



ICES
CIEM

International Council for
the Exploration of the Sea
Conseil International pour
l'Exploration de la Mer



Vacancy for the post of Head of Advisory Support

The [International Council for the Exploration of the Sea \(ICES\)](#) is a global organization that develops science, advice, and related data products to support the sustainable use of the oceans.

Applications are invited for the post of Head of Advisory Support. The Head of Advisory Support leads the advisory department in the Secretariat. The advisory department comprises 15 staff members who support the delivery of scientific advice products at a range of scales and complexity from single fish stocks to multi-species and mixed fisheries advice, and now developing integrated ecosystem based advice in accordance with the ICES Strategic Plan, 2014–2018.

The Head of Advisory Support works closely together with the Chair and the Vice-Chairs of [Advisory Committee \(ACOM\)](#) in the planning, mobilization, and use of the Secretariat resources towards fulfilment of requests for scientific advisory services. The Head of Advisory Support also negotiates with the recipients of the advisory services, on contracts and financial agreements for the delivery of products and services.

Responsibilities of the post

The Head of Advisory Support will be responsible for drawing up the work plan for the advisory department based on the agreed requests received from primarily the European Union (DG MARE, DG Environment), HELCOM, NASCO, NEAFC, OSPAR, and ICES 20 member countries.

The advisory department is run by the principle of 100% cost recovery, and the Head of Advisory Support is responsible for overseeing a budget in the range of 16 million DKK.

With an increasing work load and limited resources in both the ICES scientific community as well as the Secretariat, it is important to have a profound understanding of both the substantive and administrative aspects of the work, including the long- and short-term potential to move towards integrated advice based on an ecosystem understanding.

The position requires both the ability to cooperate with existing and new users of the advisory services, as well as the ability to act as a team leader with strong management skills to motivate and guide the advisory department staff. Furthermore, work across departments in the Secretariat, including both the science and the data and information departments, plays an important role.

Qualifications and experience

- At least a MSc from a recognized university in a marine biological or environmental science discipline, followed by at least ten years of work experience within a marine-science discipline;
- Demonstrated leadership for staff and budgetary issues and experience interfacing with clients regarding administrative and contractual issues;
- Good knowledge of European and North Atlantic marine management policies and their institutional structures and demonstrable experience of working with a range of recipients of ICES advice;
- Ability to work with people from diverse national and cultural backgrounds;
- Readiness to travel, and the ability to work flexibly to meet the organization's needs;
- Fluency in both spoken and written English is essential.

Recruitment Procedure

All applications will be reviewed by a recruitment panel, consisting of members of the Secretariat, and headed by the General Secretary.

Timeline:

Application deadline: 4 September 2015

Applications reviewed, shortlisting: 7-12 September 2015

Recruitment process/interviews: 9-18 September 2015

Start date: Beginning of December 2015

Terms of appointment

The start date is expected to be latest at the beginning of December 2015 and will be based at the Council's headquarters in Copenhagen, Denmark.

The appointment will be for a period of four years, with possibility for extension.

The Head of Advisory Support, reports to the General Secretary.

Members of the Secretariat enjoy privileges and immunities to which they are deemed to be entitled in line with ICES as an international 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. The salary for the full-time post is exempt from Danish income tax and is based on, but not identical with, P3 of the UN Staff scale, adjusted for different working conditions and based on experience. Other benefits similar to those paid by UN organizations are also available for eligible 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 employee and ICES contribute.

Applications

Applications should be submitted by e-mail to applications@ices.dk **no later than 12:00 Friday, 4 September 2015**. Please add "Head of Advisory Support" to the subject line.

Additional information can be obtained from [Anne Christine Brusendorff](#), General Secretary.

Information about ICES is available at <http://www.ices.dk>.

ICES is an equal opportunity employer.