

Human Resource and Talent Management Section



University of Seychelles

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Campus: Anse Royale and Mont Fleuri

FACULTY	
Post title:	Director of Blue Economy Research Institute (BERI)
Reports to:	DEAN
Academic qualification:	<ul style="list-style-type: none"> • PhD (NQF Level 10) or equivalent in an appropriate specialism or demonstrable evidence of equivalent training and experience • Proficient in English (written and spoken) • Fellowship of a subject specific society and/or international visiting appointment at a leading international university or institution • Diving Qualification is an advantage
Professional experience:	<ul style="list-style-type: none"> • Having national research experience and established national relationships, international relationships in this area would be beneficial. • Proven experience of managing staff and their performance. • Demonstrable track record in strategic and operational management and planning • Experience of financial planning and resource allocation • Experience in proposal writing and grant administration
Additional Criteria (Competencies, Skills & Abilities)	<ul style="list-style-type: none"> • Ability to identify, create and articulate a coherent academic research vision for the Research Institute; is a strategic thinker. • Ability to initiate, lead and participate in research • Excellent Leadership skills for Networking, fundraising, conflict resolution, teamwork • Effective written and verbal communication skills; can effectively communicate with other departments and sections • Is creative, insightful, transparent and accountable, solution oriented • Good analytical and reporting skills; budgeting and reporting skills • Good listener, mentor and problem solver • Ability to work independently and show initiative • Ability to produce high-quality, cohesive, coherent and persuasive write-ups • Ability to identify and attract relevant networking and funding opportunities • Able to present a credible face, locally and externally, as the

	<p>university's standard-bearer for the Institute</p> <ul style="list-style-type: none"> • Must be an articulate, confident and politically adept communicator who is able to deal with challenges and manage uncertainty and risk confidently where necessary • Ability to thrive in a dynamic and collaborative environment • Must have project management experience and skills • Ability to combine and integrate the skills and expertise of highly motivated staff into multi-disciplinary teams, developing and building upon existing collaborations as well as creating/facilitating new opportunities. • Ability to engage a range of local and international stakeholders to collaborate in identifying problems and appropriate solutions, within agreed timetables and budgets.
Technical skills in the following areas	<ul style="list-style-type: none"> • Use of statistical packages (Preferably R statistics), MS office or equivalent, GIS, using a GPS, database management, data analysis, Policy development, project planning, scientific and report writing skills, Project Management, EEA, Fundraising, budget creation and management, ecological monitoring, community and corporate engagement
Physical Requirements	<ul style="list-style-type: none"> • Can carry heavy equipment on dive expeditions or ecological monitoring • Has Snorkelling ability
Supervises	<ul style="list-style-type: none"> • Research Officers/ Senior Research Officers/ Interns/ Researchers (Lecturers/Senior Lecturers)

Description of the Institute/Role:

BERI's aim is to create an active academic research and knowledge network that supports an informed, fair and sustainable Blue Economy, supporting decision-makers, the wider community, and adaptive management to ensure the ocean supports us for generations to come.

There are **three strategic pillars** that support the achievement of this aim:

Strategic Pillar 1: Creating an enabling environment for locally-driven academic research (with a focus on ocean governance, integrated ocean management, sustainable financing, capacity development, knowledge management and governance, gender equality and human rights)

Strategic Pillar 2: Strengthen trans-disciplinary academic research synergy and outputs (focus on stakeholder engagement, policy support and development, legislations etc...)

Strategic Pillar 3: Empower Blue Guardians to safeguard the ocean and support research (developing national science talent and a science culture, local engagement and capacity development)

BERI focuses on five core research areas:

1. Climate Change Adaptation & Mitigation/ Disaster Risk Reduction
2. Blue Economy & Natural Resource Economics, including sustainable tourism in Seychelles, Blue Financing and Blue Carbon, and Ocean Governance

3. Oceanography (Chemical/Physical), Acidification and Water Quality
4. Aquaculture & Fisheries Science with focus on artisanal/subsistence fisheries sector
5. Coral Ecology & Genetics, and Coral Reef Restoration

Job Purpose

The Director is responsible for the leadership and strategic management of the Institute. S/he leads research in the institute as per its specified area, in terms of initiating, leading, approving and participating in projects. S/he participates in discussions and negotiations for staffing and the strategic direction of the Institute.

Main Duties and Responsibilities

The Research Director is responsible for providing research leadership, which includes

1. Promoting and facilitating collaborative and interdisciplinary research, in areas related to the goals of the university;
 - a) develops and maintains local, regional and international networks, partnerships and opportunities to build and generate interdisciplinary and trans-disciplinary research
 - b) advises on/support national research strategy, programmes and initiatives as appropriate
 - c) supports a coherent approach to research development (and consultancy) and research uptake
 - d) undertakes research proposal development and teaching, as appropriate
 - e) ensures regular publications from the Institute, be it within the university, or in local and international publishing outlets
 - f) ensures regular activities to keep the Institute in the public eye
 - g) supports Senate and management committees as appropriate in relation to research activities
 - h) develops and maintains strong links with the university's programme(s) and other research institutes where appropriate, including facilitating the operation through lectures
 - i) attracts visiting researchers and scholars

S/he is also responsible for providing administrative leadership, which includes:

2. Producing reports for the Senate to summarise the activities of the Institute, as required
3. Ensuring that the Institute complies with the University's policies and meets its legal and statutory obligations
4. Attending external events, where appropriate, to learn from others and extend the influence of the Institute
5. Supporting UniSey in seeking sources of funding to advance the Institute's operations and ensure its sustainability.
6. Organizing the duties and managing the performance of any other staff linked to the Institute

Specific Duties

1. Coordinates the strategic development and performance of the Institute in relation to internal, national and international priorities;
2. Enables excellence in research and capacity for research. This includes:
 - a) coordination and development of institutional capacity;
 - b) ensuring national presence and engagement in research and developing the Blue Economy for Seychelles;

- c) developing and enabling BERI's strategy, financial performance/management, monitoring, evaluation, international, regional and national cooperation;
- d) strengthening trans-disciplinary collaboration in BE-specific themes (research and society),
- e) ensuring research uptake and development (technology etc);
- f) supporting the development of Blue Economy awareness, training and teaching programmes and
- g) securing grants and research opportunities that align directly with the concept of the Blue Economy

Key customers:

National Development Strategy: BERI reports on actions and activities to feed into this and contributes to Seychelles' Sustainable Development Goal (SDGs) achievement on various SDGs.

Department of Science Technology and Innovation (DSTI): BERI has a keen interest in and supports events and initiatives related to national laboratory infrastructure/assets, business, technology and innovation incubator; knowledge management platform; national research council and strategy development; science, technology, engineering and mathematics education, assessment, national environmental research approval committee. This is a key partner of UniSey.

Seychelles Climate Adaptation Trust (SeyCATT): BERI sits on the Blue Grants Committee. BERI partner on various SeyCAT projects and are working together to attract philanthropic interest in the Blue Economy, Marine Research and related summer schools linked to BERI. BERI is a partner on a project funded by PEW Charitable Trust that contributes to the Seychelles NDCs.

Department of the Blue Economy: BERI supported the development of the Blue Economy Roadmap and Action Plan, wrote a chapter on the Seychelles Blue Economy for Routledge, is working on Ocean Accounting and various other initiatives, projects and expedition research; represents Seychelles academia at international conferences.

Joint Management Area - Seychelles and Mauritius: BERI sits on the Marine Spatial Planning Stakeholder Engagement Working Group and provides expert and technical advice to the JMA MSP process.

Ministry of Agriculture, Climate Change and Environment: BERI advises on various committees and engages with projects linked to Marine Spatial Planning, biodiversity finance, coastal and marine ecosystems, Ocean Acidification, protected area financing, global environment facility projects, Areas Beyond National Jurisdiction, Climate Change, Ecosystem-based adaptation, coral restoration, blue carbon, expedition research, national Marine Science Symposium and others.

Seychelles Fishing Authority: BERI has an MOU with SFA, and is advancing collaboration on harmful algal blooms, aquaculture, access to remote sensing data and access to laboratory facilities with strong student engagement and collaboration linked to it.

Fishing Boat Owners Association: continued engagements through projects and supporting initiatives.

Terrestrial Restoration Action Society of Seychelles & Gaea Seychelles: student internships and research projects centred around the Ridge-to-Reef projects on Praslin (2020-2025)

Green Islands Foundation (North, Denis and Fregate Islands): collaborates through an MoU and undertake bi-annual coral monitoring to building capacity for stand and large-scale coral monitoring. Development of the Management Plan for Fregate (2022 - 2023)

Marine Conservation Society of Seychelles collaborates through MoU

Global Vision International (GVI): collaborates on projects

Petro Seychelles: marine sediment cores for practicals, data sharing and project collaboration with their international contacts

Seychelles Agricultural Agency: provision of training in CCA, access to laboratory facilities and supporting surveys under Ridge to Reef project (2020-2025) and other projects.

Save our Seas foundation: D'Arros Island research attachments and research collaboration

Island Biodiversity and Conservation Centre (IBC) - collaborates through an MoU.

Wildlife Club of Seychelles (WCS) - collaborates through an MoU

Others: Advisor to the EbA project team, Committees and strategy support; Member of the Seychelles Conservation and Climate Adaptation Trust's Finance Committee and Blue Grants Committee; Member of the Seychelles Marine Spatial Planning Initiative's Technical Working Group (Observer, Finance. Marine); UniSey representative on the National Inter-Sectoral Coordination Committee for SAPPHIRE and WIOSAP Regional Projects; Participates in national Global Facility project development and planning and steering committees for awarded projects: GEF5, GEF6, GEF7; Supports various workshops and meetings for DSTI, DBE, MACCE, ABNJ, OCEAN5.

Works with:

Faculty (FASD, FBSD), Admin, Department of Environment, other Institutes, IBC, MoU Agreements organisations, Partners (local and international), hubs (Ocean KAN , One Ocean) Associations (WIOMSA), MACCE, Department of Blue Economy, Commonwealth of Learning, Florida International University, University of Oxford, Nekton, University of Western Australia, Max-Planck Institute for Chemistry ETH Zurich, Monaco Exploration, The Research Institute for Development's (IRD) Marine Biodiversity, Deltares (Netherlands), visiting scientists, postgraduates and interns.

Professional Development

1. Responsible for continuing self-initiated professional development
2. Participates in University staff development initiatives
3. Attends training programmes as identified and agreed for appropriate development
4. Engages in professional development activities as required.

Expectations of all staff

Professional standards

All staff employed by the University are expected to exhibit high professional standards which promote and demonstrate the University's core values of Excellence, People Focused, Partnership Working, Fairness and Integrity.

Equal opportunities

All staff are expected to understand and enact the University's commitment to ensuring equality and diversity in all activities.

Dignity at work

Every member of staff has a responsibility to ensure colleagues are treated with dignity and respect. The University is committed to creating a work environment for all staff that is free from harassment, intimidation and any other forms of bullying at work, where everyone is treated with dignity, respect and professional courtesy.

Health and Safety

The arrangements for meeting the University's health and safety objectives are contained in the UniSey's Health and Safety Policy. This includes the responsibilities of key staff and procedures covering the main activities of the University. All staff are expected to take reasonable care of themselves and those that may be affected by their actions.

Dress code

The University does not operate a formal dress code for its employees, other than for those who are provided with uniform and/or protective clothing. However, employees must ensure that their dress is professional, reasonably smart and appropriate for the situation in which they are working. All staff should ensure that they present a professional image and one that reflects sensitivity to customer perceptions. This may reflect their ethnicity and lifestyle, but should not be provocative or cause offence to those with whom they have contact.

Staff Full Name:	Signature:	Date:
Line Manager Full Name:	Signature:	Date: