

Job Title:	Fisheries Scientist (Toothfish) – Level 2		
Department:	Natural Resources (Fisheries)	Section:	Scientific
Reports to:	Head of Fisheries Science		
Grade:	Falkland Islands Government Grade – C	Job Code:	326FS2
Overall Purpose of the Role			
The post holder will be responsible for the co-ordination of age, growth and biological research on Patagonian Toothfish (<i>Dissostichus eleginoides</i>), with the goal of providing timely, effective and well informed management advice and recommendations to the Falkland Islands Government (FIG) in order to facilitate the effective management of this commercially exploited species on a long-term sustainable basis. The post holder will also be responsible for Marine Stewardship Council (MSC) certification targets.			
Main Accountabilities			
Research, analysis and advisory duties • Provide senior-level scientific oversight, in relation to all research carried out into the relevant species, ensuring scientific integrity in all deliverables. • Draft, review and refine scientific reports, work-plans, and proposals, ensuring clarity, accuracy, and strategic alignment with departmental and wider FIG goals. • Champion high-quality, data-driven decision-making, and integrate innovative approaches into research and project management methodologies. • Guide study design, field methodologies, and statistical analyses, setting best practices for fisheries assessments. • Provide robust scientific guidance and advice, to facilitate the effective management of this commercially targeted species on a long-term sustainable basis. This will include, but not be limited to: ❖ Conducting research into biology and ecology of the species to enable effective stock assessment, (including laboratory work, data analysis etc) with a special emphasis on age/growth studies. (This will involve co-ordinating with the Observer Co-ordinator for the effective collection of Patagonian Toothfish otoliths for annual age structure work and co-ordinating the processing of Patagonian Toothfish otoliths, their ageing, quantitative analysis as well as reporting according to best practice protocols for age and growth studies). ❖ Development as necessary of reference collections, and co-ordination of Toothfish otolith collection sharing and collaboration with other institutions (such as South Atlantic Environmental Research Institute - SAERI, Government of South Georgia & South Sandwich Islands - GSGSSI, British Antarctic Survey – BAS and Instituto De Fomento Pesquero - IFOP). ❖ Providing advice and recommendations to the Fisheries Management team regarding the sustainable management of targeted Toothfish fisheries; in particular advising on conservation measures as required. ❖ Analysing commercial and research cruise data and preparing and routinely publishing fisheries reports on the species around the Falkland Islands. ❖ Support wider team members in understanding technical details of the analysis performed and, as needed, provide technical mentoring (e.g. in understanding how best to use fisheries data).			

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Research, analysis and advisory duties continued

- **Management of the Patagonian Toothfish mark-recapture programme.** This will involve maintaining suitable training and collection protocols; the requisition of materials; monitoring that sufficient tags are deployed annually; and the entry of data and storage of samples from recaptured fish within the FIFD systems.
- **Produce annual age structure reports and other publications and presentations,** in collaboration with other departmental scientists.
- **Oversight of certification programs/standards,** such as the Marine Steward Council (MSC), when required, ensuring compliance, scientific contribution and development.
- **Present applied fisheries research** at a national and international level, promoting sustainable fisheries management science and create links with other Fisheries Institutions.
- **Research and monitor the development of inshore fisheries** as required.

Project Leadership & Management

- **Lead the design and planning of scientific projects in area of expertise,** ensuring alignment with departmental objectives and regulatory requirements.
- **Oversee complex, multi-disciplinary projects,** managing budgets, schedules, and deliverables to meet FIG expectations and industry standards.
- **Proactively identify risks and solutions,** ensuring scientific projects remain on track while maintaining scientific rigor and ensuring regulatory compliance.
- **Drive the successful execution of projects from inception to completion,** balancing scientific knowledge with technical excellence, whilst ensuring projects are completed within budget and timeline constraints.
- **Provide subject matter expert supervisory support** to other scientists and researchers working on research projects within the wider scientific team.
- **Lead, plan, and participate in research cruises.**

Collaboration, Communication and Mentoring

- **Mentor and develop other scientific staff,** fostering a culture of learning, innovation, and technical excellence.
- **Provide training/mentoring on best practices for study design, field assessments, regulatory compliance, and data interpretation,** to build team capacity.
- **Act as a resource for technical problem-solving,** supporting staff in navigating challenges and complex project requirements.
- **Collaborate with multidisciplinary research teams** as required.

General

- **Contribute to the work of wider team,** and provide advice and support to colleagues as necessary and when compatible with the final deliverables, including support in data analysis and generating data visualisations for communication purposes.
- **Stay current with technological and scientific advances.**
- **Deputise for Head of Fisheries Science** if required.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Additional Information

As a member of the Fisheries Science team you will carry out research into the biology and life cycle processes of the exploited Toothfish species working in collaboration with stock assessment colleagues.

The work conducted by this post holder will be central to the stock assessment of the Patagonian Toothfish and maintaining of the Toothfish MSC certification; an internationally recognized standard in fishery sustainability.

Additional biological studies on Toothfish will enhance the predictive power of stock assessments, and therefore improve management of this important fishery. Specific research will change as future toothfish research themes emerge.

Science collaboration among government and non-government agencies within the Falkland Islands (Department of Agriculture and Veterinary Services, FICS, SAERI, Falklands Conservation,)), and between FIG and international institutions (within Chile, South Africa, UK) has increase dramatically in recent times. As such, the postholder will play a key part in facilitating the effectiveness of such collaborations.

Person Specification:	Fisheries Scientist (Toothfish) - Level 2		
Criteria	Essential	Desirable	Assessment Method
Education and Qualifications			
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
Knowledge, Skills & Experience			
At least 2 years post graduate (Ph.D.) experience working in fisheries biology and managing scientific projects.	✓		A/I/R
At least 3 years' experience working as part of a Fishery Management team, with evidence of advising decision makers on sustainably managed 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 Toothfish and ecosystem processes.	✓		I/R
Proven technical expertise and substantial experience in Toothfish ageing techniques, including experience with extraction and processing of biological samples and the assessment of age, growth, mortality and reproduction in fish.	✓		A/I/R
Experience working in a Fisheries or zoological laboratory and a broad range of practical skills in the field.	✓		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).	✓		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
Numerate with solid data management skills (MS Access, Excel) and evidence of competencies undertaking statistical procedures using appropriate software (e.g. R software), as well as a 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:	Fisheries Scientist (Toothfish) - Level 2		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience continued			
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.		✓	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
Personal Attributes			
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
Note to Applicants: 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