



*BirdLife Cyprus is a non-governmental non-profit organisation aiming to protect the birds of Cyprus and their habitats, as well as promote the importance of bird conservation to the general public.*

**BirdLife Cyprus is looking for a**

**Seabirds Project Officer (full-time 38 hours/week)**

**Contract duration: 27 months (until 31 August 2020)**

**General responsibilities:** Implementation of the BirdLife Cyprus project on incidental bycatch in fisheries (Bycatch Project), in collaboration with the project partners. This bi-communal project aims to understand the impact of bycatch on marine species and developing solutions in collaboration with fishermen. The project is funded by the MAVA Foundation and is coordinated by BirdLife Europe. It is a regional Mediterranean project, which includes communication actions in conjunction with scientific surveys. The Seabirds Project Officer role includes an important element of at-sea fieldwork, including on-boat surveys.

**The successful candidate will:** Will hold a university degree in a relevant subject and / or equivalent experience. They will have experience of working in the field and (ideally) in the marine environment. They will be experienced in project management and coordination, a capable communicator and able to work independently and effectively to (strict) deadlines. They will also have clear motivation to work for a NGO and in the field of biodiversity conservation.

**Annual salary: €18,000 – 20,000** (gross), depending on qualifications and experience.

**Deadline for applications:** 1 May 2018. Interviews will be held during 14-18 May 2018

In order to apply, send a cover letter and a CV. In the cover letter please describe the reasons you are applying and why you consider yourself to be the best candidate for this position. The cover letter and CV should be sent by e-mail to: [birdlifecyprus@birdlifecyprus.org.cy](mailto:birdlifecyprus@birdlifecyprus.org.cy)

**Job Description** **BirdLife Cyprus Seabirds project Officer**

**Job Title:** Seabirds Project Officer [Full time, 38hrs/wk]

**Organisation:** BirdLife Cyprus

**Location of Job:** BC office at Strakka, Nicosia

**Post holder reports to:** BC Monitoring & Research Coordinator

**BirdLife Cyprus is looking to hire a Seabirds Project officer on a 27-month contract starting in June 2018. Salary offered is between €18,000 and €20,000 depending on qualifications and experience.**

**Applications letters should be submitted, along with a CV, by 1st May 2018 to**

[birdlifecyprus@birdlifecyprus.org.cy](mailto:birdlifecyprus@birdlifecyprus.org.cy)

**Overall Purpose of the job:**

The Seabirds Project Officer will lead the effective implementation of the project “*Understanding multi-taxa ‘bycatch’ of vulnerable species and testing mitigation- a collaborative approach in Cyprus*” (Bycatch Project). The Bycatch Project is funded by the MAVA Foundation and is coordinated by BirdLife Europe and Central Asia, with direct partners the University of Exeter, and indirect partners Enalia Physis, Society for the Protection of Turtles – SPOT, and BirdLife Cyprus.

The Bycatch Project aims to develop and implement standardised data collection of bycatch (the incidental capture of vulnerable species in fishing gear) and testing mitigation measures for their effectiveness in reducing single and multi-taxa bycatch. Bycatch is a key conservation issue in the Mediterranean for several taxonomic groups, including sea turtles, cetaceans and seals, seabirds, and elasmobranchs. Little is known of the scale and scope of the problem, despite bycatch being an important pressure on the populations of threatened species, such as the Mediterranean Monk Seal, Yelkouan Shearwater and Green Turtle. Developing and implementing solutions to prevent bycatch remains extremely challenging in the absence of a detailed understanding of the spatiotemporal interaction between fisheries and vulnerable species. To bring about a step change in the management of fisheries to reduce bycatch of vulnerable species, it will be necessary to understand the fishing operations and fishing gear in detail and test mitigation measures in collaboration with the fishing industry. A key additional element of the Cyprus project will be the gathering of data on the distribution of seabirds around Cyprus, an area where data is lacking.

**Specific Duties:**

The Seabirds Project Officer will:

- a. Have the overall lead and responsibility for the management and coordination of the Bycatch project, including coordination with project partners, Enalia Physis.
- b. Ensure agreed timeframes for project actions are kept to and all deadlines are met, alerting the partners to deadlines and helping with planning the steps.
- c. Lead on contractual project reporting requirements, ensuring timely and high quality reports are delivered in accordance with relevant project funding agreement.
- d. Be responsible for organising project meetings and workshops as necessary, taking minutes of the meetings and action points and follow up the actions.
- e. Be responsible for overseeing the budget spending of project and raise concern in a timely manner if problems identified.

- f. Be responsible for monitoring project progress and performance.
- g. Liaise with, and updating progress to, Monitoring & Research Coordinator/Director.
- h. Keep the BirdLife Monitoring & Research Coordinator/Director and others informed about project status and issues that may impact project implementation in a timely manner.
- i. Coordinate and carry out at sea monitoring for seabirds, in collaboration with project partners. This will involve boat-based, at sea survey work.
- j. Contribute to and participate in multi-taxa bycatch observer programme on fishing vessels, in collaboration with project partners. This will involve boat-based, at sea survey work, on fishing vessels with local fishermen.
- k. Contribute to and participate in bycatch mitigation trials, in collaboration with project partners. This will again involve boat-based, at sea survey work, on fishing vessels with local fishermen.
- l. Collate and analyse existing data for identification of potentially important marine areas for vulnerable seabird species.
- m. Input into pan-Mediterranean project on incidental bycatch of vulnerable species, coordinated by BirdLife Europe and Central Asia.
- n. Develop communications materials for engagement and outreach with fish industry groups, government authorities, and the general public.
- o. Engage with relevant stakeholders to meet project aims.

#### **Other Duties:**

- a. Assist the Monitoring & Research Coordinator and other office staff with additional reasonable tasks relating to other areas of BirdLife Cyprus work, as requested.
- b. Maintain an overview of BirdLife activities taking place globally, and particularly in Europe and the Mediterranean region, in the areas of research, ornithology and seabird conservation, identifying opportunities for cooperation and interest for Cyprus.
- c. Attend BirdLife International or other relevant seminars, meetings or trainings, as appropriate.
- d. Complete regular reports about work, contribute with articles to newsletters and magazine.
- e. Regularly file and archive work.

#### **Profile and Qualifications**

##### **Essential**

- University Degree in relevant environmental subject: Biology, Marine Biology, Zoology, Ecology, Conservation or Ornithology, and / or equivalent experience.
- Good understanding of key threats affecting seabirds and the marine environment, and how to mitigate them.
- Familiarity with international marine conservation issues, including relevant environmental EU and non-EU laws, conventions and instruments.
- Experience of managing multiannual and international conservation projects.
- Must be excellent user of English (spoken and written).
- Willingness to work on board fishing or marine research vessels.
- Excellent writing skills with the ability to produce high quality technical reports.

- Excellent communication and interpersonal skills required to build relationships with partners and stakeholders.
- Excellent capacity to work independently and as part of a team of colleagues.
- High standard of computer literacy (Excel, Word, PowerPoint, Outlook, the internet).
- Accuracy and precision.
- Motivated and proactive, able to work to deadlines with minimum supervision.
- Flexibility and adaptability, able to prioritise own workload.
- Ability and willingness to travel abroad for work and willingness to work occasional evenings and weekends as required.
- Problem-solving attitude and capacity to resolve potential conflicts.
- Assertiveness and confidence.
- Clear motivation to work for an NGO.

**Desirable, a definite advantage**

- Postgraduate degree in relevant environmental subject: Biological Science and/or nature conservation, or equivalent experience.
- Good knowledge of European seabird species and their preferred habitats (e.g. conservation status, distribution, abundance and ecology).
- Knowledge of and familiarity with Cyprus fisheries and relevant stakeholder groups.
- Experience of working on board fishing or marine research vessels.
- Good user of Greek language (spoken and written).