



Madrid, Spain – November 25, 2011

ICCAT CIRCULAR # 4960 / 2011

SUBJECT: POSITION ANNOUNCEMENT – BY-CATCH COORDINATOR

I have the honour to attach herewith an announcement for a position to hire a By-Catch Coordinator. The Terms of Reference explain the nature and scope of the work that should be carried out, as well as the qualifications required to compete for this position.

Kindly distribute this information to scientists who may be interested in this offer. The information required should be submitted to the Secretariat **January 13, 2012**.

Please accept the assurances of my highest consideration.



Driss Meski
Executive Secretary

Commission Officers:

Commission Chairman :	M. Miyahara	COC Chairman:	C. Rogers
First Chair:	M. Sánchez Aguilar	PWG Chair	T. El Ktiri
Second Vice Chair:	M.G. Tackey	STACFAD Chair	S. Lapointe
SCRS Chairman:	J. Santiago		

Head Delegates of Contracting Parties

Cooperating Parties, Entities, or Fishing Entities

Head Scientists

Attachment: Position Announcement – By-Catch Coordinator.

POSITION ANNOUNCEMENT

Bycatch Coordinator

The **International Commission for the Conservation of Atlantic Tunas** is an inter-governmental fishery organisation responsible for the conservation of tunas and tuna-like species in the Atlantic Ocean and its adjacent seas. ICCAT compiles fishery statistics from its members and from all entities fishing for these species in the Atlantic Ocean, coordinates research, including stock assessment, on behalf of its members, develops scientific-based management advice, provides a mechanism for Contracting Parties to agree on management measures, and produces relevant publications. For general information about ICCAT please visit www.iccat.int.

Duties and Responsibilities

Under the overall guidance of ICCAT's Executive Secretary and the general supervision of the Assistant Executive Secretary, the Bycatch Coordinator's main responsibilities will be to work with national scientists to help process and analyze fishery datasets related to bycatch species, either maintained in the various ICCAT or national databases. This will include datasets used in scientific stock assessments (e.g., catch, catch rates, size distributions) and for fishery monitoring and control (e.g. trade data, VMS reports) and data on life history, ecology and population dynamics. The Bycatch Coordinator will work with others in the ICCAT Secretariat in the following main areas:

- Work on harmonisation of bycatch databases compiled by CPCs, including the specification of standard formats for collecting and reporting data. Thereby allowing integration of bycatch information collected by CPCs into the ICCAT databases as appropriate.
- Work in close collaboration with the SCRS e.g. Sub-Committee on Ecosystems and other Species groups as required to provide data required for stock and impact assessments (e.g. on estimates of bycatch)
- Take responsibility for updating and maintaining the ICCAT bycatch meta-database.
- Assist in updating the ICCAT Manual, e.g. coordinating and preparing material to facilitate the identification of bycatch species and to standardize the data collection protocols for these species.
- Participation in multi-disciplinary teams and committees to a) develop methods, b) assess magnitude of bycatch and c) evaluate methods for bycatch mitigation.
- Assist in the development of approaches to identify key uncertainties in the scientific advice framework for bycatch species, in order to allow risks to be better understood and managed.
- Assist in the development of novel analyses to help the SCRS apply the Precautionary Approach to fisheries management and develop an Ecosystem Approach to Fisheries Management.
- Participate in the Joint (tRFMO) Bycatch Technical Working Group. Assist this group to develop harmonized practices for data collection, reporting and species identification across tuna RFMOs. Collaborate with members of other tRFMOs to assemble research and prioritize future collaborative research objectives.
- Assist in the collection of information in response to SCRS and Commission reporting requirements relating to by-catch issues.
- The selected candidate is expected to work closely with the Statistics and Compliance departments and carry out other appropriate tasks as directed by the Executive Secretary.

Qualifications and Experience - Essential

Graduate degree in one of the following: Fisheries Science, Marine Biology, Natural Sciences, Biological Sciences or Environmental Sciences or closely related fields, plus demonstrated post-graduate experience.

- Experience in handling of bycatch data, and at least one of the following: knowledge of fishing technology, bycatch mitigation measures or the principles of ecosystem based fishery management.
- Demonstrated knowledge and ability in data analysis, statistics and modelling with experience in software programming languages such R and others.

- Knowledge of computer systems, including databases.
- Excellent knowledge of one of ICCAT's three official languages (English, French, Spanish) and satisfactory knowledge (reading/writing) of English.
- An ability to work under pressure and to work effectively and harmoniously with people of different national and cultural backgrounds
- An understanding of scientific problems related to bycatch, and an ability to communicate these to a general audience orally and in writing.
- Knowledge of the fisheries for tuna and tuna like species.
- Applicants should be willing and able to travel frequently to other countries, including remote areas.

Desirable Qualifications

- Working knowledge in the other ICCAT official languages
- Demonstrated experience in ecological modelling, fisheries stock assessments and the development of management advice based on scientific studies.
- Peer-reviewed publications in modelling of population data
- Data management knowledge, with experience in SQL programming and software packages such as SAS, SPSS and SPlus.

Salary and remunerations

The position will be classified according to the United Nations Scheme at the Professional Level P-3 . The position is subject to a one-year probation period.

Application for the position

Candidates should submit a *Curriculum Vitae*, to be received at the Secretariat by January 13, 2012. The CV should include documented educational background, professional experience, a list of relevant published works, as well as three letters of recommendation. Submissions should be sent to:

Mr. Driss Meski, Executive Secretary (driss.meski@iccat.int)
 ICCAT
 Corazón de María 8
 28002 Madrid
 Spain

A personal interview may be required as well as a comprehensive medical examination.