

**PDRA in Seaweed Resource Policy & Management**

**Job Description**

**1. Job Details**

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| Job Title: | PDRA in Seaweed Resource Policy & Management | Department: | Science |
| Line Manager: | PI and Head of SAMS-UNU Institutional Programme | Grade: | 5 |
| Full Time/Part Time: | Full Time – 37 hrs per week (Monday to Friday) | Duration of Appointment: | 24 months |

**2. Job Purpose**

* Assist Lead Principal Investigator (PI) in delivering the DEFRA-Global Centre on Biodiversity for Climate (GCBC) funded Global Seaweed-SUPERSTAR programme, through a direct contribution to Work Package 3 (WP3) – Seaweed Resource Policy & Management, and a close interaction with Natural History Museum (NHM), London based WP1 and University of Malaya, Malaysia-based WP2 activities.
* Complete all deliverables (see section 3) and publish research findings in high impact journals.
* Represent SAMS at national and international conferences and workshops.

**GCBC Announcement of Grant Funding can be viewed** [**here**](https://www.gcbc.org.uk/grant-announcement-unlocking-the-potential-of-nature-to-deliver-climate-solutions-and-improve-livelihoods/)

**3. Main Responsibilities**

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| |  |  | | --- | --- | | *Responsibility Areas* | *Approx. %*  *of time* | | Review of existing seaweed-related legislative frameworks in support of protection, enhancing climate resilience and biodiversity enhancement.  Determination of the efficacy of management practices currently employed by the seaweed industry and indigenous peoples and local communities (IPLCs).  Assist PDRA at Uni of Malaya to develop a Knowledge, Attitude and Practice (KAP) questionnaire related to seaweed-related legislative frameworks in support of protection, enhancing climate resilience and biodiversity enhancement and social economic assessment.  Assist PDRA at Uni of Malaya to develop risk-based farm management protocols to protect and enhance biodiversity.  Assist PDRA at Uni of Malaya to analyse data collected from biodiversity-related fieldwork in Sabah, Malaysia.  Conduct socio-economic assessment of the scalability, social acceptability, economic viability and replicability for the proposed management practices in other countries throughout SE Asia.  Along with others, contribute to the writing of the Global Seaweed Strategy. | 60 | | Present and discuss findings at regular partner project meetings and decide next steps. | 5 | | Assist in the preparation of reports, protocols and training material as specified by SUPERSTAR programme, including text for the Global Seaweed Strategy. | 10 | | Prepare and present oral presentations at international conferences in Malaysia, Canada and France, acting as an ambassador for GS-SUPERSTAR and SAMS. | 5 | | Publish research in high impact journals (approx. 1-2 papers per annum) and contribute to report on ‘the State of the World’s Seaweeds’, a bilingual pictorial guide for seaweed habitat restoration using cultured stocks, Global Policy brief and national policy brief to support global strategy.  Contribute IP protection, whenever appropriate. | 20 | | Be pro-active in the application and development of SAMS Health and Safety Procedures. | Ongoing | |  |

**4. Planning and Organising**

* Plan and organise high quality research and liaise with other SUPERSTAR partners (UK and Malaysia) on all aspects regarding own responsibility areas of project. Liaise with project partners timetabling trips to overseas partners.
* Assess project resource requirements, where necessary delegating maintenance and equipment purchases.
* Plan publication output - determining target journals, writing manuscripts and organising their publication in collaboration with co-authors.
* Present current research in specified conferences and workshops during the Programme.
* Where time allows, assist with gathering information for PI future grant rounds.

**5. Problem-Solving**

**•** Able to meet objectives within deadlines outlined in the SUPERSTAR proposal and participating in regular meetings and follow up on actions/queries raised.

* Solve problems encountered during the research phase, seeking advice from specialists when needed.

• Present any encountered problems to partners diplomatically, having already discussed and determined a possible appropriate solution with peers.

**6. Decision-Making**

* Set up project design and experimental execution to meet SUPERSTAR objectives.
* In collaboration with others, both at SAMS and funding partners, prioritise own research to achieve a project plan.
* Be self-motivated and able to work without close supervision.

**7. Key Contacts/Relationships**

• Contact with SAMS colleagues and project partners; Representing SAMS and SUPERSTAR at local, national and international meetings is a key component of the post.

* Discuss experimental findings and new ideas with scientific researchers, programme collaborators and members of industry; to develop our respective research knowledge, agendas and future collaborations.

• Work in synchrony with other PDRAs, the communications team and members of the facilities team to ensure all necessary experimental facilities, project promotion and experimentation run smoothly.

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

Qualifications:

* PhD in an agri- or marine plant/seaweed research area or related field (essential)
* Successful prior involvement in research projects. Experience in the publication of scientific research articles in high impact journals (essential)

Relevant experience

* Scientific understanding of one or more of the following areas (ess):
  + Marine plant/seaweed aquaculture or conservation management/enhancement
  + Environmental/conservation legislation/policy
  + Social-economic assessment

General Skills

* Ability to work independently and as part of an interdisciplinary and multi-cultural team (ess)
* Ability and willingness to learn new skills (ess)
* Some experience of supervising/mentoring students (des)
* Excellent interpersonal skills (ess)
* Excellent communicator in English, orally and in writing (ess)
* Willingness to travel to international meetings and for short trips (up to 3 weeks) to collaborating partners in Malaysia (ess)
* Excellent time management and organisational skills (at project level) (ess)

Commercial skills

* With coaching from PI, learn how to research and contribution to future income opportunities resulting from SUPERSTAR research for knowledge transfer and research commercialization.
* Some understanding of IP protection (desirable)

**9. Dimensions – Scope of role**

* Desk and field-based research, networking activities (at UK, European and international scale).
* Publish in high impact journals – 1-2 papers per annum.
* See General Skills above (section 8)

**10. Any other relevant information**

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed**.** If the normal duties of the post include going to sea (apart from small boats e.g. RHIB's) the applicant must be able to obtain the ENG1 medical certification and complete the STCW 95 Personal Survival Techniques training.

[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 Youth Friendly Employer Badge 2023 – Bronze 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. ‘D37/23.EC’ in the subject line.

The closing date for applications is Monday 26th February 2024.

Interviews to be held in March 2024.

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

Guidance for Applicants

Candidates requiring skilled worker sponsorship, should read the Home Office guidance, to ensure they meet the eligibility criteria before applying - [Skilled Worker visa: Overview - GOV.UK (www.gov.uk)](https://www.gov.uk/skilled-worker-visa)

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 your 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)

