



ICES

International Council for
the Exploration of the Sea

CIEM

Conseil International pour
l'Exploration de la Mer



SIIIECS

Strategic Initiative on Integration
of Early Career Scientists

SIIIECS Iceberg

exploring underneath the waves



**DECEMBER 2025
EDITION**

*An Introduction to SIIIECS and
your way in*

*Interesting research findings of
our ECS at ICES*

INTRODUCING

SIIECS Newsletter



SIIECS members at the ASC, 2024



Dear ECS,

Welcome to your SIIECS Newsletter!

In this last edition of the year, we are excited to share with you the most recent updates covering various topics relevant ECS within the SIIECS community. In this issue, you'll find a wealth of valuable information, ranging from interesting research findings of colleagues to upcoming events and opportunities.

December 2025



SIIECS Newsletter can also be viewed
on SIIECS webpage here

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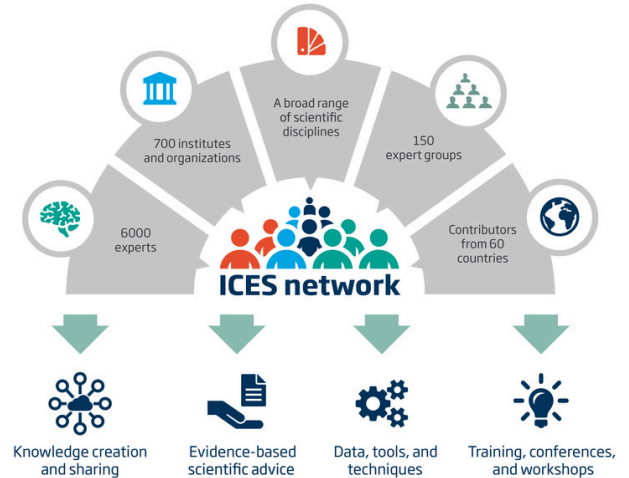
WHO ARE WE?



ICES
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Welcome to the world of ICES—the International Council for the Exploration of the Sea! At the heart of global marine science collaboration, ICES brings together early career scientists and experts from diverse backgrounds under the Strategic Initiative on Integration of Early Career Scientists (SIIIECS). As an intergovernmental organization, ICES focuses on advancing our scientific understanding of marine ecosystems. Its mission extends to providing essential advice on the sustainable use of our seas, ensuring that decisions affecting marine resources are grounded in robust scientific research. Through fostering interdisciplinary collaborations and promoting inclusivity, ICES stands as a beacon for scientists keen on navigating the depths of marine science and contributing to the shared goal of responsible ocean stewardship.



SIIIECS
Strategic Initiative on Integration
of Early Career Scientists



SIIIECS is for anyone who identifies as an early career scientist (ECS) and who wants to be involved in ICES activities. [Join us!](#)

SIIIECS aims to make ICES more visible and accessible to early career scientists from various disciplines and backgrounds. The activities of SIIIECS will improve the inclusion of ECS in ICES work and help ECS contribute to the overall goals of the organization. The initiative will also participate in ongoing efforts to enhance equity, diversity and inclusion in ICES.



ASC 2025 KLAIPĖDA UNIVERSITY

ICES ANNUAL SCIENCE EVENT TOOK PLACE IN LITHUANIA IN SEPTEMBER THIS YEAR

The ICES Annual Science Conference 2025 brings together leading marine scientists, policymakers, and industry experts to share the latest advances in ocean research. The event fosters international collaboration aimed at understanding and sustainably managing marine ecosystems.

The conference was held at Klaipėda University in the historic port city of Klaipėda, Lithuania, on the southeastern shore of the Baltic Sea. With its rich maritime heritage and strong marine-science community, Klaipėda provided an ideal setting for exploring the coastal and ocean-research themes central to the event.

Early career scientists attended and actively participated throughout the event, through presentations, posters and hosting networking sessions.

“ As an ECS the ICES ASC was an inspiring chance to share my work and feel genuinely included in the wider scientific community ”

ECRs & SIIIECS out in force:

ICES is a home for everyone with an interest in marine science. With the annual ECR keynote Lluçia Mascorda-Cabre, gave an in-depth look at offshore mussel farming and the role we as scientists have in developing and engaging in the policy development process.

There was also a networking session hosted by SIIIECS members and other ECRs, exploring philosophical concepts in marine science and aiming to act as self-reflection on where we are as a marine community and where we would like to go in the future. One of those conveners and a chair of SIIIECS Marta had this to say about the conference:

“Attending Annual Science Conference has become a yearly commitment for me as a researcher in marine science. At this conference, I have now hosted two sessions within different teams, and it is always a real pleasure to discuss science with the ICES community.”



Researchers here are open to being challenged and to challenging me, feeding my hunger for knowledge and helping me grow. Every year, several activities are organized for early-career scientists as a joint effort by the Strategic Initiative on the Integration of Early Career Scientists (SIIIECS) and the ICES Secretariat. The ICES ASC is one of those appointments that feeds my enthusiasm for science. I am happy to be part of the ICES community, as it feels like a community open to questions that can push scientific knowledge forward and to new perspectives that can enrich the community.”



Keynote speaker

Lluçia Mascorda-Cabre

University of Plymouth

Ropes to Reefs: A multi-trophic level approach to inform management and policy

Annual Science Conference ICES 2025

www.ices.dk/ICESASC25 | Share your science #ICESASC25





INTERDIS 2025

Photographs by Debbi Pedreschi

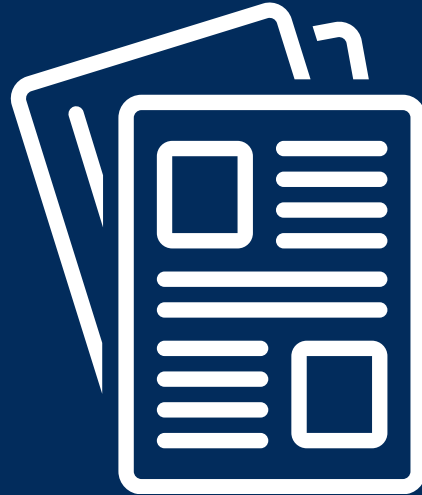


InterDis was a interactive combination of instructional learning, hands-on activities, and small collaborative projects. Lectures covered the basic knowledge pertaining to interdisciplinarity and the individual components of IEA.

Sarina Lincoln said about her experiences "As an early career researcher as part of Mission Atlantic, I really enjoyed being part of the InterDis25 program as it provided an opportunity to reflect on the IEA approach and learn from colleagues and other early career researchers who are equally as interested in interdisciplinary thinking applied to marine management. I thought it was a well designed program that provided a mixture of learning formats. It was especially wonderful to discuss important topics such as the science-policy interface with diverse experts in different fields amongst an equally diverse cohort of early career researchers! I feel privileged to have been invited to this program and I am looking forward to the next InterDis in years to come!



HOT OFF THE PRESS



This month, we'll share three publications associated with ECR's in the marine sector

Looking for more publications?

Find them on ICES website
here



Latest publications:



Guidelines for ensuring meaningful engagement of early career researchers in scientific collaborations: recommendations from and for marine and polar scientists Kaikkonen et al. 2025. ICES Journal of Marine Science, Volume 82, Issue 8, August 2025.

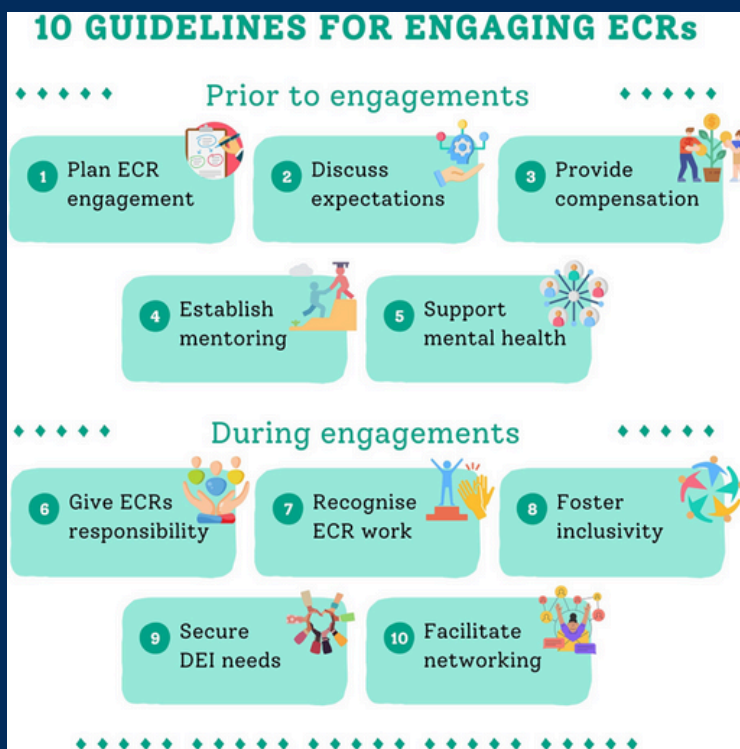


Early career researchers' recommendations on collaborative science using the Ross Sea as a case study. Lucà, Nancy et al. 2025. ICES Journal of Marine Science. 82. 10.1093/icesjms/fsaf099.



A roadmap for designing a virtual interface to explore a digital twin of the oceans for marine ecosystems monitoring. Clavel-Henry, M. et al 2025. Ecological Informatics. 92. 103483. 10.1016/j.ecoinf.2025.103483.

Guidelines for ensuring meaningful engagement of early career researchers in scientific collaborations: recommendations from and for marine and polar scientists



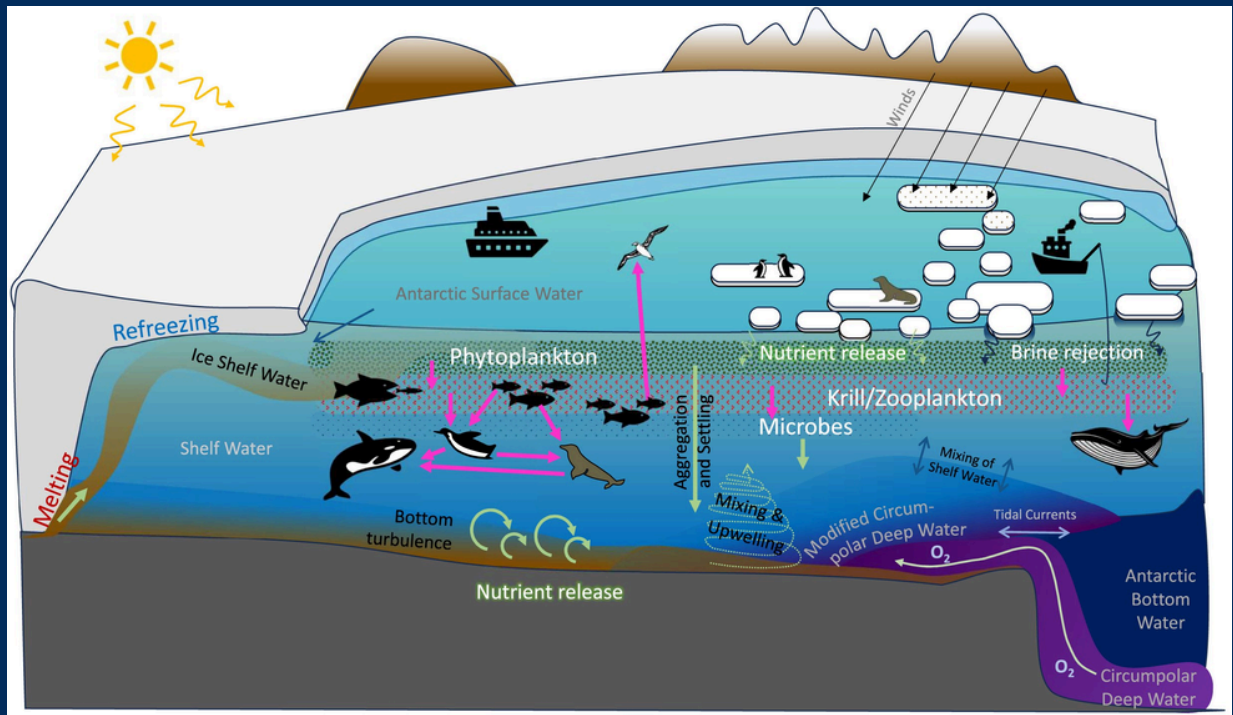
Ten guidelines for improving meaningful engagement with marine and polar early career researchers (ECRs) in scientific collaborations.

There is an increasing recognition of the importance of involving early career researchers (ECRs) in scientific positions of trust within national and international organizations, collaborative research projects, networks, and working groups. While the inclusion of ECRs in positions traditionally dominated by more established scientists is a welcome development to increase diversity, equity and inclusion in science, ECRs are often brought into different processes without consideration of the differences in career stages and unfamiliarity of newcomers to projects and processes. These challenges are particularly felt by ECRs with multiple disadvantaged statuses or identities (e.g. ECRs from ethnic minorities, the Global South, and those with caring responsibilities). This paper presents ten guidelines prepared as a participatory process of 12 marine and polar science early career networks, aiming to provide a comprehensive framework for various stakeholders involved in the academic and research ecosystem to improve ECR engagement in collaborations and institutional processes. These guidelines are intended to be adaptable to various contexts, ensuring that all those engaging with ECRs can effectively support their development and well-being. By following these guidelines, members of the scientific community and associated organizations can contribute to a nurturing and productive working environment that benefits the entire research community. This, in turn, will contribute to the long-term success of individual researchers, their institutions, and ultimately science itself.



Read more about this interesting publication

Early career researchers' recommendations on collaborative science using the Ross Sea as a case study



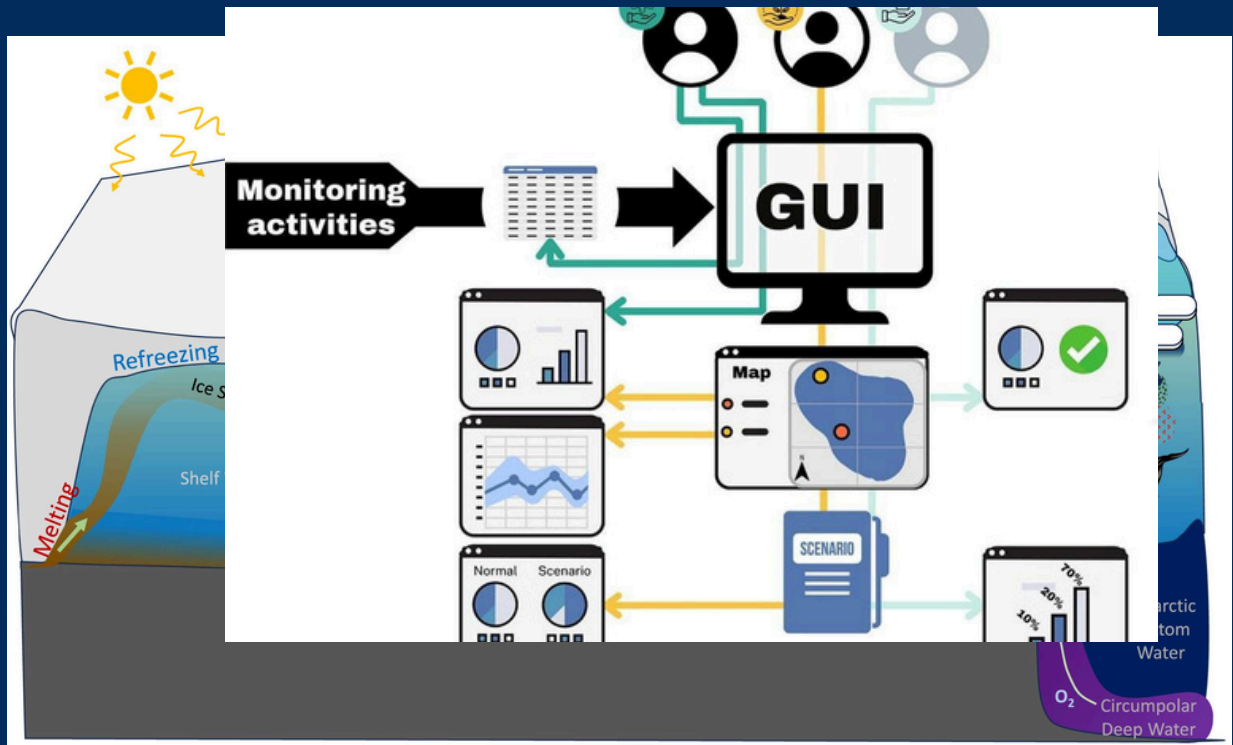
interconnected physical, biogeochemical, and biological processes in the Ross Sea region

This study highlights the vital role of Early Career Researchers (ECRs) and international collaboration in driving forward multidisciplinary research and innovative strategies for sustained observations and monitoring of our environment, including polar regions such as the Ross Sea. The Ross Sea region is recognized as crucial for global climate regulation and biodiversity and serves as a natural laboratory for studying the interconnected effects of climate change on the marine ecosystem. Through the lens of the Ross Sea, we discuss the importance of collaborative planning, the logistical challenges, and the integration of diverse methodologies essential for effective long-term monitoring. Furthermore, we identify the need for sustained funding, support, and career stability for ECRs, reinforced by collection of personal statements by ECRs participated in Ross Sea research. In addition, adopting FAIR data principles fosters global collaboration and knowledge exchange with particular benefit to ECRs. Having experienced a successful collaboration between national monitoring programs, we discuss the potential for a “network of networks,” which underscores the power of international cooperation in bridging observational gaps and enhancing collective responses to climate change and biodiversity loss. This study contributes to the ongoing dialogue on sustainable future strategies, emphasizing the role of Ross Sea processes for global climate models and conservation policies. The measures described herein encourage future initiatives and networks that support comprehensive and cost-efficient monitoring efforts, ultimately aiding the global pursuit of climate mitigation and adaptation.



Read more about this interesting publication

A roadmap for designing a virtual interface to explore a digital twin of the oceans for marine ecosystems monitoring



interconnected physical, biogeochemical, and biological processes in the Ross Sea region

Many marine monitoring infrastructures continuously collect biological and abiotic data, yet user-friendly interfaces for visualizing and translating this knowledge remain limited. This gap persists due to challenges associated with effective frameworks and tools for processing and analysing biological data in real-time. In this paper, we outline a roadmap for developing a Graphical User Interface (GUI) tailored to the continuous monitoring of ecological data with a focus on supporting marine scientists and engineers. To guide this process, we reviewed existing GUIs for visualizing marine ecological data and surveyed 43 experts to identify current gaps and key priorities. Our findings revealed a key dichotomy: GUIs either represent diverse array of biological data or perform inadequately when attempting to transfer qualitative observations to quantitative insights. Finally, we propose a stepwise roadmap for GUI development within the Digital Twin of the Ocean framework by starting from spatial mapping and progressing to data navigation. Ultimately, this study outlines critical considerations for integrating complex ecological data from diverse sources into an effective GUI. This GUI aims to support real-time monitoring, control remote monitoring for data collection, inform policymakers, and enhance public engagement in marine science.



Read more about this interesting publication

ICES AND SIECS ACTIVITIES

Practical introduction to basic applied social science methods

Learn by doing: this course equips natural scientists with practical social-science tools and confidence to collaborate with fishers and other stakeholders, enhancing the impact and relevance of marine and fisheries research.

DEADLINE for registration: 08 December 2025

Fee: 760€ for ICES member country affiliated participants

Date: 27–30 January 2026

Location: Den Haag, the Netherlands

REGISTER NOW



SIECS Seminar Series

The Strategic Initiative on Integration of Early Career Scientists (SIECS) online seminar series provides an informal and supportive forum for especially early career scientists to practise giving oral presentations. During the session, presenters receive constructive feedback while using the opportunity to get rid of their 'nervous jitters' before their actual presentation.

Date: 13:00–14:30 CET
9 December 2025

Location: Online

REGISTER NOW



JOB AND GRANT OPPORTUNITIES

PhD Opportunity

The bigger picture: integrating plankton imaging techniques to explore ecosystem structure and function

This studentship is a collaboration between Plymouth Marine Laboratory, the British Antarctic Survey, and the University of Essex, offering a unique chance to work across leading UK institutions in marine science.

Deadline for applications: 07 January 2026

Location: Plymouth Marine Laboratory, UK

Take a look here



Postdoc in Marine Ecology and Seagrass Carbon Dynamics

The postdoc's work will include research within greenhouse gas dynamics in seagrass meadows. You will help determining how leaf epiphytes (microalgae and bacteria) affect the seagrass ecosystem function as greenhouse gas sink and the greenhouse gas production under environmental stress.

Deadline for applications: 05 January 2026

Location: Roskilde University, Denmark

Take a look here



European Research Council Grants

The European Research Council (ERC) Starting Grant is a funding scheme aimed at researchers who have completed their PhD 2–7 years ago and are ready to lead independent research. It supports frontier research in any field (bottom-up), providing up to €1.5 million over 5 years (plus additional funding where justified) for a principal investigator to build their team and pursue original ideas.

Deadline for applications: Yearly Calls

Watch ERC Classes - a series of practical videos that explain everything you need to know about the ERC application and evaluation process

Take a look here



TRAINING OPPORTUNITIES

**Second International Training Workshop on
the Carbon Sequestration Estimate and
Capacity Building of Coastal Blue Carbon
Ecosystems in Maritime Silk Road Countries
(CBC-MSR 2026)**

DEADLINE for registration: Undisclosed

Date: 18 October 2026 to
1 November 2026

Location: Shanghai, China

REGISTER NOW





EVENTS

Webinar - Ocean data at scale: autonomous data management and high-volume archiving at the British Oceanographic Data Centre (BODC)

MEDIN, a UK initiative dedicated to improving access to high-quality marine data. MEDIN works with organisations across sectors to promote best practices in marine data management.



10th of December,
2025



Online



Offering Ecological Restoration Skills and Knowledge to Ecological Restoration Professionals Across Sectors

part of the Society for Ecological Restoration (SER) Webinar Series, and will explore how the Digital Ecological Restoration Toolbox (DERTO)



10th of December,
2025



Online



Rethink Fisheries – A vision for low impact and fair fisheries in Europe

Seas At Risk (SAR) and the Low Impact Fishers of Europe (LIFE) warmly invite you to participate in the launch of the Low Impact & Fair Fisheries Vision in the European Parliament and online.



11th of December,
2025



Brussels, Belgium



Information Day on Horizon Europe Work Programmes 2026–2027: Marine and Maritime Related Topics

This half-day event will spotlight funding opportunities under Cluster 6 and the Mission to Restore Our Ocean and Waters by 2030, with insights also into Clusters 3, 4, 5, and research infrastructures.



10th of December,
2025



Rinville, Galway





BRAIN-WAVES



Fusion of Food for ears with other formats.

We would like to let you know about some newly released podcasts and videos that we think will capture SII ECS members' interest – we think they are enriching experiences in the diverse and fascinating realms of the marine.



The Hidden Story Inside Fish Feed and Why It Matters

Posted on Nov 2025,
How To Protect The Ocean with Andrew Lewin

Click here to listen



The Marine Biologist

Posted on May 20th, 2025
Interview with Dr B. Steward, scientific consultant on the film Ocean with D. Attenborough

Click here to listen





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SII ECS
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ICES Newsletter

If you would like to stay up to date with the latest news from ICES (not just the early career scientist stuff!), please subscribe to their online newsletter by sending an email to news@ices.dk indicating your interest.

Know someone who might be interested in this?

Feel free to forward this mail to anyone who might be interested in SII ECS activities. They can also sign up for SII ECS via the link on this webpage.

Unsubscribe?

If you would no longer like to receive messages related to the Strategic Initiative on the Integration of Early Career Scientists then please reply to this email with the subject line "Unsubscribe" and we will remove you from the mailing list.

With best regards,

SII ECS (the Strategic Initiative on the Integration of Early Career Scientists)

Do you know of any exciting activities or opportunities for ECS? Please send any content you would like to share in the newsletter by emailing sii ecs@ices.dk.

Entries will be included in the following edition.

This newsletter has been produced under the auspices of SII ECS. It is not an ICES product and has not undergone ICES editorial review. The contents do not necessarily represent the view of ICES or the Council