



## Conservation Biologist

<b>Job grade</b>	<b>International</b>	<b>Reports to</b>	<b>Charity Apale</b>
<b>Directorate</b>	<b>Conservation and Policy</b>	<b>Function</b>	
<b>Contract</b>	<b>Fixed term contract - 1 year</b>	<b>Location</b>	<b>Cebu, Philippines</b>

### Responsibility for resources

<b>Direct line reports</b>	<b>NA</b>	<b>Responsibility for other resources</b>	<b>NA</b>
<b>Financial resources</b>	<b>NA</b>		

### Our vision and mission

The Zoological Society of London (ZSL) is an international conservation charity, driven by science, working to restore wildlife in the UK and around the world. Our vision is a world where wildlife thrives and every role, every person in every corner of ZSL has one thing in common – we are all conservationists, and passionate about restoring wildlife.

In 2010, the ZSL Philippines Country Office was established as a duly accredited NGO registered under the Securities and Exchange Commission (SEC) as a local branch of a foreign charitable institution registered in UK and holds its primary office in Iloilo City. Over the past 15 years ZSL-Philippines has gained ground in mangrove conservation ranging from in-situ rehabilitation projects, development of science-based planting protocols, reversion of abandoned, unproductive, and underutilized (AUU) fishponds, capacity building of local and national mangrove practitioners, and national policy advocacy on mangrove reversion and restoration of coastal greenbelts. Since 2013 ZSL Philippines bolstered its work on seahorse conservation and locally managed marine protected areas (MPAs) in the Philippines especially in Danajon Bank, Bohol. MPA work expanded to other parts of the Visayas, and most recently in Siargao islands and Masinloc, Zambales. ZSL Philippines implements freshwater conservation in northern Luzon particularly protecting the endangered Philippine eels from overexploitation. From 2018, ZSL Philippines played an active role in the conservation of Palawan pangolins and its habitats, amongst side improvement of communities protecting them. The conservation of the endangered Mindoro tamaraw adds to its programme portfolio in 2023. To date, ZSL-Philippines has 36 staff based in its home and field offices and hubs: Iloilo, Puerto Princesa, Tuguegarao, Siargao, and Masinloc with an annual budget of £200,000 per annum and supported with robust financial, human resources, and health and safety management systems.

### Project Description

The Saving Mr. Mom: The Philippine Seahorse Program (PSP) is implemented by the Zoological Society of London Philippines (ZSL PH), Project Seahorse (PS) and the Department of Agriculture-Bureau of

Fisheries and Aquatic Resources (DA-BFAR). The PSP will support the Philippine government and the Philippine iSeahorse Network (PiN) in implementing the 2016 National Plan of Action for Seahorses to improve the conservation status of these threatened species, many of which are globally threatened. Further, the PSP will help grow understanding of seahorses, strengthen marine protected areas, enhance enforcement of fisheries regulations against illegal gears, and move trade toward sustainability according to CITES regulations, including developing seahorse-specific management measures.

This project is funded by Project Seahorse, a marine conservation program anchored in two outstanding institutions: The University of British Columbia (UBC) in Canada and the Zoological Society of London (ZSL) in the United Kingdom.

## **Purpose of the Role**

The Fisheries Biologist (FB) shall be based at ZSL Philippines Field Office in Cebu City, Central Visayas, Philippines with corresponding fieldwork and travel to target project sites and the opportunity to visit other ZSL Philippines project sites.

The FB shall be the focal person tasked with leading the implementation of some of PSP components, particularly enhancing fisheries regulations against illegal gears that affect seahorses, fisheries management, and coastal resource management. The job holder shall report to the Program Leader and will work closely with the Conservation Biologist, Administrative and Finance Officer, other team members, and as well as collaborate with other ZSL Philippines project teams in contributing to ZSL's mission and vision.

## **Key responsibilities**

### Research and fieldwork

1. Collects, records and analyses data (e.g., seahorse dependent fisheries research and monitoring surveys, trade, etc.) and information from previous related research, and relevant data from other partners in the program.
2. Assist research pilot sites in developing seahorse-specific fisheries management measures.
3. Evaluate, analyse, and develop management plans to deter illegal/destructive fishing gears affecting seahorse population and habitats in the Philippines.
4. Assist local government units, management councils in implementing community-based Coastal Resource Management Plans, including marine protected area management plans.
5. Planning of fieldwork, following a scientifically-sound experimental design (including methods, timeline, budget, and suitable study sites) agreed with the line manager.
6. Where necessary, execution of field surveys, through either direct participation or oversight and regular checks of trained field team, ensuring all surveys are completed to budget and on time and data are entered and stored in electronic database.
7. Establishment of system for control of data quality.

### Capacity building

1. Training of relevant project and partner staff in data collection, entry management and analysis, to ensure qualified field personnel during field surveys and to continue data collection, analysis, and quality control after project termination.

2. Selection (where appropriate), guidance and supervision of local and international students, interns, volunteers carrying out agreed research projects in conjunction with the project, including training in research, survey, and analysis techniques as appropriate.

#### Dissemination

1. Conduct advocacy and networking with national (e.g., Fisheries Management Areas (FMA)) and local government units on the impact illegal/destructive fishing gears on seahorse population and its habitats.
2. Publication of research findings in scientific journals, policy papers and technical reports (e.g., ZSL Conservation Report).
3. Contribution to regular updates for partners/donors/stakeholders, regular blogs, and updates for the ZSL and PS website.
4. Organization and facilitation of logistical arrangements for in-country meetings, training sessions and workshops and preparation of relevant materials, with the support of the program team.
5. Input to any project reports required by government and other in-country stakeholders.
6. Dissemination of the program findings in conferences and for, to facilitate lesson-learning and information exchange.

#### Stakeholder relationships

1. Liaison with government, academic, private and NGO project partners and development of working relationships, where applicable and relevant to the work assigned.
2. Develop working relationships with FMA Management Boards in the country.

## Person Specification

Experience	
Essential	<ul style="list-style-type: none"> <li>• A university degree in Fisheries, Fisheries Education, other Fisheries Allied Courses, Conservation or Natural Resource management.</li> <li>• At least three (3) years experience in the formulation and implementation of fisheries research, plans, programs/projects, or other related work.</li> <li>• Work experience in capture fisheries; fisheries laws, policies, and orders; fisheries regulations law; marine fisheries management; and fish stock assessment is required.</li> </ul>
Desirable	<ul style="list-style-type: none"> <li>• Experience in statistical analysis is preferred.</li> <li>• Work experience in community-based marine protected area establishment/management is preferred.</li> <li>• Preferably, but not necessary, with previous experience in non-government organizations (NGO) settings and natural resource conservation and management programs.</li> </ul>
Knowledge and skills	
Essential	<ul style="list-style-type: none"> <li>• Advanced skills in using MS office packages, specifically Excel and PowerPoint or equivalent software packages will be acceptable.</li> <li>• Strong analytical research skills, using both quantitative and qualitative approaches with proven ability to write up methods and results in good scientific style.</li> <li>• Familiarity with managing competing priorities and delegate effectively</li> </ul>

	<ul style="list-style-type: none"> <li>• Good communication and writing skills in English.</li> <li>• Must have a positive attitude and be a team player.</li> </ul>
Desirable	<ul style="list-style-type: none"> <li>• Able to demonstrate high accuracy and attention to detail with reference to written communications, whether in the form of documentation or call logging.</li> </ul>
<b>Additional requirements</b>	
Essential	<p><b><i>Describe the extent to which the job is subject to different working conditions. Delete as appropriate.</i></b></p> <p><b><i>Examples:</i></b></p> <ul style="list-style-type: none"> <li>• This post will require extensive outside working with direct exposure to the weather and animals.</li> <li>• This post is a blended role for office and field working.</li> <li>• Strong commitment to creating a culture that lives ZSL values and commitment to safeguarding, equality and diversity (collaborative, inspiring, inclusive, innovative, impactful, and ethical)</li> <li>• To comply with and promote Health and Safety policies and procedures</li> </ul>

## Acknowledgement

I have read and understood the Job Description, and I hereby acknowledge the conditions and responsibilities for the job as stipulated in this Job Description.

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Job Holder's Signature over Printed Name

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Date signed

*Kindly affix your signature and date signed on each page of the Job Description.*