**Seaweed Farm Manager**

**Job Description**

**1. Job Details**

|  |  |  |  |
| --- | --- | --- | --- |
| Job Title:  | Seaweed Farm Manager | Department: | Technical Support |
| Line Manager: | Senior Support Scientist - Sustainable Aquaculture & Ecology | Grade: | 4/5 |
| Full Time/Part Time: | Full Time (37hrs per week) | Duration of Appointment: | 2-year fixed term in the first instance. |

**2. Job Purpose**

* To support at-sea and shore-based elements of SAMS seaweed farm research, including seaweed farm infrastructure monitoring and maintenance, monitoring of growth performance, and organization of key farming operations e.g. deployments and harvesting.
* Responsible for regulatory checks and licensing of SAMS seaweed farms.
* Support the development and improvement of the seaweed farm infrastructure to better support research activities including accurate record keeping and the development of farm SOPs.
* Assist the Seaweed Nursery Manager to cultivate seaweed lines for both research and commercial projects.

**3. Main Responsibilities**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |
| --- | --- |
| *Responsibility Areas* | *Approx. % of time* |
| Undertaking planned works at sea and on shore to maintain SAMS seaweed farm infrastructure, including supporting the collection of monitoring data to determine growth performance and environmental conditions. | 30 |
| Supporting cultivation of seaweed material in SAMS seaweed nursery. | 30 |
| Accurate record keeping of inspection and maintenance activities, as well as monitoring data collected from cultivation sites. | 20 |
| To support the development and improvement of SAMS seaweed farm infrastructure including making improvements to farm processes e.g. production of farm Standard Operating Procedures (SOPs). | 10 |
| Undertake required regulatory checks and ensure compliance with license conditions are maintained for all SAMS seaweed farm activities. | 10 |
| Be pro-active in the application of SAMS Health and Safety Procedures. | Ongoing |

 |  |

**4. Planning and Organising**

* Organising a clear annual programme of work and monitoring activities for the seaweed farm to ensure appropriate resources are available and in place.
* Adjusting plans, prioritisation and re-organisation of work schedules around environmental constraints such as tides and weather, whilst understanding time limitations of cultivation cycles for successful seaweed cultivation at sea.
* Working with others to ensure SAMS meets its legal requirements linked to the licenses of both seaweed farms.
* Develop and maintain the standard operating procedures linked to the farms with support from the seaweed farm manager and other relevant staff.
* Ensure that appropriate licenses are held and maintained for SAMS seaweed farm activities.

**5. Problem-Solving**

* Maintenance/repair and troubleshooting of seaweed farm infrastructure, identifying opportunities for improvement and deployment.
* Organising sufficient stocks of scientific supplies and other consumables to support infrastructure work.

**6. Decision-Making**

* Assessing best approach for farm infrastructure design, implementing any required changes
* Calculate the volume of consumables and equipment required for seaweed farm operations, working to a budget.

**7. Key Contacts/Relationships** (in addition to your line manager)

* SAMS Seaweed Nursery Manager.
* Principal Investigators (PIs), PDRAs and support staff with research interests and involvement in seaweed farm operations
* Liaising with SAMS Enterprise to discuss and develop commercial considerations.
* Representatives from Marine Scotland, Crown Estate Scotland and Argyll & Bute Council for regulation and licensing of activities.

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

* Ideally educated to BSc level in biology, mechanical engineering, environmental science or related discipline.
* Experience in deploying and maintaining aquaculture mooring infrastructure (e.g. mussel long lines or similar), with practical hands-on experience in handling lines and troubleshooting problems in the field.
* Experience of seaweed farming.
* Experience in working at sea from small boats (RHIBs).
* Commercially endorsed small vessel skipper qualification is desirable; such as *RYA Advanced Powerboat Certificate of Competence*, or *RYA Yachtmaster Coastal Certificate of Competence*, although training will be offered if candidate does currently hold qualification.
* Good data recording and record keeping.
* Good computing skills in all standard Microsoft office software packages.
* Experience or willingness to engage with licensing processes for the seaweed farm.
* Proactive approach and ability to work independently.

**9. Dimensions – Scope of role**

* Provide support to Research & Enterprise in delivering cultivated seaweed material on annual cycles.
* To take a lead in maintaining, improving and developing seaweed farm infrastructure.
* Responsible for the safe running of at sea operations at SAMS seaweed farm.
* Responsible for ensuring adequate regulatory checks are undertaken and paperwork completed in a timely manner to retain seaweed farm licenses.
* Provide support to Seaweed Nursery Manager in the cultivation of seaweed material prior to deployment at farm site.

**10. Any other relevant information**

The level of responsibility will be adjusted depending on the grading of the successful candidate.

The post will be funded for 2 years initially. The post will be reviewed at the end of the 2 years to establish future requirements and funding available.

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 can SAMS offer you?](https://vimeo.com/411370772)

*Please right click and select ‘open in new tab’*

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.
* Free car parking
* Electric car charge points on-site

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

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 quoting Job Ref. ‘D07/24.CA’ in the subject line.

The closing date for applications is 14th June 2024.

Interviews to be held by late-June/early-July 2024.

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

Guidance for Applicants

We are unfortunately not able to provide visa sponsorship for this position.

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)



