**Seaweed Nursery Technician - Job Description**

**1. Job Details**

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| Job Title: | Seaweed Nursery Technician | Job Family: | Technical & Experimental |
| Line Manager: | Seaweed Nursery Technical Lead | Grade Range: | 3 |
| Full time/Part time: | Full Time – 37 hrs per week | Duration of Appointment: | Fixed Term - 12 months |

**2. Job Purpose**

Supported by the Seaweed Nursery Technical Lead, this person will assist in essential seaweed nursery activities and work within the seaweed nursery team on a day-to-day basis. You will be assisting in the operational activities of the nursery, including aquarium maintenance and macroalgae propagation to ensure commercial and internal seaweed orders/ targets are achieved.

The Seaweed Nursery is a critical resource to SAMS position as a centre of excellence in seaweed farming science and application in the UK, Europe and world-wide. This role is pivotal to the ongoing success of Seaweed at SAMS.

Working collaboratively with Enterprise and Research colleagues these duties include but are not limited to: Assisting in sporulation events and macroalgae propagation, aquarium maintenance (e.g., tank disinfection, aquaria construction, water sampling), consumable stock management, general laboratory work and additional SAMS seaweed related activities when required.

The post holder will support technical activities for seeding products and biobank activities. Additional taskings, within scope, may be required from time to time.

This role sits within SAMS Enterprise which is the wholly owned commercial arm of the Scottish Association for Marine Science (SAMS).

**3. Main Responsibilities**

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| *Responsibility Areas* | *Approx. %*  *of time* | |
| Nursery Activities –   * With minimal supervision, maintain a section of Nursery. seaweed strains, ensuring timely subculturing and Quality Assurance (QA) documentation. * Hands on assistance of day-to-day operations in Nursery. * Assisting in sporulation events and macroalgae propagation, * Aquarium maintenance/ development (e.g., tank disinfection, aquaria construction, water sampling). * Consumable stock management and general laboratory work * Prioritise work load in professional and diplomatic manner. | 90 | |
| Other tasks within scope when required – e.g., ranging from seaweed farm activities, fertile material collection, seaweed research projects | 10 | |
| Be pro-active in the management of SAMS Health & Safety procedures | Ongoing | |

**4. Planning and Organising**

* With guidance from Seaweed Nursery Technical Lead, ability to manage own work area once up and running, operating independently with the ability to manage daily requirements as well as plan in advance for the new week ahead.
* Adhere to SOPs and highlight improvement actions to supervisor when required.
* Maintain efficient stock holding of consumables.
* Ability and willingness to adapt to requirements of the role, including technical aspects of aquarium and laboratory duties.
* Along with Seaweed Nursery Technical Lead, ensure that there is always cover within the facility. (This will mean taking into account planned absences such as training, holiday, meetings etc).

**5. Problem-Solving**

* A proactive and methodical approach to problem solving, ensuring all tasks are completed in a timely manner, particularly commercial contracts – to do this you will need to be organised, proactive and able to prioritise/reprioritise tasks.
* Resolve quickly any lab equipment or aquarium equipment blocking or not working – consult with others or troubleshoot to find solution.
* Maintain and develop services within the seaweed nursery.
* With support from Seaweed Nursery Technical Lead, deciding on culture maintenance strategies when strains growing poorly.

**6. Decision-Making**

* Ability to make decisions within own work area independently and efficiently based on experience and understanding of best practice, including liaison with team for support and guidance, where required.
* Able to prioritise workload and resource utilisation.
* Able to resolve any problems with lab equipment or analytical machinery blocking or not working – consult with others or troubleshoot to find solution.
* Deciding on culture maintenance strategies when strains growing poorly.
* Able to follow procedures including application of any strict protocols in certain areas of work.

**7. Key Contacts/Relationships**

*Internally at SAMS:*

* Build a network of internal stakeholders among research, education, enterprise and facilities.
* Liaison with SAMS Culture Collection colleagues.

*Externally to SAMS:*

* Stakeholders – working with Enterprise team engage with industry and research.
* Consultation with service providers and suppliers.

**8. Knowledge, Skills and Experience needed for the Job**

* BSc Degree in relevant subject matter or significant experience in a relevant technical or scientific role – essential.
* Laboratory experience gained within a relevant discipline in either commercial or research spheres – essential
* Experience of algal culturing techniques and/or microbiological experience – desirable
* Experience of working with aquaculture tank systems – desirable
* Developed understanding of health and safety regulations and procedures – desirable.
* Communication skills – excellent professional communication skills are essential, both written and verbal.
* Computer literacy.
* Willingness to support other Enterprise activities.
* Additional specific training required will be provided to successful candidate.

**9. Dimensions – Scope of role**

* Liaising with the Enterprise team and wider SAMS seaweed group on a daily basis.
* With training, develop yourself to become competent and be responsible in maintaining a section of macroalgae cultures and proactive planning of subculturing schedule.
* Assist in the maintenance/development of the seaweed nursery aquarium, contributing to the successful fulfilment of commercial and research projects.
* Contribute to the development of SAMS seaweed activities across Enterprise, Research and Education.

[WHAT SAMS CAN OFFER YOU (please right click and select ‘open in new tab’)](https://vimeo.com/411370772)

Our Values and culture

We strive to be a world-class marine science enterprise that underpins regional, national, and international policy, and societal action to secure healthy and sustainable oceans.

As a workforce, we have a strong family and team culture, helping each other to achieve our goals.

Remuneration

We offer a competitive salary and pension as well as employee benefits package. We also have a number of supportive policies to assist absence, family, and other leave types.

Career Goals

SAMS provides a supportive learning and career growth environment for those looking for that next step in their career or upskill in the workplace. This may be through opportunities to develop techniques, learn more about the science objectives for the group, gain some tutorial opportunities, as well as attend meetings and CPD events.

We’ll provide you with a good start as you join SAMS

SAMS provides an excellent induction which is a great introduction to the organisation, the facilities, your department and team, and provides that support that you need over the early months joining a new organisation. We will also provide you with office space, computing equipment and ensure this is ready for you on your first day of work.

Employee Benefits

In addition to a general remuneration package which includes a generous salary, pension, and sickness absence policy, we offer a number of employee benefits to our staff, some of which are listed below:

* Flexible & Hybrid working arrangements (up to 2 days working from home)
* Purchase of additional annual leave – up to 20 days per annum
* Access to shopping discounts as well as local shop and leisure discounted memberships
* Cycle to work scheme
* Purchase of technology
* Payroll Giving
* Salary Sacrifice – pensions
* Access to wellbeing portals which provide support for mental health, nutrition and fitness and GP referral scheme
* Occupational health support
* Welfare support on site
* Access to CBT sessions
* Sabbatical scheme
* A number of training and development courses to assist you with your career development – leadership, coaching and mentoring.

SAMS’ commitment to gender equality has been recognised, as our institute was presented with an Athena SWAN (Scientific Women’s Academic Network) Bronze Award. SAMS is currently working towards a silver award.

SAMS have received a Bronze Award through the Armed Forces Covenant Employer Recognition Scheme. We recognise the contribution that Service personnel, reservists, veterans, the cadet movement, and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant through Education, training, and employment of veterans and Service spouses.

As an Academic Partner of the University of the Highlands & Islands (UHI), SAMS is designated as an educational establishment and subject to the provisions of the Protection of Children (Scotland) Act. Certain roles may be subject to a satisfactory check by Disclosure (Scotland) as a condition of their appointment.

Applications must include CV and Cover Letter and should be sent electronically to [recruitment@sams.ac.uk](mailto:recruitment@sams.ac.uk) quoting Job Ref. ‘SE1/23.RM’ in the subject line.

The closing date for applications is Friday 23rd June 2023

Interviews will be held by mid-July 2023

*Please note, we prefer to contact referees prior to interview*

Guidance for Applicants

Candidates must have the rights to work in the UK.

Your application – what are we looking for?

We are looking for a full CV – please remember to document all your relevant work experience, listed with the most recent first. You should also include your educational achievements with you most recent qualification first.  You should include skills and competencies gained from previous employment or education. This should be specific to the job description.  Also, please include details of two referees, one referee at least from your current role, who we may contact if invited for interview.

We enjoy reading cover letters and these are an important part of the application. In the letter, connect your past accomplishments with the requirements listed in the job description. Focus on your most relevant experience, qualifications, and skills. Where possible, quantify your accomplishments with facts and data.

 Useful links

* [How to write a flawless cover letter](https://career-advice.jobs.ac.uk/cv-and-cover-letter-advice/how-to-write-a-flawless-cover-letter-in-2020/) (please right click and select open in new tab)
* [How to write a CV](https://www.reed.co.uk/career-advice/how-to-write-a-cv/) (please right click and select open in new tab)

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