

<b>Job Title:</b>	Senior Fisheries / Marine Biologist		
<b>Department:</b>	Natural Resources (Fisheries)	<b>Section:</b>	Scientific
<b>Reports to:</b>	Head of Fisheries Science		
<b>Grade:</b>	Falkland Islands Government Grade – B	<b>Job Code:</b>	
<b>Overall Purpose of the Role</b>			
To supervise and coordinate the work of the marine biology group in the Fisheries Department, with the primary objectives of providing research and data analyses of marine biota that support stock assessment and management advice for the Falkland Islands' commercial fishery species.			
<b>Main Accountabilities</b>			
<b>Leadership and management</b>			
<ul style="list-style-type: none"> <li>Supervise the work of Fisheries Department fisheries / marine biologists for the purpose of supporting the assessment of commercial fish, squid, and shellfish stocks, and providing appropriate management advice. The fisheries / marine biologist group comprises a finfish scientist, a cephalopod scientist, and a toothfish scientist. The senior fisheries / marine biologist may come from any of these three sub-specializations, but will have a broad overall perspective on the fisheries science work required by the Falkland Islands Government.</li> <li>Serve as line manager for the Scientific Officer (laboratory scientist), and provide supervision of the Scientific Officer's work.</li> <li>Coordinate with South Atlantic Laboratories Ltd., and possibly other service providers, on delivery of otolith and statolith ageing.</li> <li>Maintain the inventory of Fisheries Department laboratory equipment and supplies, and coordinate with the Agriculture Dept. Laboratory Scientist as needed for re-order of supplies.</li> </ul>			
<b>Research, analysis, and dissemination</b>			
<ul style="list-style-type: none"> <li>The post-holder will continue to fulfil the role of one of the finfish scientist, cephalopod scientist, or toothfish scientist sub-specializations, as described in the grade-C job descriptions of these roles. As applicable, the senior fisheries / marine biologist will work to promote interdisciplinary collaboration among the sub-specializations.</li> <li>In collaboration with the Head of Fisheries Science and other Fisheries Department staff, the post-holder will participate in the design and execution of research programmes, and particularly lead research in support of improved stock assessment and management.</li> <li>The post-holder will produce information on the fisheries and status of stocks for a wide audience. This includes papers for peer-review publication, conference presentations, reports for the fishing industry, for FIG, and other customers.</li> </ul>			

Person Specification:	Senior Fisheries / Marine Biologist		
Criteria	Essential	Desirable	Assessment Method
<b>Education and Qualifications</b>			
Qualified to a Ph.D. level in an appropriate fishery, marine biological or zoological discipline.	✓		A/I
A good publication record in peer-reviewed scientific literature (≥10 papers).	✓		A/I/O
Evidence of continuing personal scientific development.	✓		A/I/R
Basic Sea Survival /suitable at sea experience, or able to complete sea survival training upon request.		✓	A/I
<b>Knowledge, Skills &amp; Experience</b>			
At least 2 years post graduate (Ph.D.) experience working in fisheries biology and managing scientific projects.	✓		A/I/R
10 years+ of industry experience, including a minimum of 3 years in management, with evidence of advising decision makers on sustainably managed offshore finfish and skate fisheries.	✓		A/I/R
Ability to process, analyse, elucidate and solve a variety of fisheries science issues, including age and growth, reproductive, and population biology of offshore finfish and skate and ecosystem processes.	✓		I/R
Proven technical expertise and substantial experience in fish ageing techniques using otoliths and other growth increment-bearing structures, or cephalopod ageing using statoliths.	✓		A/I/R
Substantial experience in offshore finfish, skate or squid demographic studies including genetics.	✓		A/I
Good understanding of Fisheries Management and scientific advisory processes.	✓		A/I/R
Excellent communication skills to convey complex biological and ecological concepts and facts in English to a variety of audiences (technical and non-technical), including Fishery Managers, Scientific meetings, Government, Fishing Companies, Fishing industry (Captains and Crew), the general public and to secondary and primary pupils.	✓		A/I/R
Excellent drafting skills, including proven experience in writing scientific papers and the ability to write clear, concise and relatable work-oriented material such as Government and departmental reports.	✓		A/I/R
High level of competence with modern statistical methods.	✓		A/I/R
High level of computer literacy including ability to work with databases, Microsoft applications, statistical programmes.	✓		A/I

Person Specification:	Senior Fisheries / Marine Biologist		
Criteria	Essential	Desirable	Assessment Method
<b>Knowledge, Skills &amp; Experience continued</b>			
Excellent research, project planning, work planning, personal organisation and time management skills and the ability to effectively plan, participate and lead research cruises, including managing on-board scientific programmes, logistics and vessel activities.	✓		A/I/R
Strong interpersonal skills and evidence of an ability to successfully manage relationships with stakeholders, multi-disciplinary team members and collaborators, and colleagues with a people-centred approach to business and work.	✓		I/R
Ability to be flexible and adapt to changing research needs and field conditions.	✓		I/R
Versatility to effectively combine self-management and self-support when working alone and whilst being a productive team member.	✓		I/R
Well-developed analytical and systematic problem-solving skills, demonstrating sound reasoning abilities and logical decision making.	✓		A/I/R
Ability to mentor, supervise and advise fishery observers and scientists.	✓		A/I/R
Experience of managing and supervising others.	✓		A/I/R
Ability to analyse large datasets using gridding, contouring and surface mapping software.		✓	A/I/R
Experience in fisheries data analysis.		✓	A/I
Good knowledge of Falkland Fisheries issues in order to provide advice and support to industry.		✓	A/I
Foreign language abilities, especially Spanish.		✓	A/I
<b>Personal Attributes</b>			
High level of integrity, accountability and credibility.	✓		I/R
Flexibility and the willingness to take on new/additional tasks.	✓		I/R
Adaptability and quick learner.	✓		I/R
Capacity to undertake out of hours and weekend working.	✓		I/R
Align with FIGs Core Values – Diverse, Professional, Resilient & Resourceful.	✓		A/I/R
<b>Note to Applicants:</b> Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

**Method of assessment:** A - Application Form    I - Selection Interview    R – Reference    O - Other