



## New England Fishery Management Council

50 WATER STREET | NEWBURYPORT, MASSACHUSETTS 01950 | PHONE 978 465 0492 | FAX 978 465 3116

Eric Reid, *Chair* | Thomas A. Nies, *Executive Director*

# VACANCY ANNOUNCEMENT

## *Fishery Specialist*

**Starting Salary Range:** \$63,000 – \$79,000 DOE

**Closing Date:** August 23, 2022

**Salary Range for Position:** \$63,000 – \$87,000

**Location:** Newburyport, MA

(Potential for promotion to a maximum salary of \$133,000; compensation package includes health care coverage and IRA-SEP retirement plan)

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**Position Description:** The New England Fishery Management Council (Council) seeks candidates for the position of Fishery Specialist. This is a highly visible, demanding position. The specialist will assist in the preparation of fishery management plans, which requires a broad range of technical and communications skills. The Council manages fishery resources that are primarily in the U.S. Exclusive Economic Zone in the New England region (Maine through Connecticut). More background information about the Council is available at <http://www.nefmc.org/>.

The successful candidate will have an opportunity to further develop professional skills in the preparation of documents supporting fishery management actions to be reviewed and enacted by federal agencies. This person will work closely with the Council staff, as well as other professionals from the states, federal government, fishery user groups, and academic institutions. Successful performance in this position will prepare the specialist for increased responsibilities in state or federal natural resource management agencies. The specialist also will have the opportunity to improve skills through a strongly supported professional development program.

### Responsibilities:

- Assist in the preparation of documents, including Environmental Impact Statements for fishery management plans/amendments and other related documents.
- Compile and objectively analyze fisheries, environmental, biological, socio-economic, or other technical data using appropriate database and statistical analysis software.
- Prepare meeting summaries and assist in the conduct of public meetings.
- Develop analyses of fishery management alternatives.
- Communicate management concepts effectively to decision-makers and the public.
- Work collaboratively with other fisheries scientists, economists, and social scientists.
- Conduct other tasks as assigned.

### Important Attributes for the Position

- Positivity
- Leadership
- Integrity

- Ability to maintain healthy, positive working relationships with colleagues during times of pressure
- Flexibility in dealing with unanticipated challenges
- Ability to help manage multiple work streams simultaneously
- Ability to continuously foster team cohesion and collaboration

**Work Environment:** The New England Council staff places a high value on teamwork and cooperation in accomplishing the Council's objectives in a professional manner. As a staff we try to maintain professionalism and transparency and collaboration with our management partners at NOAA/Fisheries and member states, and with fisheries stakeholders. Council staff frequently work under demanding timelines for completing required documents. Staff travel frequently in the New England area to attend and coordinate public meetings.

**Professional Qualifications:** The successful applicant will have a solid grounding or experience in the management of fisheries in federal waters. Applicants should describe their experience working cooperatively with small teams to complete high-pressure tasks under demanding deadlines. Applicants should have a demonstrated ability to explain complicated issues to diverse audiences.

**Minimum educational requirements:** Graduate degree in economics, biology, fisheries policy, or related subjects. Candidates with experience in resource or fisheries-related economic analysis are encouraged to apply.

**Analytical Skills:** Ability to research and analyze pertinent 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 accessing Oracle databases, basic plotting, and analysis of data with Geographic Information Systems, experience with statistical analysis software, and solid understanding of Microsoft Office software packages.

**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, an example of your writing, and a brief résumé detailing education and experiences that clearly support the position requirements to:

Thomas A. Nies, Executive Director  
New England Fishery Management Council  
50 Water Street, Mill 2  
Newburyport, MA 01950

Résumés will be accepted via U.S. mail (postmarked by closing date), email (joleary@nefmc.org) or fax: (978) 465-3116 until the **closing date of August 23, 2022**. The anticipated hiring date is fall 2022.

**Special Conditions:** This is a non-federal position. Upon hiring, the selected applicant will enter an initial probationary period of one year during which his or her 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 accommodations to applicants with disabilities. If you need a 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.*

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