

Lecturer / Senior Lecturer in Aquaculture Governance and Innovation



Full Time, Open Ended Appointment

Salary ranges: Lecturer: £38,183 - £42,955 per annum
Senior Lecturer: £46,924 - £52,793 per annum

The Scottish Association for Marine Science (SAMS), based at the Scottish Marine Institute in Oban on the west coast of Scotland, is seeking to appoint a Lecturer / Senior Lecturer in Aquaculture Governance and Innovation.

The successful candidate will have a solid grounding and understanding of Aquaculture Governance and Innovation ideally where it relates to environmental management in aquaculture. They will also have a demonstrable record of excellence in grant capture, research publication and commercial development in aquaculture governance and innovation. Experience of leading a research group will be beneficial for the Senior Lecturer post.

You will be required to participate in teaching on the BSc (Hons) Marine Science & Marine Science with Arctic Studies programmes; on postgraduate degree courses (including our international 'ACES' masters); and supervise undergraduate and postgraduate student projects.

As part of the diverse portfolio of activities at SAMS, the post will also involve identification, design and delivery of commercial opportunities.

Further information is available on line at www.sams.ac.uk. Alternatively, please write to: Human Resources, Lecturer/Senior Lecturer in Aquaculture Governance and Innovation, Job Ref D17/17.AH, The Scottish Association for Marine Science, Scottish Marine Institute, Oban, Argyll PA37 1QA or e-mail recruitment@sams.ac.uk

*The closing date for receipt of applications is **6th April 2018***

SAMS is a registered Scottish charity (SC 009206), has an equal opportunities policy and welcomes applications from all sections of the community.

Job Description

1. Job Details

Job Title:	Lecturer/Senior Lecturer in Aquaculture Governance and Innovation	Department:	Science
Line Manager:	Aquaculture RAL	No of appointments:	One
Full Time/Part Time:	Full Time	Duration of appointment:	Open ended

2. Job Purpose

Lead SAMS research on Aquaculture Governance and Innovation, propose, manage and externally disseminate research in this area, developing SAMS' national and international reputation. Develop and execute innovation and commercial opportunities in this and related areas. The post will also include contribution to the development and delivery of our undergraduate and masters degree programmes including module leadership for our ACES degree as well as supervision at postgraduate levels.

3. Main Responsibilities

	Approx. % of time
To propose research in order to generate income	20
To lead, manage and disseminate research projects to deliver scientific outputs, reputation	30
To engage in appropriate innovation and commercial activities to generate income	30
To propose and supervise PhD studentships to contribute to SAMS education objectives	10
To contribute to the development and delivery of teaching for UG and PG students. Will also involve module leadership, including for our Erasmus Mundus ACES degree programme.	10

4. Planning and Organising

The role involves a wide range of planning and organisational skills, for example:

A. Proposals. The role involves planning ahead for writing proposals to specific opportunities and organising to ensure that the resources (e.g. internal and external collaborators, occasionally funders) are prepared to engage at the appropriate time to maximise the likelihood of successfully achieving funding.

B. Delivery. Once won, projects need to be planned, and managed to ensure that staff, kit and financial resources are optimally prepared and managed to engage efficiently to deliver the project. Often the role involves managing the expectations of the funder and seeking to create/find innovative solutions not foreseen when writing the proposal.

C. Dissemination. Once delivered, the project has to be disseminated and this involves planning and organisation amongst project participants to ensure that quality-checked data

and expertise are available for the timely production of posters, presentations, web pages, articles and papers.

5. Problem-Solving

The post-holder is expected to provide solutions for, *inter alia*, the following types of problems:

A. Technical: for example: How does the governance and regulatory framework interact with technological innovation to promote the social, economic or environmental sustainability of the aquaculture industry?

B. Tactical: which external collaborators should I cultivate? How do I balance the demands of research and enterprise to optimise benefits to SAMS?

C Strategic: how can the scientific knowledge of SAMS be used to create innovation within the Scottish aquaculture industry, its regulation or for the society in which it functions?

6. Decision-Making

Examples of the types of decisions the post-holder is expected to take are:

A Funding: Deciding which funding opportunities to cultivate and respond to, based on an assessment of immediate risk-reward - time and effort versus possible returns - and strategic issues such as future direction and horizon scanning.

B Engaging with stakeholders: How and when to engage with the wide range of stakeholders: gaining trust without compromising academic independence.

C. Dissemination. Deciding which of the myriad of external meetings it is important for SAMS to have a strong representation at with respect to both immediate and long-term reputational benefits.

7. Key Contacts/Relationships

The post-holder is expected to develop key relationships with the Head of Science and the Technical Resources Manager both in order to ensure that operational matters are dealt with smoothly but more importantly to ensure that senior staff are kept appropriately updated on external facing activities to ensure a joined-up external experience of SAMS.

Externally the post-holder should develop a network of both researchers and public officials at Scottish, UK, EU and global levels in order to ensure the relevance and timeliness of the research proposed and executed at SAMS.

8. Knowledge, Skills and Experience needed for the Job

Knowledge: The post-holder will have a PhD in a relevant science discipline. The post-holder will need a detailed and demonstrable knowledge of aquaculture, governance and innovation and a growing reputation in this area.

Skills: The post-holder requires high standards of communication, negotiation and analytical skills. Detailed understanding of national and international environmental governance structures especially relating to aquaculture and the way innovation interacts with these structures is essential. Competence and a proven track record of engagement with high level industrial, regulatory and social stakeholders is very important. The post holder will also be instrumental in the commercialisation of IP developed within SAMS in the field of aquaculture, understanding its value to industrial or regulatory/policy stakeholders. The ability to develop business cases at a range of levels and to understand the interaction between project costing and the business model of SAMS Group is important, as is the ability to authorise procurement in a responsible manner and in accordance with SAMS practice. Writing REF standard peer-reviewed outputs is essential for all PIs at SAMS.

Experience: The post holder will need to demonstrate experience of marine governance and innovation gained over several years. This could include both industrial and regulatory experience as well as academic and have an existing national or international network. The post-holder will need some teaching experience and be prepared to invest time in this area. The post-holder will demonstrate a growing record of publications and research funding and an appropriate professional designation would be an advantage.

9. Dimensions – Scope of role

It is expected that the post holder will develop and participate in projects, which involve managing staff and resources and lead to line management in due course . The role will also provide support to our education activities.

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.

Background - The Scottish Association for Marine Science (SAMS)

SAMS is an independent, not-for-profit, marine research institute based three miles outside of the scenic west coast town of Oban, two hours north of Glasgow. Founded in 1884 by Sir John Murray, SAMS is Scotland's oldest oceanographic institution and is governed as a learned society. SAMS currently employs 155 staff and has around 300 members.

SAMS itself is a company limited by guarantee (SC009292) and a charitable organisation (009206) registered in Scotland. It is a partner of the University of the Highlands and Islands, the Natural Environment Research Council, the Marine Alliance for Science and Technology for Scotland (MASTS), and the United Nations University.

The SAMS mission is to deliver world-class marine science that supports society with innovative solutions to developing a sustainable relationship with the marine environment. SAMS is an international marine research institute working on multi-disciplinary research themes that investigate topics including marine renewable energy, Arctic Seas, dynamic ocean processes and people and the sea.

We provide innovative higher education degrees and short training courses. Currently we educate around 80 undergraduate students, 15 Masters students and 30 PhD students. The SAMS Centre for Field Studies provides courses and facilities for visiting groups from universities, business and special interest organisations.

We also provide a multitude of services to business through a wholly owned subsidiary company, SAMS Research Services Limited (SRSL), and are home to the European Centre for Marine Biotechnology as a business incubator facility with tenant companies.

To deliver our research and education activities we are supported by outstanding facilities, capabilities and infrastructure, including two coastal research vessels, a significant research aquarium, the Culture Collection of Algae and Protozoa, the National Facility for Scientific Diving, the Centre for Smart Observations, conference facilities, modern and well-equipped research and teaching laboratories. We also have a visitor facility with shop and café: the Ocean Explorer Centre.

Oban is a major West Highland centre, convenient for mountains, lochs and sea. It is about two hours by road from Glasgow, and is well served by rail, road and ferry links. A small airport operated from Connel.

Our geographical situation allows unprecedented access to a variety of marine environments.

For further information please visit our website www.sams.ac.uk.

Conditions of Service

This is an open-ended position, advertised across our Grade 7/8 levels, will sit in our Research, Education and Enterprise job family and will be based at the Scottish Marine Institute near Oban. The salary range is **Lecturer: £38,183 - £42,955 per annum** and **Senior Lecturer: £46,924 - £52,793 per annum**. Starting salary will depend on experience.

Although our main hours of business are 0845 to 1300 hrs and 1400 to 1709 hrs, Monday to Friday, as an academic organisation, we promote a flexible work practices.

We offer an exciting, positive, creative, challenging and rewarding place to work located on the beautiful west coast of Scotland. We will provide you with support, nurture your talent, develop and reward success and integrate academic, professional and personal career goals, as well as give your career the benefit of a great and distinguished reputation. In addition, our employees benefit from a competitive reward package and a wide range of staff benefits, which include generous holiday entitlement, a defined contribution pension scheme as well as staff discounts include leisure centre discounts. You may also be eligible for SAMS employee benefits package.

We also have a range of initiatives to support a family friendly working environment. Please contact us if you would like further information on these.

SAMS is an Athena SWAN member and is working towards its first award.

As an Academic Partner of UHI, SAMS is designated as an educational establishment and subject to the provisions of the Protection of Children (Scotland) Act. All staff will be subject to a satisfactory check by Disclosure (Scotland) as a condition of their appointment.

The Area

The Scottish Marine Institute occupies a very pleasant site on a peninsula three miles north of Oban, accessible via the village of Dunbeg. Oban is a major West Highland centre, convenient for mountains, lochs and sea. It is about two hours by road from Scottish cities such as Glasgow, Stirling and Perth, and is well served by rail and road links, as well as being the hub for ferry connections to many of the offshore islands.

SAMS has free onsite parking, a regular bus service and there is an award winning nursery adjacent to SAMS buildings. Local primary schools are located in the town of Oban as well as local villages and there is a high school in the centre of Oban.

Candidates can apply online at www.sams.ac.uk then click the vacancies link or go to <https://sams.myciphr247.com/jobsearch.aspx>

Or

By sending a CV and cover letter to:

The Human Resources Section
Lecturer/Senior Lecturer in Aquaculture Governance and Innovation, Job Ref D17/17.AH
The Scottish Association for Marine Science
Scottish Marine Institute
Oban Argyll PA37 1QA

Or by email to recruitment@sams.ac.uk

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