



A three-year **Early Stage Researcher (ESR)**, preferably a **doctoral (PhD) student**, in the field of “Cultural ecosystem services, values and cost-benefits associated with restoration of endangered iconic diadromous fishes (salmon, eel, sturgeon) in Europe” is sought within a newly funded EU Marie Skłodowska-Curie Initial Training Network (ITN) entitled IMPRESS. IMPRESS (*Improved production strategies for endangered freshwater species*, [www.impress-itn.eu](http://www.impress-itn.eu)) is coordinated by the Norwegian University of Life Sciences (NMBU) in Oslo, Norway, and involves 15 ESRs hosted by 9 different organizations in Europe. The candidate sought here will join the Inland Fisheries Research group of Prof. Dr. Robert Arlinghaus in the Department of Biology and Ecology of Fishes at the Leibniz-Institute of Freshwater Ecology and Inland Fisheries in Berlin, Germany and shall be recruited as soon as possible and within 2015.

**Job Title:** Assessment of cultural ecosystem services, values and cost-benefits associated with restoration of endangered iconic diadromous fishes (salmon, eel, sturgeon) in selected case studies in Germany, France and Norway. This is position 8 within IMPRESS ([www.impress-itn.eu](http://www.impress-itn.eu)).

**Job Description:** The candidate shall study the social and cultural (i.e., the economic) values and the costs and benefits of ongoing restoration and reintroduction programs in selected case studies on Atlantic salmon, European eel and European sturgeons in three countries (Germany, France, Norway). Using choice experiments and other quantitative human dimension survey methods applied to the wider public, the candidate shall assess the range of cultural ecological services generated by the mentioned species. The ultimate aim is to showcase whether ongoing restoration efforts are economically efficient and socially acceptable. Hypothesis driven components of the work may include explaining variation in economic values (WTP) by linking psychological and economic theory, evaluation of communication efforts or conducting experiments to study whether stated WTP is revealed in actual markets constructed for sturgeon conservation. We seek an applied social or economic scholar interested in fish conservation or an interdisciplinarily trained student. Work in position 8 will be closely integrated with position 3 of IMPRESS.

**Responsibilities:** The main responsibilities of the candidate will be:

- To manage and carry out an independent research project in close collaboration with social science partners in IMPRESS
- To write a research proposal, articles for scientific journals and a paper-based doctoral thesis based on a minimum of three articles in peer-reviewed journals
- To actively participate in research and training activities within the IMPRESS network
- To actively participate in the scientific life of the Department Biology and Ecology of Fishes, and the working groups of Robert Arlinghaus both at IGB ([www.besatz-fisch.de](http://www.besatz-fisch.de)) and at the Integrative Research Institute for the Transformation of Human-Environment Systems (IRI THESys) at Humboldt-University of Berlin
- To disseminate research results in the scientific community (via international conferences) and in the non-scientific community (via outreach and public engagement)

**Job Location and Supervision:** The ESR in position 8 will be employed by IGB in the Department of Biology and Ecology of Fishes in the research group of Robert Arlinghaus ([www.besatz-fisch.de](http://www.besatz-fisch.de)). The main place of work will be in Berlin-Friedrichshagen. The candidate will work up to eight months abroad at NMBU in Oslo and at CNSS (Conservatoire National du Saumon Sauvage) in Chanteuges, France to coordinate case studies and interface with the ESR researcher of position 3 in IMPRESS. The

project aims at increasing mobility to enhance multidisciplinary training of the student, and give him/her important experience of both academic and non-academic sectors. In addition, the candidate will take part in several training schools in different locations to facilitate exchange with biologists working in IMPRESS and experience further multidisciplinary training. Supervision of the work will be conducted in tandem by the fisheries scientist Prof. Dr. Robert Arlinghaus (IGB and Humboldt-University of Berlin) and the sturgeon conservation biologist Dr. Jörn Gessner (IGB) in collaboration with Prof. Dr. Øystein Aas (speciality in human dimension of fisheries and salmon management) from the Norwegian University of Life Sciences and other social science and economics colleagues around the world.

**Salary, benefits and expected degree:** The successful candidate will be employed for three years and receives a generous financial package in accordance with the regulations for the Early Stage Researchers (ESRs) in EU Marie Skłodowska-Curie Actions Innovative Training Networks (ITN) ([http://ec.europa.eu/research/participants/portal/doc/call/h2020/common/1617603-part\\_3\\_msca\\_v2.0\\_en.pdf](http://ec.europa.eu/research/participants/portal/doc/call/h2020/common/1617603-part_3_msca_v2.0_en.pdf)). For the candidate it is obligatory to participate in a set of training activities organized within the IMPRESS consortium as well as the doctoral student program of the IGB. The doctoral degree shall preferably be acquired at the Humboldt-University of Berlin.

**About IMPRESS:** IMPRESS aims at developing new technologies and approaches for improved production, management and conservation of three threatened diadromous fish species, the European eel, Atlantic salmon and the Atlantic and Baltic sturgeons. IMPRESS is set up as intersectoral training network covering a range of multidisciplinary aspects including molecular biology, physiology, and aquaculture production, as well as human dimensions of conservation management (see [www.impress-itn.eu](http://www.impress-itn.eu) for details). Two positions (positions 3 and 8) are devoted to social scientific and economic approaches to fish conservation and restoration. IMPRESS offers a highly interdisciplinary and international training for 15 doctoral and PhD students throughout the EU, with a highly competitive salary and close contacts with the industry, government agencies and leading laboratories. In addition to conducting research, students will be enrolled on an extensive programme of short training courses, and secondments at other partner institutions.

**About ITNs:** EU Marie Skłodowska-Curie Innovative Training Networks (ITNs) aim at improving career perspectives of early stage researchers in both public and private sectors, thereby making research careers more attractive for young people. They aim to promote transnational work and networking within a partnership of public and private enterprises in the research field. In particular, ITNs aim improving the employability of the recruited researchers by facilitating experience in both academia and enterprises. Thereby, the traditional academic research training is extended and cultural and other mobility barriers are reduced.

**About the the host Institute:** The Leibniz-Institute of Freshwater Ecology and Inland Fisheries (IGB, [www.igb-berlin.de](http://www.igb-berlin.de)) is the principal German research centre for aquatic ecology and inland fisheries. IGB is funded by the Federal Government of Germany and the State of Berlin as part of the Leibniz-Association ([www.wgl.de](http://www.wgl.de)). It is administratively organized in the Forschungsverbund Berlin (FVB) e.V. ([www.fv-berlin.de](http://www.fv-berlin.de)). The FVB manages eight research institutes in Berlin that are closely linked to all three major universities in the German capital. IGB offers excellent laboratory and field facilities for interdisciplinary ecological research, large-scale experimental facilities, as well as long-term research programs and data sets. Work by IGB combines basic and applied research as a basis for sustainable management of aquatic ecosystems and inland fisheries, including aquaculture, conservation of threatened freshwater fishes and recreational fisheries.

The interdisciplinary fisheries research group of Prof. Dr. Robert Arlinghaus has a strong track record in integrating applied social, economic and biological research on inland fisheries and in conducting social and economic evaluation of recreational fisheries. The group of the co-supervisor Dr. Jörn Gessner is carrying out the ongoing sturgeon reintroduction efforts in the Elbe and Oder basins. IGB

has an intensive graduate training programme. About 50 doctoral students from approximately 15 different nations are employed at IGB. The Department IV of Biology and Ecology of Fishes at IGB is responsible for a Masters Program in Fish Biology, Fisheries and Aquaculture at the Faculty of Life Sciences of the Humboldt-Universität zu Berlin (HU). Doctoral students in the field of fish and fisheries are preferably graduated at HU.

#### **Formal eligibility criteria:**

- Candidates may be of any nationality.
- The training network is tailored to hire and train doctoral students, but the recruitment of other ESRs meeting the eligibility criteria is possible as long as no doctoral degree has been awarded at the time of recruitment.
- By the time of recruitment by the host organization, candidates must be in the first four years (full-time equivalent) of their research career. Full-time research experience is measured from the date when a researcher obtained the degree which formally entitled him or her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited or seconded, irrespective of whether or not a doctorate is or was ever envisaged.
- Because the Marie Curie schemes are designed to encourage researcher's mobility, a mobility criterion applies for recruitment: by the time of recruitment, researchers must not have resided or carried out their main activity (work, studies, etc.) in Germany for more than twelve months in the last three years. Short stays, such as holidays, are not included.
- Candidates must be available to start the position at 1<sup>st</sup> June 2015.

#### **Desired Qualifications**

- M.Sc. or equivalent in human dimensions of fish and wildlife, fisheries, agricultural economics, resource or environmental economics, environmental psychology, integrated natural resource management, empirical social sciences, human geography or a related field, preferably with a focus on fisheries or aquatic ecosystems, particularly interdisciplinary fish biodiversity conservation
- Knowledge of quantitative survey design and economic and psychological theory to explain human behavior
- Very good skills in multivariate statistics
- Ability and motivation to work independently as well as collaboratively in an interdisciplinary team together with fish biologists
- Exceptional communicative and intercultural skills
- Willingness for significant mobility throughout Europe and stakeholder interactions
- Car driving license
- Excellent working knowledge (reading, writing) in English
- At minimum reading knowledge of German – if the candidate lacks German language skills, he/she must indicate in the application how to safeguard executing surveys among stakeholders and the public in Germany
- Familiarity with inland fisheries and fish conservation, with publishing research results in journals and with either Norwegian or French are benefits

Please send your fully developed **application materials** [a 1 page maximum motivation letter including statement of career goals, a separate 3 page maximum research plan about a hypothetical human survey you would design to address the position's objectives (structured as study objectives/hypothesis, background, methods, statistical analysis, expected results), CV including list of publications, a copy of the master thesis, if available copies of up to three papers, names and

email address of three referees] in **one combined PDF** with the subject header “IMPRESS\_ Position 8\_Name”electronically no later than **August, 15, 2015** to arlinghaus@igb-berlin.de (Prof. Dr. Robert Arlinghaus). For questions on the position please also approach Robert Arlinghaus.

An assessment committee will be appointed to review the applications and candidates selected based on ITN-wide guidelines, which aim at ensuring equal opportunities. Shortlisted candidates will be invited to an interview either in person or by Skype. The main criterion for selection will be the existing skills, knowledge and research career potential of the applicant, match with the project and fulfillment of the above mentioned qualifications.

The IGB is an Equal Opportunity Employer. It aims to ensure that no job applicant or employee will receive less favourable treatment on the grounds of race, color, nationality, ethnic or national origins, sex or marital status. In keeping with the IGB’s policy regarding gender equity, female candidates are particularly encouraged to apply. People with disabilities having identical qualifications will be favored.