VACANCY ANNOUNCEMENTS

Fishery Analyst / Fishery Specialist

Analyst Starting Salary: $78,000 - $88,000 DOE **Closing Date**: March 16, 2024
Specialist Starting Salary: $68,000 - $78,000 DOE **Location**: Newburyport, MA
(Work from home options; Compensation package includes health/dental care coverage and IRA-SEP retirement plan)

Position Description:

The New England Fishery Management Council (Council) seeks candidates for multiple Fishery Analyst and Fishery Specialist positions, focusing on management of the Atlantic Sea Scallop, Groundfish, and Habitat Management Plans, as well as Climate-Resilient Fisheries Management. These are highly visible positions that provide an opportunity to further develop professional skills and support fishery management actions to be implemented by federal agencies. Selected candidates will work closely with Council members, as well as other professionals from states and federal government, members of the fishing industry, stakeholder groups, and academic institutions.

The Council manages fishery resources in federal waters in the New England region (Maine through Connecticut). Analysts and Specialists will lead and assist in the preparation of fishery management plans, and development of climate-resilient fishery management actions, which requires a broad range of technical and communications skills. Additional information about the Council is on the website http://www.nefmc.org/.

Responsibilities:

Analyst / Specialist
- Lead/Support the development of fishery management actions by the Council
- Lead/Assist in the preparation of documents, including National Environmental Protection Act (NEPA) documentation, technical reports, meeting summaries, and public presentations
- Compile and analyze fisheries, environmental, biological, social, economic, or other technical data using databases and statistical analysis software
- Communicate technical concepts effectively to decision-makers and the public
- Work collaboratively with members of the fishing industry and fisheries and social scientists
- Assist in the preparation for and conduct of public meetings
- Conduct other tasks as assigned

Analyst
- In addition to listed items above:
- Participate in regional stock assessment and scientific processes as a representative of the Council staff
- Convene and facilitate public meetings and workshops related to climate-resilient fisheries management
- Prepare technical reports on the Council's advancements of climate-resilient management actions
- Assist in development of a 5-year holistic strategic plan for the Council

Qualifications: The successful applicants will have a general understanding of or experience with management of fisheries in federal waters. Applicants should describe their experience working cooperatively with small teams to complete tasks under demanding deadlines. Applicants should have a demonstrated ability to explain complicated issues to diverse audiences.

Educational Requirements:
- Minimum education (**Specialist**): Graduate degree in fisheries/environmental policy or science, including social science and economics
- Preferred education (**Analyst**): PhD in fisheries/environmental policy or science, including social science and economics

Professional Requirements:
- Minimum experience (**Specialist**): 2 years working in fisheries-related profession (educational experience can substituted for professional requirements)
- Preferred experience (**Analyst**): 5 years working in fisheries-related profession (up to 3 years educational experience can be substituted for professional requirements)

Analytical Skills: Ability to research and analyze technical data and an understanding of various technical information sources. Demonstrated quantitative analytic and technical writing skills are required. Desired computer skills include familiarity with Geographic Information Systems (GIS) software, and solid understanding of Microsoft Office software packages. Experience with R software packages is a plus.

Preferred Analytical Skills:
- **Analyst**: Experience with or working knowledge of fish stock assessment methods and models, and interpretation of stock assessment results; understanding of participatory processes and facilitation skills

Communication Skills: Strong interpersonal and writing skills are required, as well as the ability to synthesize technical information from a variety of sources. Demonstrated ability to work independently and as part of a team to meet exacting deadlines.

Application Process: Please send a cover letter indicating the position you are applying for (Analyst or Specialist), an example of your writing, and a resume or CV detailing education and experiences to:

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Cate O'Keefe, Executive Director
New England Fishery Management Council
50 Water Street, Mill 2
Newburyport, MA 01950

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Applications will be accepted via email (preferred) to sgoutier@nefmc.org or U.S. mail (postmarked by closing date), until the **closing date of March 16, 2024**. The anticipated hiring date is in April/May 2024.

Special Conditions: This is a non-federal position. Upon hiring, the selected applicant will enter an initial probationary period of one year during which performance will be evaluated by the Executive Director.

The New England Fishery Management Council is an Equal Employment Opportunity Employer.

All employment actions will be free from discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, status as a parent, and reprisal. The Council provides reasonable accommodation to applicants with disabilities. If you need reasonable accommodation for any part of the application and hiring process, please notify the Council. The decision on granting reasonable accommodation will be on a case-by-case basis.