assist in the development strategic initiatives to address identified maritime security vulnerabilities and emerging threats

C. Stakeholder Engagement and Regional Cooperation

- Establish and maintain effective working relationships with internal and external stakeholders, including CARICOM Member States, regional institutions, development partners and donor agencies.

- Engage with international, regional and national maritime authorities, Coast Guards, Defence Forces, Customs Administrations, Police Services, Port Authorities, Fisheries Authorities, Divisions , and other relevant stakeholders.

- Facilitate consultations, workshops, technical meetings, and working groups under the ToL Project.

- Participate in technical committees, working groups, conferences and regional consultations, as required.

- Foster collaboration among participating CARICOM Member States and regional organizations.

- Prepare meeting reports, technical presentations and briefing documents arising from stakeholder engagements.

D. General

- Prepare reports, policy briefs, strategic papers, periodic updates and deliver presentations, as required.

- Undertake other duties, which may arise or as may be delegated from time to time, appropriate to the grade of the post.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Master's Degree in Maritime Management, Public Policy, Marine Affairs, Natural Resource Management, Environmental Science or a closely related discipline from a recognized University or Institution.

- Bachelor's Degree in a relevant field coupled with extensive relevant professional experience in maritime policy analysis, maritime security, maritime governance or related areas may also be considered.

- At least five (5) years of relevant experience in maritime policy, maritime governance, maritime security, public policy analysis, or regional security cooperation.

- Demonstrated experience working with law enforcement agencies, fisheries authorities, environmental regulatory bodies or regional and international organizations or donor-funded projects.

- Demonstrated experience in conducting policy research, preparing analytical reports and developing evidence-based policy recommendations.

- Knowledge of regional and international maritime security challenges, including organized transnational crime, illicit trafficking, maritime border security and IUU fishing.

- Knowledge of maritime domain awareness systems and their use in counter-IUUF operations.

- Knowledge of international maritime conventions and maritime security frameworks, such as the United Nations Convention on the Law of the Sea (UNCLOS) and environmental crime issues.

- Knowledge of Caribbean maritime governance and Regional Crime and Security Architecture will be an asset.

- Excellent analytical and problem-solving skills.

- Exceptional written, verbal communications and presentation skills.

- Ability to travel within the region as required.

- Ability to multi-task and handle a high volume of work and function in a fast-paced environment.
- Ability to effectively prioritize and execute tasks in a high-pressure environment.
- Ability to work well independently and collaboratively.
- Ability to maintain a high level of confidentiality.

LOCATION

This position will be based at CARICOM IMPACS' sub-agency, the Joint Regional Communications Centre (JRCC) in Barbados.

SUBMISSION OF APPLICATIONS

All applications must be received by CARICOM IMPACS no later than **30 NOVEMBER 2026** and **must include:**

- Nationality
- Work experience
- Educational qualifications
- Summary of professional skills
- **Contact information for three professional references who are familiar with the applicant's work or education**
- Any other relevant information

Please submit all applications to: **CARICOM IMPACS - Internal Vacancies**

IMPORTANT NOTICES

Online applications are strongly encouraged.

To facilitate the efficient processing of applications, applicants are kindly requested to submit their application only once through* one designated submission channel*. Please refrain from sending duplicate applications via multiple platforms or communication methods.

CARICOM IMPACS thanks all applicants interested in working at the Agency. However, ONLY shortlisted candidates will be contacted.