



**ICES**

International Council for  
the Exploration of the Sea

**CIEM**

Conseil International pour  
l'Exploration de la Mer

## Vacancy for an “ecosystem integrated advice” Professional Officer in ICES

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**Applications are invited** for a post as Professional Officer to facilitate the development of integrated ecosystem and ecosystem overviews in the International Council for the Exploration of the Sea (ICES). The post is based at the Council’s headquarters in Copenhagen, Denmark.

### **Responsibilities of the post**

ICES wants to intensify its work on integrated assessments of the ICES eco-regions and use these to produce ecosystem overviews as integral parts of the annual advisory report. This is in response to interest from the recipients of ICES advice that ICES should move actively towards a stronger integration of ecosystem considerations in its advice, both on fisheries and on environmental matters. There are also expectations that ICES should have capacity to advise more comprehensively on marine environmental policy matters such as for example the EU Marine Strategy Framework Directive. A 3 year post will be established at the Secretariat to help the Science and Advisory Committees and their Expert Groups develop integrated assessments, ecosystem overviews and achieve better integration of ecosystem considerations, both in terms of ecosystem impacts on fisheries and fisheries impacts on ecosystems, into advice. To this end, the post should interface with the oceanographic and ecological units in the member states, such that e.g. relevant oceanographic and contaminants data and information and understanding can be integrated into advisory products.

The Professional Officer will report to the Head of the Science Programme and will:

- Assist the ICES Science Committee, especially the Steering Group on Regional Sea Programmes and the regional expert groups, in developing and implementing a framework for integrated assessments, and in producing ecosystem overviews,
- Assist the ICES Advisory committee in the development of integrated advice in respect of ecosystem impacts on fisheries, fisheries impacts on ecosystems and marine environmental policy,
- Facilitate and enhance ICES engagement in ocean observation systems,
- Liaise with the Regional Conventions regarding their needs for integrated ecosystem assessment and integrated advice needs.

### **Qualifications and experience**

The position seeks for a professional with a degree and extensive work experience from marine ecology and related environmental sciences and/or oceanography. Familiarity with ICES structure and work is essential and key to success.

- At least a PhD degree from a recognized university in a marine related science discipline or similar qualifications followed by at least five years professional experience;
- Experience in scientific analysis of fisheries data, ecosystem data and physical/biological oceanography and other environmental data.

- Ability to work in a team, with colleagues from a wide range of disciplines and with international agencies and partners, at all levels and at a broad strategic level;
- Excellent communication skills within a multi-national context, including discretion, diplomacy and tolerance;
- Fluency in both spoken and written English is essential, knowledge of another ICES language is an asset;
- Proactive, responsible and self-managed, creative and willing to take initiatives and actions, and continuously improvement-minded;
- Proven organizational skills;
- Excellent presentational skills;
- Transparency in working and a team-orientated work ethic;
- Commitment to deliver on allocated tasks and respond in a timely manner to deadlines.

## ICES

ICES is an intergovernmental organisation that coordinates and promotes marine research in the North Atlantic area and provides advice to competent authorities regarding marine management issues. Information about ICES is available at [www.ices.dk](http://www.ices.dk).

ICES advice and other scientific information are developed by expert groups and the Advisory Committee (ACOM) composed of scientists from ICES Member States. It is the Secretariat's task to service these groups and to provide quality assurance for the advisory reports. In this process, the professional officers are engaged in dialogue and cooperation with scientists, the clients for advice and stakeholders.

We can offer an international working environment with interactions with a large network of scientists, stakeholders with an interest in marine management, competent authorities and policy makers. The Professional Officer will have good opportunities to develop experience on the interface between science and policy and on how best available science can be identified and operationalised in advice to inform policy.

### Terms of appointment

The position will be limited to a three years term starting from spring 2012 and compensation will be commensurate to the experience of the successful candidate.

Members of the Secretariat enjoy the privileges and immunities to which they are deemed to be entitled in line with ICES as an Intergovernmental Organization and pursuant to the Host Agreement between the Government of Denmark and ICES. The ICES Staff Rules set out the conditions and principles of employment and the responsibilities of the staff of the ICES Secretariat. Benefits similar to those paid by UN organizations are also available for qualified staff members (e.g. installation, dependants' education, repatriation allowances, and home leave). A pension scheme, or alternatively an investment scheme, is available to which both the incumbent and the Council contribute. A health certificate will be expected.

### Applications

E-mail applications, including curriculum vitae and references, should be submitted to [applications@ices.dk](mailto:applications@ices.dk) **no later than 19<sup>th</sup> February 2012**. Additional information about the post may be obtained from the Head of the Science Programme, Adi Kellermann, [Adi.Kellermann@ices.dk](mailto:Adi.Kellermann@ices.dk)