

## Search Plan

**JPF02658** Postdoctoral Researcher in Fisheries and Climate Change, Marine Science Institute, University of California, Santa Barbara

Contact: [Lyndi Swanson](#)

### General information

**Accepts online applicants**

Yes

**AD Name**

Postdoctoral Researcher in Fisheries and Climate Change, Marine Science Institute, University of California, Santa Barbara

**AD Job number**

JPF02658

**AD Department**

Marine Science Institute

**AD School**

Office of Research

**AD Apply page link**

<https://recruit.ap.ucsb.edu/JPF02658>

### Dates

**Submission process**

Review windows

**Academic year**

2023 - 2024

**AD Open date**

Nov 14, 2023

**AD Initial review date**

Dec 22, 2023

**AD Final date**

Sep 30, 2024

**Days open**

321 days

### Search tracking

**Search breadth**

Open search

**Initial search allocation**

Newly Allocated

### Contact information

**Address**

Marine Science Institute - MC 6150 Bldg 520, Room 4005, Floor 4L University of California, Santa Barbara CA 93106

**Faculty/Staff contact**

"Lyndi Swanson" <[lswanson@ucsb.edu](mailto:lswanson@ucsb.edu)>

**Public contact**

"Lyndi Swanson" <[lswanson@ucsb.edu](mailto:lswanson@ucsb.edu)>

**Help contact**

"Help" <[lswanson@ucsb.edu](mailto:lswanson@ucsb.edu)>

**AD Department**

<https://msi.ucsb.edu/>

**AD Lab**

<https://chrismfree.com/>

## Position details

<div><div>AD</div><div>Job location</div></div>	Santa Barbara, CA UCSB
<div><div><div><div></div><div>A</div></div><div>AD</div></div><div>Salary range</div></div>	The posted <a href="#">UC system-wide salary scales</a> set the minimum pay determined by rank and step at appointment. See <a href="#">Table 23</a> for the salary range at UCSB. A reasonable estimate for this position is \$64,480 to \$77,327. “Off-scale salaries” and other components of pay, i.e., a salary that is higher than the published system-wide salary at the designated rank and step, are offered when necessary to meet competitive conditions.
<div><div><div><div></div><div>A</div></div><div>AD</div></div><div>Anticipated start</div></div>	Start date is negotiable. Ideally the position would start March 1, 2024 or later.
<div><div><div><div></div><div>A</div></div><div>AD</div></div><div>Position duration</div></div>	This is a 2-year initial appointment.
<div><div><div><div></div><div>A</div></div><div>AD</div></div><div>Percent time</div></div>	100%

## A Title information

<div><div>Title codes</div></div>	003252: POSTDOC-EMPLOYEE 003255: POSTDOC-EMPLOYEE NEX
<div><div>Senate level</div></div>	Non-Senate
<div><div>Availability cohort</div></div>	Other Academic Positions
<div><div><div>AD</div><div>Position title</div></div></div>	Postdoctoral Researcher in Fisheries and Climate Change

## Diversity

<div><div>Affirmative action goals</div></div>	Hispanic, African American, Native Hawaiian/Other Pacific Islander							
<div><div>Data source</div></div>	2016 – 2020 IPEDS Campus data; 2022 Health Sciences data							
<div><div><div>Availability</div><div>Field of study</div></div></div>	Male	Female	African American	Hispanic	Asian	Native American	Minority Total*	White
Campus: Fishing and Fisheries Sciences and Management	42.9%	57.1%	3.6%	3.6%	1.2%	2.4%	10.7%	82.1%
Campus: Marine Sciences	43.1%	56.9%	0.0%	3.1%	7.7%	1.5%	18.5%	76.9%
Average <sup>†</sup>	43.0%	57.0%	2.0%	3.4%	4.0%	2.0%	14.1%	79.9%

\*The availability percentage for Minority Total includes multiple-race/ethnicity responses. The overall total may also contain additional small groups that do not have their own categories. <sup>†</sup>The average takes into account the number of individuals in each field of study, so a field of study with many individuals will have a bigger impact on the overall average than a field of study with fewer individuals.

## Description



### Position description

The Free Lab at the University of California, Santa Barbara is seeking a postdoctoral researcher to support a NOAA Multi-Stressor Grant-funded project aiming to understand the joint impacts of warming, hypoxia, acidification, and harmful algal blooms on Dungeness crab, which supports the US West Coast's most valuable commercial fishery, and to design climate-resilient management of the crab fishery. The project team includes 18 scientists from eight institutions with disciplinary expertise spanning oceanography, physiology, and population dynamics and is advised by tribal, industry, and agency stakeholders to ensure that our science is relevant, useful, and impactful.

The overall project seeks to: (1) synthesize extensive region-wide observations of ocean acidification, hypoxia, harmful algal blooms, and heat waves; (2) adapt ocean models to forecast changes in these stressors; and (3) use field and lab studies to parameterize the sensitivity of Dungeness crabs to these stressors. Ultimately, these activities will inform (4) a management strategy evaluation to assess the ability of different fishery management strategies to support a healthy crab fishery in a changing ocean.

The postdoctoral researcher will lead the development of the climate-linked management strategy evaluation model (Project Goal 4). The management strategy evaluation model will leverage detailed fisheries-dependent data from California, Oregon, and Washington and a modeling framework developed by Free et al. (2023). The postdoctoral researcher will lead the publication of the model and its results in a scientific journal.

The postdoctoral researcher will also lead the development of an R package for fitting a flexible and easy-to-use version of the Bayesian depletion estimator developed by Richerson et al. (2020) to estimate Dungeness crab population size. The R package and accompanying paper will ease the application of such models by any scientist working in data-limited derby fisheries. The postdoctoral researcher will lead workshops to train agency scientists in the use of the model for hindcasting pre-season male population size.

The postdoctoral researcher will have the opportunity to co-develop and co-write grant proposals, especially ones related to climate-ready fisheries management on the US West Coast. The researcher will also have the opportunity to mentor graduate students working in the Free Labs at UC Santa Barbara.

The research work will be conducted solely in California and the on-site work location is in Santa Barbara, California.

Salary is competitive, commensurate with the applicant's qualifications.

Full benefits package included. Postdoctoral benefits are included (<http://hr.ucsb.edu/benefits/postdoc.php>).

The position is available immediately and will be open until filled.

The Department is especially interested in candidates who can contribute to the diversity and excellence of the academic community through research, teaching and service as appropriate to the position.



### Standard text

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.

As a condition of employment, you will be required to comply with the University of California Policy on Vaccination Programs, as may be amended or revised from time to time. Federal, state, or local public health directives may impose additional requirements.

## Requirements

References	
Reference type	<b>Contact information only</b> 3 required; 2 optional (5 total)
Reference process explanation	The search committee will contact references of the top candidate(s) after the interviews. After references are checked, a top candidate will be chosen.
Reference visibility	Visible to all reviewers
Documents	
Analysts can create redacted versions of any document	
Document process explanation	<div>Optional</div> None
Curriculum Vitae	
Your most recently updated C.V., which must include a list of publications.	Required
Cover Letter	
Letter that briefly summarizes your qualifications for the project.	Required

## Qualifications

<div><div><div><div><div></div><div>A</div></div><div>AD</div></div><div><b>Basic qualifications</b> (required at time of application)</div></div></div>	Applicants must have completed all requirements for a PhD program (or equivalent) except the dissertation in fisheries science, marine ecology, oceanography, or a related field at time of application.
<div><div><div><div><div></div><div>A</div></div><div>AD</div></div><div><b>Additional qualifications</b> (required at time of start)</div></div></div>	The applicant must have a doctoral degree in fisheries science, marine ecology, oceanography, or a related field at time of appointment.
<div><div><div><div><div></div><div>A</div></div><div>AD</div></div><div><b>Preferred qualifications</b></div></div></div>	<p>Successful applicants will have experience with one or more of the following:</p> <ul style="list-style-type: none"><li>● Fitting population and fleet dynamics models to data</li><li>● Conducting fisheries management strategy evaluations</li><li>● Working with Earth System Model output</li><li>● Conducting transparent, reproducible, and open-source science</li></ul> <p>Applicant should also have:</p> <ul style="list-style-type: none"><li>● Ability to work independently, to be self-motivated, and to cooperate with others.</li><li>● Strong communication, organizational, and problem-solving skills. Proficiency in both written and oral English.</li></ul>

## Search & recruitment efforts

<div><div><div></div><div>A</div></div><div><b>Planned search &amp; recruitment efforts</b></div></div>	<p>We will advertise this position to colleagues for circulation and on Twitter, Texas A&amp;M job board, Open Channels, Seven Seas Media Global Marine Community Newsletter, and BrenConnect. These resources are used within the environmental science and economic communities to reach a broad and diverse pool of candidates.</p> <p>We will also place ads for Job Elephant on: Asians in Higher Education via Job Elephant Hispanics in Higher Education via Job Elephant Blacks in Higher Education via Job Elephant Higher Ed via Job Elephant Women and Higher Ed via Job Elephant</p> <p>The posting will also be sent to Handshake which targets HBCU's (Historically Black College &amp; University) including Alabama A&amp;M University, Spelman, Morehouse College, University of Maryland, Eastern Shore, Delaware State University, Rust College, Clark Atlanta University, and Xavier University. The posting will also be sent to NHOPi serving institutions in Handshake including Hawaii Pacific University, Asuka Pacific University and Cal Poly Pomona.</p>
<div><div></div><div><b>Actual search &amp; recruitment efforts</b></div></div>	Missing



## Advertisements

<div><div><div></div><div></div></div><div><b>HERC category</b></div></div>	Not yet provided
<div><div></div><div><b>Ad sources</b></div></div>	Blacks in Higher Education via Job Elephant Higher Ed via Job Elephant Twitter Texas A&M Job Board Open Channels Seven Seas Media Global Marine Community Newsletter BrenConnect Handshake Woman and Higher Education via Job Elephant Hispanics in Higher Education via Job Elephant Asians in Higher Education via Job Elephant

## Selection process

	<b>Selection criteria</b>	<p>Basic Qualifications:</p> <p>Applicants must have completed all requirements for a PhD program (or equivalent) except the dissertation in fisheries science, marine ecology, oceanography, or a related field at time of application.</p> <p>Additional Qualifications:</p> <p>The applicant must have a doctoral degree in fisheries science, marine ecology, oceanography, or a related field at time of appointment.</p> <p>Preferred Qualifications:</p> <p>Successful applicants will have experience with one or more of the following:</p> <ul style="list-style-type: none"><li>● Fitting population and fleet dynamics models to data</li><li>● Conducting fisheries management strategy evaluations</li><li>● Working with Earth System Model output</li><li>● Conducting transparent, reproducible, and open-source science</li></ul> <p>Applicant should also have:</p> <ul style="list-style-type: none"><li>● Ability to work independently, to be self-motivated, and to cooperate with others.</li><li>● Strong communication, organizational, and problem-solving skills. Proficiency in both written and oral English.</li></ul>
	<b>Selection plan</b>	<p>All applicants who applied within the review window will be carefully screened and assessed against Basic Qualifications. Qualified applicants who meet the Basic Qualifications will then be substantively evaluated against any Additional Qualifications. Additionally applicants will be rated on Preferred Qualifications and up to twelve of the most highly qualified applicants will be selected for interviews.</p> <p>All candidates will be interviewed via video-conferencing. Applicants will be ranked according to how well they articulate their experience in fisheries and marine protected area modeling.</p> <p>The candidates' overall ranking will be based on their application material, responses to interview questions and based on their score from an evaluation rubric which ranks the listed qualifications as follows:</p> <p>Rating Scale:</p> <p>1=Not addressed in application 2=Little or weak evidence in application 3=Satisfactory evidence in application 4=Above average evidence in application 5=Outstanding evidence in application</p> <p>The search committee will contact references of the top candidate after the interviews. After references are checked, a top candidate will be chosen. The Search Report will be submitted for approvals noting the proposed candidate and the committee will let the top candidate know they are being suggested for hire. Once the candidate is recommended for hire, the formal appointment request will be submitted to Academic Personnel for review/approval.</p>

## Progressive disclosure

<b>Full visibility</b>	 Applications are not veiled; committee can see all material
Items to hide	 All material is visible

## Search committee

Core Committee	
Committee Chair	"Chris Free" < <a href="mailto:cfree14@gmail.com">cfree14@gmail.com</a> >
Editor (Faculty)	"Steve Gaines" < <a href="mailto:gaines@ucsb.edu">gaines@ucsb.edu</a> >
Reviewer	None
Additional access	
Additional Chair	None
Additional Editor (Staff)	None
Additional Reviewer	None

## Search plan documents

  Search plan documents	Comment
---	---------

No search plan documents have been uploaded





## Ad documents

Ad documents	Comment
--------------	---------

Twitter Short Ad




Copies of these files are located in Appendix B: Ad documents

## Disposition reasons

  For applicants marked as meets basic qualifications	
Custom reasons	No custom reasons
Suppressed reasons	No suppressed reasons
  For applicants marked as does not meet basic qualifications	
Custom reasons	No custom reasons
Suppressed reasons	No suppressed reasons

If you need to edit this field, [contact an admin](#). To see the full list of disposition reasons, see the [recruitment's disposition reasons page](#)

### Legend

-   These fields are locked because the search plan is approved
-  This information shows on the recruitment's public advertisement

This search plan was created using the template modified on Aug 29, 2023 at 10:50am

# Appendix B: Ad documents

---

1 item

 JPF02658\_Short\_Ad\_for\_Postdoctoral\_Researcher\_in\_Fisheries\_and\_Climate\_Change.

Twitter Short Ad



## **JPF02658** Postdoctoral Researcher in Fisheries and Climate Change

Hiring a [#postdoc](#) at UCSB to work with me on the climate-resilient management of the West Coast Dungeness crab fishery. The salary range for this position is \$64,480 to \$77,327.

Apply at <https://recruit.ap.ucsb.edu/JPF02658>

UCSB is an AA/EOE, including disability/vets