



# Appointment brief Appointment of Research Director

July 2021

Reference: QMSM2

# An introduction

Oceans are essential to life on Earth. They cover more than 70% of the planet's surface, regulate the climate, and supply the oxygen we need to survive. The oceans are also home to an extraordinary variety of life. Much of this life is essential to sustain people's livelihoods and ensure food security as millions rely on fish as their primary source of protein. Seafood is our last major food source that is truly wild. The stakes are high when we consider how intrinsically linked the health of our oceans is to our environmental, social, and economic wellbeing.

An international, non-profit organisation operating the most globally recognised standard for sustainable fishing in use today, the Marine Stewardship Council has established itself on the world stage: in 20 years, the MSC has achieved a truly global presence, affecting positive, ecological change in oceans, and providing certified, sustainable, seafood in more than 100 countries, from fisheries operating around all continents.

**Our vision** is of the world's oceans teeming with life, and seafood supplies safeguarded for this and future generations.

**Our mission** is to use our ecolabel and [fishery certification program](#) to contribute to the health of the world's oceans by recognising and rewarding sustainable fishing practices, influencing the choices people make when buying seafood and working with their partners to transform the seafood market to a sustainable basis.

We work collaboratively with the fishing industry, seafood business sector, governments, scientific community, environmental groups, and others to give retailers, restaurants, and consumers an opportunity to choose and reward sustainable fishing through their seafood purchasing choices. A voluntary program, the reach of MSC continues to grow, with fisheries representing more than 17% of the world's wild marine catch now engaged with MSC's program, and retail sales of MSC-labelled products passing \$10 billion for the first time in 2020, highlighting growing consumer demand for sustainable products.

Further information on the MSC can be found [here](#).

## MSC's Standards

Underpinning and integral to the MSC work and its ecolabel program are the standards which it sets and maintains: the Fisheries Standard and the Chain of Custody Standards. The Fisheries Standard is a science-based, fully independent approach designed to assess if a fishery is well-managed and sustainable. The Chain of Custody Standards ensure that MSC certified seafood is kept separate from non-certified seafood along the supply chain, thereby assuring consumers that only seafood from an MSC certified fishery is sold with the blue MSC label.

The credibility of the Standards is critical to the MSC's success, and therefore the Fisheries Standard is based on up-to-date scientific research and developed with the input and guidance of independent experts from the science, fishing, conservation, and government sectors. The Chain of Custody Standards are aligned to industry best practice, again with input from independent experts. Responsibility for approval of MSC's Standards rests with its Board of Trustees, which itself is advised by two independent advisory bodies: the Technical Advisory Board (TAB) and the Stakeholder Advisory Council (STAC).

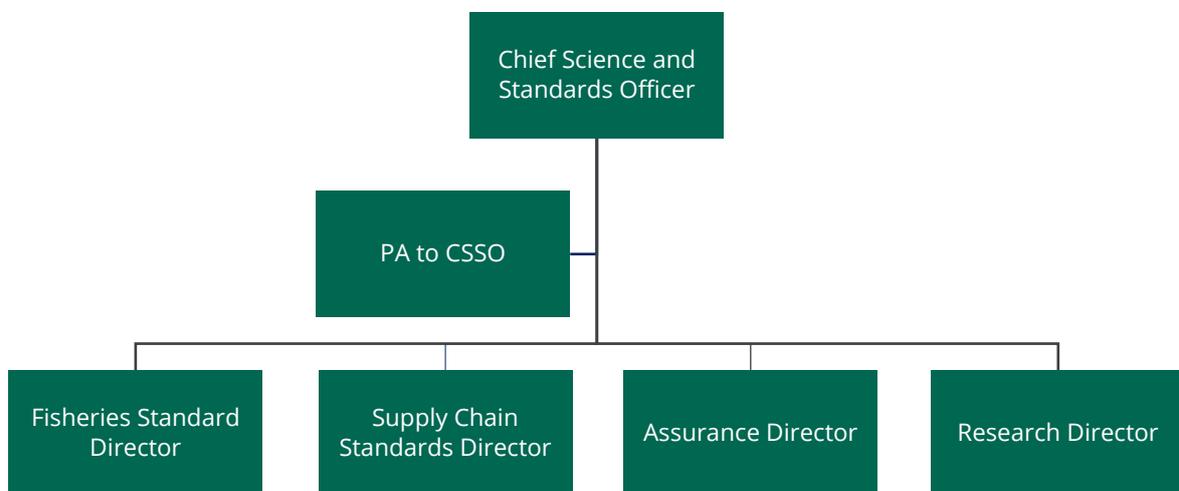
Assessments against the Fisheries and Chain of Custody Standards are conducted by independent Certification Bodies (CABs), approved, and monitored by an independent Accreditation Body. The MSC does not certify fisheries nor determine their sustainability status, and neither is it involved in the supply chain certification process.

## The Science and Standards Department

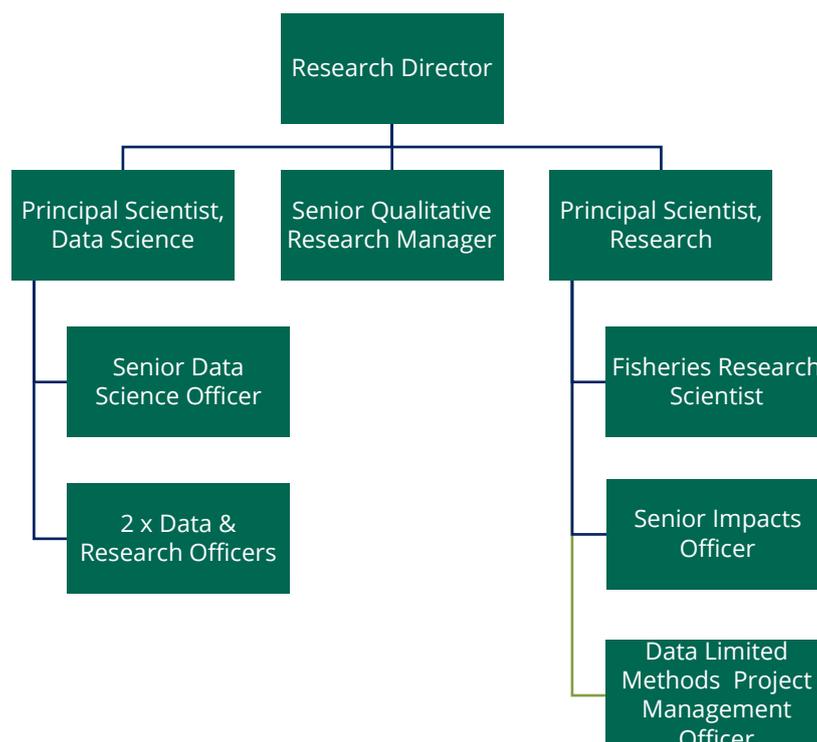
The MSC's Science & Standards department is charged with the development and maintenance of the MSC's Standards and the certification programs covering both standards. The department has responsibility for ensuring that:

- MSC's Standards are consistent with, and inform, international best practice.
- MSC's certification program requirements are clear, comprehensive, and widely respected.
- Assessments against MSC's Standards are consistent, efficient, and robust, as the program grows.
- MSC's certification programs are accessible globally.
- The impacts and benefits of the MSC program are evaluated.

## Science and Standards Department Structure



## Research team



**CERTIFIED  
SUSTAINABLE  
SEAFOOD**

**MSC**

[www.msc.org](http://www.msc.org)



# The role

## PURPOSE OF POST

Operating within the Science & Standards department, the Research Director leads the team responsible for the (qualitative and quantitative) research which underpins the MSC program.

Reporting to the Chief Science & Standards Officer, this exciting and demanding interdisciplinary role will build on the achievements over the past two decades of MSC's scientific research, standard and certification setting. This includes forward-looking research to inform policy development associated the MSC's standards and assurance system, and also examining the impact of the program on ecosystems, fisheries, fishers, and markets, ensuring that this research is credible and supported by the international scientific community, transmitted appropriately to other stakeholders, and that it informs strategic decision making by the MSC. The role will include representing the MSC externally in scientific and technical fora and as a spokesperson.

MSC is a fast-paced environment and the post holder must be adept at managing multiple priorities while delivering excellent results. The post holder must also be an advocate of MSC's mission and passionate about its core purpose and values.

## KEY RESPONSIBILITIES

### Strategic & operational activities

- Lead interdisciplinary research needed for policy development related to the MSC's standards and assurance system and to the MSC's Integrated Strategic Plan (ISP). Actively manage the development of new scientific/technical research in support of new fishery/chain of custody standard policies, leading the publication of scientific papers and technical documents;
- Develop and implement a coherent strategy which delivers and communicates good quality research into the impacts of the program, underpinned by rigorous data management systems and structures. Monitoring and evaluation (M&E) of the performance of the Fishery and Chain of Custody Standards, the MSC program and its wider ecological, social, and economic impacts;
- Communicate the impacts of the program to scientific and other stakeholders (including internal MSC audiences) coordinating with the Science Communications & Internal Communications teams;
- Work closely with the Business Intelligence & Data team to ensure quality of data held in relevant databases and in the development of analytical methods that support internal and external requests for MSC data and benchmarking. Support the work of the Business Intelligence & Data team to ensure that Standards' databases, analytical systems, and digital tools are developed to support MSC science and technical strategy;
- Participate in relevant international research programs on sustainable fisheries, ecosystem-based fisheries management, social/economic impacts of fishing and ocean health, technical issues related to supply chains;
- Engage in and publish directed research, facilitate publication of research by other Science and Standards staff, and present research at external conferences and meetings;
- Create links with external research organisations, data providers and data users, standard setting organisations and international institutions which may benefit from MSC data and knowledge or may contribute data and knowledge to the MSC (e.g. universities, FAO, certification, and ratings)

organisations). Establish protocols for joint research and/or sharing data with these organisations; and

- Ensure clear, high quality written and verbal reports, briefings, scientific papers, and other outputs, are produced by the team to improve the internal and external understanding of MSC impacts and the science and technical work that underpins the program.

## Management

- Contribute to the leadership of the Science and Standards department;
- Leadership, motivation, and management of the Research team, in order to achieve the objectives of the Science & Standards department and of the Integrated Strategic Plan (ISP). Managing the use of consultants as necessary. Ensuring the team works effectively and efficiently on projects, prioritising work appropriately;
- Work with the Chief Science & Standards Officer and the Chief Operating Officer to ensure appropriate staff capacity and performance is developed in the team;
- Work alongside the Chief Operating Officer and Technology & Data Director to ensure appropriate systems and tools (including data management) are in place to facilitate the work of the Research team. Ensure adoption of all enterprise digital tools within the team; and
- Negotiate, agree, and sign contracts on MSC's behalf as required, and in line with appropriate financial delegation limits. Manage consultants, project budgets and expenditure, in line with financial delegations.

## External relationships

- Represent the MSC at the highest levels internationally, within relevant research and science forums; and
- Develop partnerships at an international level with key stakeholders from relevant academic and scientific bodies, fishing sector, environmental and international governmental organisations, national fisheries management agencies and other stakeholder groups.

## Internal relationships

- Engage at a high level with other senior managers in the MSC, promoting good coordination and information between Science & Standards and the rest of the organisation, responding rapidly and effectively to feedback from other MSC departments (e.g. outreach, standards) and externals (such as governance bodies);
- Work closely with the Chief Communications Officer in relation to science communications priorities and deliverables;
- Provide scientific/technical advice to Finance team colleagues to enable the effective operation of MSC's Ocean Stewardship Fund;
- Provide support to MSC's International Development Director in generating funds in support of scientific and technical projects, as appropriate; and
- Support relevant governance activities, particularly in relation to provision of information/research to the Executive Committee, MSC Board, Stakeholder Advisory Council (STAC) and Technical Advisory Board (TAB), as directed.

# Person specification

## Technical skills, qualifications, and experience:

- Post-graduate degree, preferably a PhD or equivalent, in a relevant scientific or technical field is essential;
- Specialist subject knowledge and substantial experience at senior level in a fisheries or marine science research discipline relevant to the MSC Standard;
- Familiarity with the MSC Standards and Certification Requirements, will be an advantage;
- Significant proven experience in both qualitative and quantitative research techniques, complex project management, and collaboration with international scientists and researchers;
- A record of publication in peer-reviewed journals, with a growing international reputation;
- A track record of successful research project management experience. Demonstrated ability to meet tight deadlines and manage multiple projects with long lead times, using internal and external resources, and liaising with partner research institutions/organisations;
- Experience with scientific databases, data management functions, and managing scientific-related IT projects, or with scientific communications will be an advantage;
- Empathy for the role of market-based eco-labelling programmes and willing to champion such initiatives is essential;
- Well-developed IT skills, including the use of standard software packages (MS SharePoint, Word, Excel, PowerPoint, Outlook and Adobe Acrobat), as well as specialist research/data software tools; and
- Demonstrated experience in financial management, including developing budgets and monitoring expenditure for a diverse range of projects.



## Relationship management:

- Demonstrate a clear understanding of and affinity for the stakeholder-engaged processes operated by the MSC;
- Demonstrate effective experience of working in partnership with stakeholders in research, science, or policy development, preferably in an international context. This may be from, but not limited to, scientific or marine policy community, the conservation or environmental community, or the fisheries and commercial sector;
- Evidence of the ability to create effective relationships with collaborating organisations;
- Evidence of an ability to manage relationships with colleagues, stakeholders, and collaborators successfully, with a people-centred approach to business and work; and
- A track record of forging and maintaining high level and successful partnership projects across different sectors, and of successfully navigating highly complex and politicised stakeholder environments.

## Organisational and management:

- Significant experience in building, mentoring, and coaching teams of mixed backgrounds and experience, but particularly of scientists, project managers and researchers;
- Demonstrated excellence in leading, managing and motivating teams with culturally diverse members. Experience in and understanding of the challenges of building relationships with colleagues across teams;
- Demonstrated strategic planning and project management delivery and evaluation at an organisation-wide level; and
- Demonstrated experience in financial management, including developing budgets and monitoring expenditure for a diverse range of projects.

## Communications:

- Excellent communications skills are required in spoken and written English. A second language would be highly desirable but is not essential.
- Ability to withstand and respond objectively to challenges from stakeholders with differing viewpoints;
- Demonstrated excellence in written communication and editing in the English language – ability to write/edit succinct and clear documents and reports is essential. This should be evidenced by an international publication record;
- Demonstrated excellence in spoken communication and presentation skills with a diverse range of people, and evidence of an ability to represent organisations as an ambassador and negotiator in an international arena at the highest levels of the fisheries science community, including speaking at conferences; and
- Ability to exercise diplomacy and tact in dealing with and securing information from staff at all levels in the MSC, and from external stakeholder.

## Personal attributes:

- Ability to horizon-scan and identify opportunities or threats to the reputation and credibility of the MSC, develop research to respond pro-actively to these threats;
- Stature, gravitas, and confidence to gain the credibility and respect of Board members and staff at all levels of the MSC, as well as external partners and stakeholders;
- Willingness and enthusiasm to contribute to MSC-wide responsibilities and development, where appropriate, in pursuit of the MSC's mission and vision;
- Excellent judgement and creative abilities, including influencing, negotiating and problem-solving skills, and ability to make decisions in a rapidly changing environment;
- Versatility to combine self-management and self-support when working alone with productive team membership and leadership;
- Strong attention to detail;
- Empathy and interest in the MSC's mission and objectives and for the role of market-based eco-labelling programmes and willing to champion such initiatives; and
- Demonstrated cultural awareness and sensitivity to the diversity of values, views and approaches to issues relevant to the MSC programme by stakeholders around the world.



# Terms of appointment

The MSC is committed to the principles of equality and fairness and we welcome applications from all communities. We do not discriminate on the grounds of age, ethnicity, race, colour, religion or belief, gender or gender identity, sexual orientation, or disability. If you consider yourself to have a disability and need reasonable adjustments made during the recruitment and selection process, please let us know how we can help you.

**Location:** The role will ideally be based at MSC's London office, however there is potential for the role to be based at another of MSC's offices.

The MSC supports flexible working. The MSC works across different time zones so evening or weekend work and/or some international travel and overnight stays may be required occasionally. No overtime is payable, however under certain circumstances time off in lieu may be granted.

**Remuneration:** Salary will reflect the seniority of the role and will depend on skills and experience.

**Annual leave:** 25 days (dependant on location).

**Pension:** In the UK, after 3 months, Tier 1 (3% contribution from employer & 5% employee). On successful completion of probation, Tier 2 (9% employer & 6% employee); choice of salary sacrifice. Pension arrangements outside the UK are dependent on location.

## How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Marine Stewardship Council on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **QMSM**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **13 September 2021**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

# Saxton Bampfylde



## **LONDON**

9 Savoy Street  
London WC2E 7EG

## **EDINBURGH**

46 Melville Street  
Edinburgh EH3 7HF

**saxbam.com**

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