# ECSA Newsletter, July 2020 (No. 34)

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## **Message from ECSA President**

As with everything else in our lives for the last few months, it has been a very strange time to be President of ECSA. Sadly, we have had to postpones both our Focus Meeting in Plymouth and our biennial International Meeting in Hull. Such fora provide the life-blood of our Association, so members of Council are hopeful that we can welcome you to both events in 2021.

In response to the restrictions of movement, Council has taken advantage of video software to hold the 131st Council and the 50th Annual General Meeting. Whilst we all enjoy the added benefits of being together face-to-face, the discussions were full and constructive. Indeed, plans for our 50th Anniversary symposium have progressed extremely well and we hope to share details of this very special gathering before long.

In the meantime, I and ECSA Council colleagues send our very best wishes. Axel.

Axel E J Miller ECSA President

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# **Obituaries – Victor de Jonge and William Langston**

# Victor Nico de Jonge (1944-2020)



It is with great sadness that we report that, on May 7, 2020, the Dutch marine ecologist Victor de Jonge, passed away suddenly and unexpectedly due to a heart attack at the age of 75. Our thoughts and sympathies go out to Victor's family and friends but especially to Jacky, his wife, companion and 'sounding board' of almost 52 years.

The world of estuarine and coastal ecology and management has lost a dear friend, colleague, editor, author, collaborator and even adversary. In the last twenty years, Victor's efforts have been in analyzing, publishing and presenting his work jointly with colleagues and others from around the world, on coastal zone management, the impact of human activities, ecosystem services and of course the impacts of pollution, eutrophication and morphology/hydrology related impacts on turbidity and primary production. His work especially continued in the Ems region where he started in the early 1970s.

Victor has been a member of the ECSA Council for almost 30 year (1990-2019) and, as with everything else he did, he gave his sweat, tears and toil to the Association. As the longest serving Conference Coordinator in ECSA's history (1992-2013), he was responsible for the expansion of ECSA International Scientific meetings into countries outside Europe including Argentina, South Africa, Australia and China amongst others. Victor's great achievement was in bringing Elsevier on board so the ECSA international meetings went from 200+ to 600 participants which cemented the international reputation of ECSA. Victor also increased the links between ECSA and the Estuarine Research Federation (ERF, now the Coastal & Estuarine Research Federation) in the US.

Many will have heard his 'ECSA-promotion talk' at symposia where he showed pictures of a fleet of Spanish buses carrying the company name 'ECSA' and his encouragement that 'we should not miss the bus'. Victor was so convincing that we think some delegates really believed that ECSA did own a fleet of buses! He was especially

effective in telling students that annual ECSA Student Membership was just as cheap as 'a McDonalds meal with drink' and would be better for their mental and physical health and career! ECSA has lost its prime ambassador and promoter and our meetings will not be the same.

When he died, Victor was still not showing any signs of slowing down. In addition to Editing Ocean & Coastal Management, he was still working on papers on Ecological Network Analysis (ENA) and full of ideas about the further analysis of huge matrices he had created on estuarine food webs. He was writing the first chapters for the next edition of the book 'The Estuarine Ecosystem; ecology, threats and management' with Mike Elliott and Donald McLusky. Again, with Mike, Victor was one of the Co-Convenors of the ECSA58-EMECS13 international symposium which due to the COVID-19 pandemic had just been postponed from September 2020 until September 2021, and he was working on the abstracts, speakers and sessions (note that the symposium will now be a tribute to Victor). And to cap all this, he had just finished this year's lambing season! (He had his own flock of breeding Texel sheep.) The sadness and shock is compounded as he was much healthier and fitter than many of us much younger than his 75 years!

Since Victor's sad and untimely death, we have received messages from a huge number of his colleagues, associates, former students, collaborators and authors worldwide. Many say the same thing – he was an excellent and meticulous scientist, he 'didn't suffer fools gladly', and had his own very strong opinions. He was always willing to help young researchers and gave his time freely and he was a hard but fair Editor and his comments always resulted in improved papers.

It is clear that Victor has left a legacy for his science and a lasting memory for us all, and we will all miss him greatly!

The above words have been extracted from a longer version of the obituary that will be published in the ECSA Bulletin and in the journal Ocean & Coastal Management. The obituary was written by his friends and colleagues Norbert Dankers, Mike Elliott, Karel Essink, Tim Jennerjahn, Henk Schuttelaars, and Justus E.E. van Beusekom, but the sentiments expressed in there are shared by all who knew Victor.

## Dr William J Langston BSc, PhD

Bill Langston was educated at University of London obtaining his PhD in 1975. In 1977 he moved to the Marine Biological Association in Plymouth, where he spent most of his professional life becoming an Associate Fellow. During his research career he has produced a wealth of academic papers, books and book chapters and he has held editorships in special editions of journals, such as Marine Pollution Bulletin. He made a major contribution to the understanding the behaviour of contaminants in estuaries and coastal waters, particularly metals, organo-metals, radionuclides and persistent organic compounds. In particular, he was interested in the interactions between the biogeochemistry of contaminants and their uptake by marine organisms. He was what you might imagine as the epitome of the active marine biologist, since I recall meeting him several times at low water on the mud flats of the Plym Estuary, dressed in wellies and anorak, collecting and cataloguing organisms for analysis.

He was a prime-mover in the MBA team that developed the methodology to determine organo-tin concentrations in the marine environment. He produced his first paper on DBT and TBT in Poole Harbour in 1987 and he went on to publish many significant papers on this important topic, thereby contributing to governmental decision-making on TBT. He is probably best known for his 1992 benchmark paper with Dr Geoff Bryan published in Environmental Pollution on the bioavailability and effects of heavy metals which, as a measure of the quality of his work, has acquired more than one thousand citations. He was still actively involved in publishing when in July 2020 Bill was included, along with several colleagues, in a paper on the clean-up of redundant docks in the Mersey Estuary.

Bill always welcomed and supported many MSc and PhD students, registered at the University, who wished to work with him in his laboratory. He was a long-term member and supporter of the activities of ECSA, including his participation at conferences and workshops. We have lost an absolute stalwart, a key individual who was a fundamental part of the modern history of research in estuaries and coasts. With Bill's passing our subject will never be quite the same.

Geoff Millward Emeritus Professor, Marine Institute, University of Plymouth

## **News: ECSA Ambassador for the US**



We are glad to announce that Dr Patrick Friend is the ECSA Ambassador for the United States.

**Biography:** Dr. Patrick Friend is an international coastal and marine scientist, with key areas of interest in coastal & marine sediments and sediment transport, bio-sedimentology, coastal resiliency, ports, harbors and estuaries. He spent 8 years as a research fellow at the University of Southampton's National Oceanography Centre, where he was university lead on three multidisciplinary European Union projects, Bioptis, Eurodelta and US-EuroStrataform. During this time he worked as consultant on the MOSE flood protection scheme in Venice Lagoon, Italy. After ten years in the global

offshore energy industry, he returned to coastal and marine science four years ago, and is now based in Houston, Texas where he is a Coastal and Marine Sciences Strategic Adviser for Integral Consulting. Dr. Friend is a reviewer for a number of international scientific journals, and has published on topics ranging from Sediment Transport Pathways in Dredged Estuaries to Bio-Sediment Interaction in the Coastal Zone, and Shallow Gas Accumulation in Modern Deltaic Systems. His paper, 'Bio-dependent Bed Parameters as a Proxy Tool for Sediment Stability in Mixed Habitat Intertidal Areas' won the award for most-cited publication, Continental Shelf Research, 2003-2007. His present research involves Lagoonal Ecosystem Indicators of Heavy Metals derived from Pyrotechnics, and Barrier Island Sediment Transport Processes in the Gulf of Mexico. He is an advocate for intelligent solutions that work with nature.

Message from Ambassador: The coastal zone – the interface between land and sea – has always been important to me since growing up among the estuaries and beaches of southern England, and later becoming a coastal and marine scientist in Europe and now the US. Today, more than ever before, estuarine and coastal science is critical to our understanding of natural systems and their interaction with human-induced effects in the coastal zone. My academic training taught me the value of a multi-disciplinary approach; to me this is perfectly represented by ECSA and its scientific membership. Now I believe we need more: we need a 'stronger together' approach to make our science heard above the noise. It is for this reason that I want to raise ECSA awareness in the US, not only within existing academic, governmental and consultancy circles, but more importantly among young coastal and estuarine scientists.

<u>Patrick would love to hear from US members about their ideas for growing ECSA in the Americas.</u>
Please send any ideas to <u>pfriend@integral-corp.com</u>

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# Membership rates for OECD/DAC countries

ECSA Council wishes to encourage applicants from a greater diversity of countries. We have therefore used the OECD DAC (Organisation for Economic Co-operation and Development, Development Assistance Committee) list to identify which countries would benefit most from reduced membership fees. The DAC list can be viewed at <a href="https://ecsa.international/membership-rates">https://ecsa.international/membership-rates</a>, with the first three columns qualifying for the reduced rates, which can be seen below. This list will be reviewed periodically in line with the OECD review.

#### Membership Rates (£ sterling) for DAC countries\*

Membership type	Rate	Note
Full annual member	12	Per annum
Student member	10	Three year membership, one payment only

<sup>\*</sup> See <a href="https://ecsa.international/membership-rates">https://ecsa.international/membership-rates</a> for a list of DAC countries.

We hope this will assist people in these countries to benefit from the opportunities ECSA membership offers. Membership benefits include being able to apply for grants to attend meetings, awards for best poster or presentation at ECSA meetings, a reduced rate for online access to the journal *Estuarine & Coastal Shelf Science* (individuals only), and being part of a world-wide network of scientists. Please see here for more on the benefits of ECSA membership https://ecsa.international/membership.

We hope this will be of assistance to students, and early career workers in particular. If you have queries on this please contact me via the ECSA website.

Clare Scanlan ECSA Membership Secretary

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# 2020 ECSA events update

Dear ECSA Member,

We hope you and your family are managing the best you can during this global pandemic.

Due to the risk posed by COVID-19, many of the ECSA events scheduled for 2020 had to be postponed due to the Covid-19 pandemic, in order to ensure the safety of the participants, organisers and everybody involved.

The ECSA58 & EMECS13 Symposium 'Estuaries & Coastal Seas in the Anthropocene' in Hull, UK (originally scheduled for 7-11 September 2020) has been postponed to 6-10 September 2021.

Despite this, we encourage you to submit your abstract. The new abstract submission deadline is 9 April 2021. Please find more information at <a href="http://www.estuarinecoastalconference.com/">http://www.estuarinecoastalconference.com/</a>

The ECSA focus meeting 'From catchment to coast with an emphasis on the estuaries and coastal waters of SW England' in Plymouth (originally scheduled for April 2020) has been postponed. It is still planned to run this meeting with new provisional dates of late March or early April 2021. As soon as definite information is available it will be posted on the ECSA website and in this newsletter.

People who had kindly offered to speak at the meeting, and anyone who had registered to attend in April 2020 will also be contacted directly.

All potential delegates who had paid to attend the 2020 meeting should now have been reimbursed. If anyone has been missed would they please contact Andrew Wither: <a href="mailto:awith@noc.ac.uk">awith@noc.ac.uk</a>.

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#### **ECSA Logo Competition Winner**

Following the recent ECSA Logo Competition, we are pleased to announce that a winner has been chosen by the judging panel.

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The new design will be unveiled at the ECSA 50th Anniversary Celebration.	
logo as a modernisation of the pre-existing logo with a simplified wave form and a cleaner more modern shape.	

Will Harvey from the Scottish Association for Marine Science, who designed the winning entry, described the new

ECSA will be celebrating its 50<sup>th</sup> birthday in 2021. We believe this is the perfect opportunity to reflect on everything the Association is doing well, but also time to consider areas where we may need to improve. We will, therefore, be sending you a short questionnaire in the coming weeks to find out your views on the Association, and what you think we could do to make the next 50 years even more successful.

The questionnaire will be open to everyone, regardless of age or membership status, and we appreciate in advance your time in completing the questionnaire. It will be distributed via email and the Association's social media platforms, and as a small thank you for giving us your opinions there will be an opportunity to be entered into a £50 cash prize draw.

Thank you once again in advance for taking the time to give us your views on the Association. We look forward to receiving your responses.

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OTHER FEATURES/EVENTS OF INTEREST	

# 2020 Events - Postponed/rescheduled

Due to the coronavirus (Covid-19) outbreak, many events scheduled for the spring-summer 2020 have been cancelled and/or rescheduled:

#### 6th International Marine Conservation Congress (IMCC6), Kiel Germany - To be held online

The 6<sup>th</sup> International Marine Conservation Congress (IMCC) was due to take place from 24-27 August 2020 in Kiel Germany. In light of the challenges the global community faces from the covid-19 pandemic, the event has now been changed from an in-person meeting to an online IMCC6. It will bring together conservation professionals and students to develop new and powerful tools to further marine conservation science and policy. For more information and updates please visit <a href="https://conbio.org/mini-sites/imcc6">https://conbio.org/mini-sites/imcc6</a>

#### International Coastal Symposium (ICS2020), Seville Spain – Postponed to 2021

The ICS Organizing Committee has decided to postpone the International Coastal Symposium (ICS2020) planned for April 2020 in Seville, Spain. The Symposium is now re-scheduled for **Spring 2021**, at the same location (Seville, Spain).

The symposium, will be hosted by the Coastal Environments Research Group, Universidad Pablo de Olavide de Sevilla, under the auspices of the Coastal Education and Research Foundation (CERF) and the Journal of Coastal Research (JCR).

For more information and updates please visit <a href="https://www.ics2020.org/index.php">https://www.ics2020.org/index.php</a>

13<sup>th</sup> International Symposium on Biogeochemistry of Wetlands, Baton Rouge, Louisiana USA – Postponed to 2021

The 13<sup>th</sup> International Symposium on Biogeochemistry of Wetlands "Wetlands in a changing climate" has been postponed to 2021. New dates for the symposium are **22-25 March 2021**, at the same location, the Hilton Capitol Center, Baton Rouge, Louisiana, USA.

For more information and updates please visit https://conference.ifas.ufl.edu/biogeo2021/

# 52<sup>nd</sup> Liège Colloquium on Ocean Dynamics – Towards understanding and assessing human impacts on coastal marine environments, Liège Belgium – Postponed to 2021

Considering the situation with the COVID-19 outbreak, the Scientific Committee has decided to postpone the Colloquium to 2021. New dates are **17-21 May 2021**.

For more information and updates please visit <a href="http://labos.ulg.ac.be/gher/home/colloquium/">http://labos.ulg.ac.be/gher/home/colloquium/</a>

#### 14th International Coral Reef Symposium (ICRS 2020), Bremen Germany – Postponed to 2021

The 14<sup>th</sup> International Coral Reef Symposium has been postponed to **18 – 23 July 2021** (ICRS 2021). For the first time in its history, an ICRS will be held in Europe, in the cosmopolitan and historic city of Bremen, Northern Germany. For more information and updates please visit <a href="https://www.icrs2020.de/">https://www.icrs2020.de/</a>

#### Our Coastal Futures Conference (OCF), Gold Coast Australia – Postponed (dates tbc)

The OCF committee have made the difficult decision to postpone OCF2020 which was due to take place from 19-22 October 2020 at Southern Cross University, Gold Coast, due to the current situation concerning the spread of the coronavirus (COVID-19) and the unknown future impact this may have. The committee is working with the Southern Cross University to select a suitable date.

For more information and updates please visit <a href="https://www.futureearthcoasts.org/our-coastal-futures-fec-open-science-conference-postponed/">https://www.futureearthcoasts.org/our-coastal-futures-fec-open-science-conference-postponed/</a>

# 10<sup>th</sup> Pacific Island Nature Conservation and Protected Areas conference, Noumea New Caledonia – Postponed (dates tbc)

SPREP, PIRT and New Caledonia, event organizers for the 10th Pacific Islands Conference on Nature Conservation and Protected Areas have postponed the regional event due to the global outbreak of the COVID-19 virus. New Caledonia was to host the conference in April 2020. The event will be rescheduled to new dates (to be determined as yet) dependent on travel and transport in the region reopening.

For more information and updates please visit <a href="https://www.pacificnatureconference.com/">https://www.pacificnatureconference.com/</a>

#### 2020 UN Ocean Conference, Lisbon Portugal – Postponed (dates tbc)

In light of the global coronavirus (COVID-19) pandemic and growing public health concerns, the 2020 United Nations Ocean Conference, which was scheduled to take place from 2 to 6 June in Lisbon, Portugal, has been postponed. Cohosts of the Conference Kenya and Portugal in consultation with the General Assembly will decide on possible future dates for the Conference, including timelines for the preparatory process.

For more information and updates please visit <a href="https://www.un.org/en/conferences/ocean2020">https://www.un.org/en/conferences/ocean2020</a>

#### 8th International Symposium "Monitoring of Mediterranean coastal areas", Livorno Italy - Cancelled

Due to the emergency caused by the diffusion of Covid-19 virus, the Symposium (originally scheduled for 16-18 June 2020) has been cancelled.

For more information and updates please visit

http://sympcoastmed.fi.ibimet.cnr.it/index.php/en/2020/03/27/symposium-cancelled-and-proceedings-planning/

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#### **MASTS Webinars**

Members of the marine science community are invited to watch MASTS webinars to learn about the latest breakthroughs, new technologies, and ground-breaking research in a broad variety of fields. Every Wednesday MASTS will bring to you a live webinar at 1pm. These free sessions will be presented by a different MASTS member each week and will be recorded on our Youtube page:

https://www.youtube.com/playlist?list=PLXIbt403rtgNOfVoGBLeUYFc0yFE9NDze

Forthcoming webinars:

Wednesday 3rd June - Dr Christopher Sweeting (Marine Management Organisation) - Non-lethal deterrent options for mitigation of seal-fishery interactions at sea

Wednesday 10th June - Dr William Sanderson (Hariot Watt University) - The DEEP project: Progress and challenges in oyster restoration

Wednesday 17th June - Dr Tania Mendo (St Andrews) - Understanding potential impacts and assessing possible mitigation of bycatch in an artisanal shrimp trawl fishery in Peru

Wednesday 24th June - Dr Declan Tobin (JNCC) - What's the porpoise? Marine conservation; the species behind the policies

Wednesday 1st July - Dr Maria Dornelas (University of St Andrews) - title TBA

Wednesday 8th July - Dr Hermione Cockburn (Dynamic Earth) - Discovering the Deep: Public engagement outcomes and legacy from the ATLAS project

Wednesday 15th July - MASTS & SUPER Grad School 4 x 10min "My Research" Showcase: Anai Valdivia (Strathclyde), James Rimmer (St Andrews), Jack Sheehy (Heriot Watt), Liam Godwin (UHI)

Wednesday 22nd July - Dr Davina Derous (University of Aberdeen) - What is a healthy dolphin? Toward new ecological relevant health markers

If you would like to present please send us an email: masts@st-andrews.ac.uk \*

To attend the webinars, please register at <a href="https://zoom.us/webinar/register/WN\_aluspA17RYODHXJDCq1Y6A">https://zoom.us/webinar/register/WN\_aluspA17RYODHXJDCq1Y6A</a>. Dial-in options will be provided in your registration confirmation email.

For previous and upcoming talk abstracts please look at the MASTS website: <a href="https://www.masts.ac.uk/research/masts-webinar-information/">https://www.masts.ac.uk/research/masts-webinar-information/</a>

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# FELLOWSHIPS/JOB POSITIONS/OPPORTUNITIES

# 15 PhD positions "Biota-Mediated Effects on Carbon Cycling in Estuaries", Hamburg

Universität Hamburg offers 15 PhD-Positions within the DFG funded **Research Training Group** *Biota-mediated effects on Carbon cycling in estuaries* (RTG 2530). The project aims at a better understanding of the role of biota and their interactions in estuarine carbon cycling. The role of plants, algae, microbes, animals as well as their interactions for estuarine carbon cycling will be studied. Research will be carried out in intertidal marshes, in subtidal channels and across marsh-channel boundaries.

The RTG is embedded into an inspiring academic environment at Universität Hamburg, Germany, and is carried out in close collaboration with the Leibniz-Institute of Freshwater Ecology and Inland Fisheries.

They are looking for highly qualified and enthusiastic students with a deep interest in ecology, molecular plant and animal physiology, biogeoscience and/or ecological modeling. The major study area of RTG2530 will be the Elbe estuary in Northern Germany.

<u>Applications are due by 1 August 2020.</u> The positions are expected to start on 1 January 2021 and will run for three years. The salary is based on TV-L E13 and amounts 65% of a full position.

For further information, go to <a href="www.grk2530-bicest.uni-hamburg.de">www.grk2530-bicest.uni-hamburg.de</a> or contact Dr.Susanne Stirn (susanne.stirn@uni-hamburg.de) or the potential supervisor.





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# **Grant opportunity - Sri Lanka and the Maldives**

Clean Cities, Blue Ocean (CCBO) was launched in August 2019 as the U.S. Agency for International Development's flagship program to respond to the global crisis of ocean plastic pollution. The program targets ocean plastics directly at their source, in cities and towns in rapidly urbanizing areas around the globe. Given Sri Lanka and the Maldives' geographic proximity and their mutual challenges to manage solid waste and combat ocean plastics as island nations, CCBO has just released an Annual Program Statement (APS) that includes both Sri Lanka and the Maldives.

The APS calls for Concept Papers from organizations that are interested and qualified to implement grants in these countries, in support of the program's objectives. Grants will be awarded to select organizations that demonstrate effective, locally-led solutions and approaches that can stem the tide of ocean plastics pollution.

Find out more at <a href="https://urban-links.org/project/ccbo/">https://urban-links.org/project/ccbo/</a>.

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# Job Vacancies (UK)



#### **Communications Assistant - MBA**

Marine Biological Association (www.mba.ac.uk)

<u>Location:</u> Plymouth, UK

Closing date for applications: 28 July 2020

<u>Contract details:</u> Full Time, Open ended, Salary £20,675-£23,063 depending on experience

<u>Job description:</u> A new opportunity has arisen for a full-time Communications Assistant at the MBA. One of the top-level goals of the evolving MBA strategy is to, "Strengthen external communications to be the primary voice of the marine biological community." Communications is a central component of the strategy and we are developing a focused team to deliver that. The successful candidate will have previous experience working and managing social media channels and other relevant platforms. They will have the ability to propose new ideas and concepts for our social media presence and be passionate about science communication, creating engaging multimedia

content that effectively communicates our work. The successful candidate will be a dynamic individual working within a team responsible for raising the visibility of the MBA through this role as detailed in the Job Description. For further information, please contact Maya Plass (<a href="maya.plass@mba.ac.uk">maya.plass@mba.ac.uk</a>)

For more information and to apply: https://www.mba.ac.uk/news/vacancies/communications-assistant



**Development Officers: Environmental Team (REQ0030)** 

Scottish Sea Farms

Location: Argyll, Scotland, UK

Closing date for applications: 30 July 2020

Contract details: -

<u>Job description:</u> Scottish Sea Farms is renowned for producing high quality, healthy seafood which is globally recognised for its excellence in farming of superior quality Scottish Salmon. The Environment Department is a key part of their regulatory compliance, business growth and sustainability. To further progress the business and support the journey of growth they are now looking for Development Officers who will play an integral part in building a bigger future for Scottish Sea Farms. Each Development Officer role will be responsible for the delivery of defined new farm projects which will contribute towards the company's growth strategy.

Educated to degree level or above, in a scientific or environmental discipline, candidates are expected to have a thorough understanding of the consenting framework for Scottish finfish aquaculture. High quality regulator and stakeholder engagement will form a key part of the role. A proven record of project delivery and experience of the EIA process is required. A formal qualification in EIA and experience of using GIS software would be advantageous. The successful candidate will divide their time between office work and travel to various locations across Scotland, including Orkney and Shetland. They will enjoy contributing and communicating as part of a team and will be practical and computer literate with excellent communication skills.

The post will be based at South Shian (Barcaldine), by Oban but may require short periods working at any of our company locations.

In return we will offer an attractive salary dependent on experience along with pension scheme, life cover, occupational health support, subsidised gym membership and cycle to work scheme.

For more information and to apply:

https://ce0438li.webitrent.com/ce0438li\_web/wrd/run/ETREC107GF.open?VACANCY\_ID%3d2164701Ka3%1BUSESSION=0BE 9454EBC3D11EAB82CE0E02017098B&WVID=053333300sW&LANG=USA



**Regional Manager - Shetland** 

Scottish Sea Farms

Location: Shetland, Scotland, UK

Closing date for applications: 10 July 2020

Contract details: -

Job description: To further progress the business and support the journey of growth, Scottish Sea Farms are now looking for a Regional Manager for their Shetland region who will play an integral part in building a bigger future for Scottish Sea Farms. This is an exciting opportunity for someone to head up our marine farming business on Shetland which has 15 farms and over 20,000T biomass consent. Reporting to the Director of Farming and working with the rest of the Production Team this role has the capacity to be innovative to drive standards and be leading in industry on salmon farming. The ideal candidate must have a track record in delivering results within the Aquaculture Industry at a senior level, be an inspirational hands-on leader who is committed to the welfare and standards uphold in Scottish Sea Farms. They must have a strong commercial background and be highly motivated in improving all areas of the Shetland business.

<u>For more information and to apply</u>: For an informal confidential discussion please contact Tracy Bryant-Shaw on 07776 765575 or <a href="mailto:tracy.bryant-shaw@scottishseafarms.com">tracy.bryant-shaw@scottishseafarms.com</a>.

Website: <a href="https://ecsa.international/">https://ecsa.international/</a>

ECSA is a registered charity (reg. no. 264006)

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