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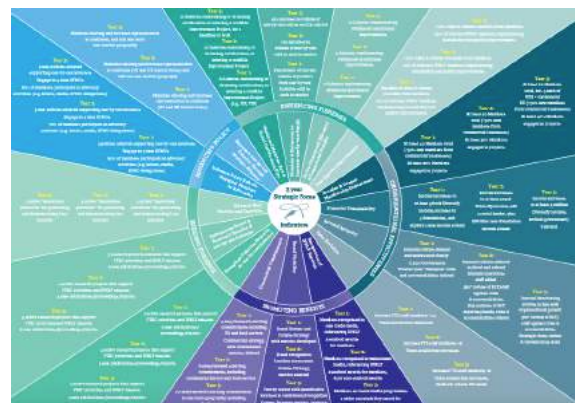
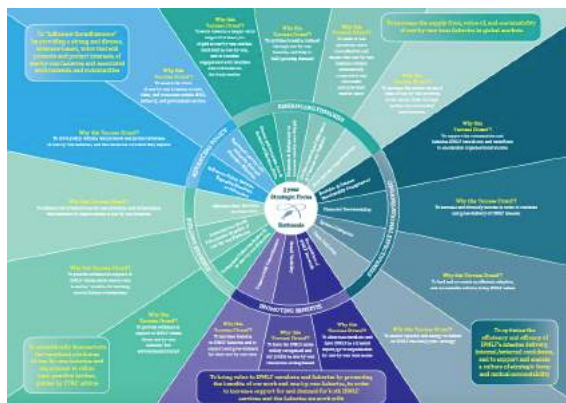


Welcome to the latest edition of the International Pole & Line Foundation's newsletter! We are delighted to share the outputs of our organisational effectiveness work including our three-year strategic focus and organisational values, as well as staff changes and a new position opening.

IPNLF values and mid-term strategy

In recent months, the [IPNLF team](#) have worked hard to define our three-year [Strategic Focus](#), directing where we will apply attention, energy and resources over the coming three years - and the kind of team, partnerships and projects we engage with. This has been agreed by the [Trustees](#) and executive [team](#) to give clarity on overall objectives and strategies, while maintaining appropriate flexibility to allow for adoption of new work beyond this focus if considered in line with [Vision, Mission, Values](#).

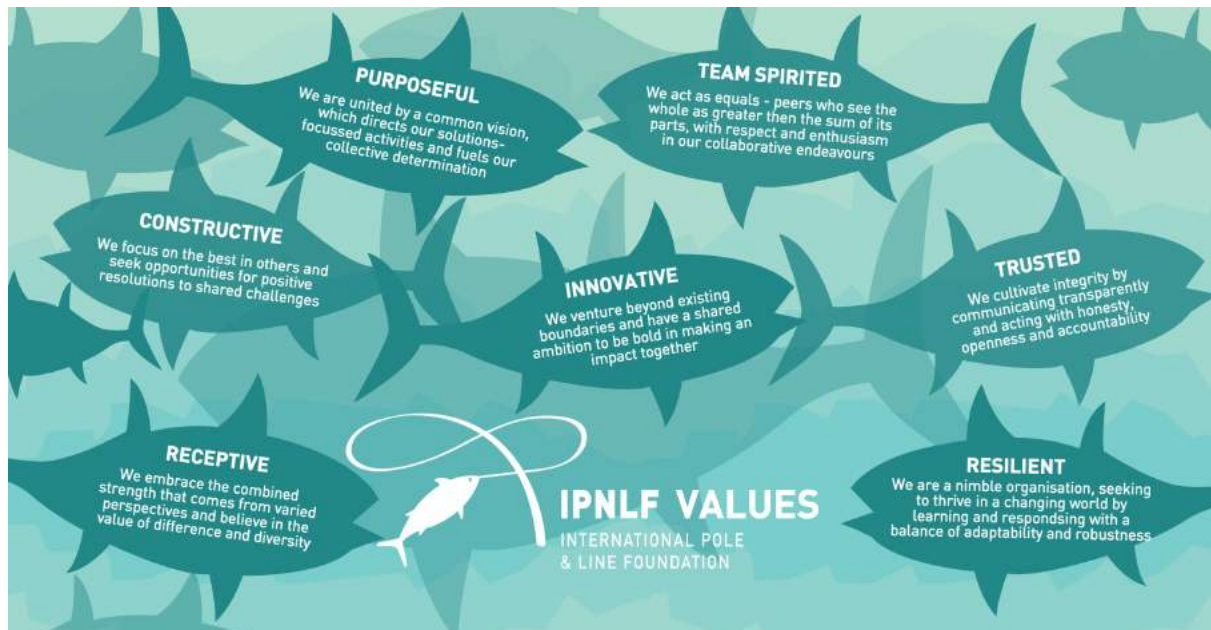
Our [Strategic Focus](#) is displayed via two 'Orbits' which cover 2016-17; 2017-18; 2018-19, and illustrates the five 'thematic areas' of work, our priority 'success strands', including a [rationale](#) for each, and the target [indicators of success](#) for years one, two and three.



Alongside the mid-term strategy we have also articulated our [IPNLF Values](#). These Values describe what we believe in, and act as guiding principles for how we interact with colleagues

describe what we believe in, and act as guiding principles for how we interact with colleagues internally and externally, and for how we approach our work.

[IPNLF Values](#) inform our strategies, and will act as a mechanism for improving our accountability and performance. We believe practicing our Values is fundamental to IPNLF's thriving community. We hope they provide our supporters and collaborators with a positive expectations of what to anticipate when engaging with IPNLF.



Big thanks go out to all of our team for the thought and time they have dedicated to creating this significant milestone for IPNLF, a young but growing organisation. Likewise the work has benefitted from the financial and insightful support of the [David & Lucile Packard Foundation](#), and expertise and facilitation of our consultant Chris Grieve of [Meridian Prime](#) – thank you!

We hope this focus provides our [Members](#), funders and partners with clarity on areas of mutual interest and shared aims, and we encourage other business collaborators to [join us](#) in these efforts and help contribute to a thriving future for coastal tuna fisheries.

IPNLF staffing changes

As we move forward in enacting our new strategy IPNLF is delighted to announce that [Martin Purves](#) has stepped into the role of [Managing Director](#), evolving from his original Fisheries Development Director position.

IPNLF is also pleased to welcome [Windy Rizki](#) to our Indonesia team as Projects Coordinator. Windy will support the Indonesian team and [AP2HI](#) with the Marine Stewardship Council certification process for Indonesia's one-by-one fisheries.

This month we also bid a fond farewell to our International Coordinating Director, [Emily Howgate](#) – who many of you know and has been with IPNLF over the last three years. Emily is heading overseas to travel, volunteer and explore. Read Emily's last IPNLF blog for her words of farewell.

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IPNLF are hiring!

To further strengthen our global impact, we are seeking to recruit a [Market Outreach Director](#) to support our work with supply chains and develop IPNLF membership further.

This senior management position will preferably be based at the IPNLF Head Office in London, although other commercial hubs for one-by-one fisheries in Europe will be considered.

For details, please see the [full role description](#) including responsibilities, activities and desired experience and skills. To apply for this role please contact info@ipnlf.org with a succinct CV and cover letter by **7th October 2016**.



International Pole & Line Foundation



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