



Job Description

Post: Fisheries Research Scientist

Department/Region: Science & Standards

Location: London, UK

Purpose of post:

To support best practice in research and data processing for the Strategic Research team and provide research support for complex data manipulation and analyses to the Science & Standards teams. This role supports the Strategic Research team in strategic research and performance evaluations of the MSC programme, using streamlined data processing workflows, linking across internal and external databases, following well-recognised principles of open, reproducible and transparent science, as prioritized through a Research Strategy.

The post-holder will contribute to the scientific credibility of the MSC through the production of scientific outputs and data visualisations to be used by external and internal audiences.

Line Relationships

Key Work Relationships

Authority Limits

Responsible to:

Senior Scientist

Responsible for:

None at the moment

Internal:

- Strategic Research team
- Global Accessibility team
- Fisheries team
- Global Communications team.
- Commercial and Outreach teams

External:

- Data managers in fisheries scientific advisory bodies and international agencies such as the UN FAO (United Nations Food and Agriculture Organisation)
- Fisheries research and stock assessment scientists

- Level 4 post
- Financial delegations in accordance with Financial Handbook

Contractual Terms (UK)		Benefits (UK)	
Contract type:	Fixed term (22 months)	Annual leave:	25 days
Probation:	6 months	Pension:	After 3 months, Tier 1 (3% contribution from employer & 5% employee). On successful completion of probation, Tier 2 (9% employer & 6% employee); choice of salary sacrifice
Notice:	3 months	Other benefits:	4x death in service insurance
Working hours:	35 per week	Working time	Monday – Friday; 09:00 – 17:00
<p>The MSC supports flexible working, so the pattern of hours may vary according to operational and personal needs. The MSC works across different time zones so evening or weekend work and/or some international travel and overnight stays may be required occasionally. No overtime is payable, however under certain circumstances time off in lieu may be granted.</p>			

Key Responsibilities

Research and Analysis

- Conduct analyses and original research to inform the MSC's impact evaluation and strategic project developments.
- Draw on external stock assessment and fisheries research to test hypotheses about expected changes in MSC certified fisheries.
- In close collaboration with the Data and Digital team improve, where needed, the stock assessment data workflow, supporting replicable and well-documented processes for importing, processing and analyzing external fisheries information in combination with internal MSC datasets, based on best practice in open, reproducible science.
- Acquire familiarity with published literature and learning about the MSC's programme functioning, governance structures, Science & Standards team and internal Data Warehouse.

Training:

- Support team members in understanding technical details of the analyses performed and, as needed, provide technical mentoring (e.g. in understanding how best to use fisheries data through the improved workflow mentioned above).

Internal Collaboration:

- Contribute to the work of all Standards' teams and provide advice and support to colleagues as required and when compatible with the final deliverables, including support in data analyses and generating data visualisations for communication purposes.

Science Communication:

- Produce content for future MSC impact evaluations, peer-reviewed scientific papers, and presentations at national and international meetings and conferences.

Note

No job description can be entirely comprehensive and the jobholder will be expected to carry out such other duties as may be required from time to time and are broadly consistent with the job description and status of the post within the organisation.

You will be expected to carry out all duties in the context of and in compliance with the MSC's Equality & Diversity and Health & Safety policies.

Person Specification

Required Attributes

Technical Skills, Qualifications & Experience

- PhD or equivalent experience in marine sciences is essential.
- Proven experience in complex data manipulations and statistical analyses, including a good understanding of stock assessment modelling, required.
- Good understanding of fisheries management and scientific advisory processes.

	<ul style="list-style-type: none"> • Well-developed IT skills, including confident use of MS Office products; R statistical software and strong coding required. • Confident using spatial data analytical and geographic information system mapping tools desirable.
Stakeholder Oriented	<ul style="list-style-type: none"> • Evidence of an ability to successfully manage relationships with stakeholders, collaborators, and colleagues with a people-centred approach to business and work essential.
Organisational and Management	<ul style="list-style-type: none"> • Versatility to combine self-management and self-support when working alone with productive team membership. • Excellent project planning, work planning, personal organisation and time management skills.
Communications	<ul style="list-style-type: none"> • Excellent verbal and written communication skills in English. • Proven experience in writing scientific papers that will be peer-reviewed. • Previous experience in preparing and delivering presentations. • Excellent communication skills with a diverse range of people including senior staff in diverse stakeholder groups (e.g., industry, institutions).
Personal attributes	<ul style="list-style-type: none"> • Well-developed analytical and systematic problem-solving skills, demonstrating sound reasoning abilities and logical decision making. • Interpersonal skills with an ability to work with people at all levels and motivate others. • Strong research techniques, with a desire to work collaboratively with colleagues and other stakeholders. • High level of integrity, accountability and credibility. • Demonstratable cultural awareness and sensitivity to the diversity of values, views and approaches to issues relevant to the MSC programme by stakeholders around the world. • Willingness and enthusiasm to contribute to MSC-wide responsibilities and development, where appropriate, in pursuit of the MSC's mission and vision.
Circumstances	<ul style="list-style-type: none"> • Weekend work and regular domestic and international travel may be required.

Job Description Agreement	
Chief Operating Officer's Signature:	Date:
Job Holder's Signature:	Date: