



Call for Applications Western Gray Whale Advisory Panel Member with expertise in whale feeding ecology

Positions title: Member, Western Gray Whale Advisory Panel (WGWAP)

Duration: 1 April 2019 – 31 December 2019 (with a possibility of extension up to maximum 31 December 2021)

Duty station: Home Country of the member with travel to Russia, Switzerland and/or other countries as may be required by the assignment

Type of appointment: Consultant expert; approximately 10-30 days of work per year (depending on workplan)

Closing date for applications: 27 March 2019 at 23:59 (11:59 pm) Swiss/CET time (UTC/GMT+1 hour)

1. Background and objectives

The Western Gray Whale Advisory Panel (WGWAP) is managed by IUCN as an independent advisory body of scientists. The overall goal of the WGWAP is to provide objective independent advice on the conservation of western gray whales with a focus on those that feed off Sakhalin (hereafter WGWs).¹

The specific objectives with regard to the roles of the Panel and IUCN are described in more detail in the WGWAP Terms of Reference (TOR) 2017-2021².

2. WGWAP members' responsibilities

In accordance with the WGWAP Terms of Reference, the Panel members have the following responsibilities:

- (a) Review all relevant information on WGWs;
- (b) Conduct annual assessments of the biological and demographic state of WGWs, and use these assessments as a basis for recommendations and advice on WGW conservation needs and research priorities;
- (c) Provide scientific, technical and operational recommendations it believes are necessary or useful for the conservation and recovery of WGWs;
- (d) Assess whether Sakhalin Energy's research activities, assessments and proposed mitigation plans (i) take account of the best available scientific knowledge, (ii) address important information gaps, and (iii) interpret both existing knowledge and information gaps in a manner that recognizes and reflects scientific uncertainty;
- (e) Assess whether the research activities, assessments and proposed mitigation and offset plans are adequate for mitigating (or in the case of offsets, compensating for) impacts on WGWs and are in line with the requirements of the International Finance Corporation Standards on Environmental and Social Responsibility 1 & 6³;
- (f) Review (i) the effectiveness of existing mitigation and offset measures as determined from monitoring programme results, and (ii) the likely effectiveness of proposed mitigation and offset measures; and provide recommendations regarding modifications, alternatives or the development of new measures;
- (g) Review existing and proposed research and monitoring programmes with a focus on the Sakhalin region and the conservation and recovery of WGWs and provide recommendations and advice as necessary, including advice on the initiation of new research and monitoring programmes;

¹ For more details, see the WGWAP website www.iucn.org/wgwap

² See https://www.iucn.org/sites/dev/files/content/documents/tor_wgwap_2017-2021.pdf

³ IFC PS1 Assessment and Management of Environmental and Social Risks and Impacts & IFC PS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

- (h) Co-operate with the IWC Scientific Committee and others in providing scientific advice for the update and implementation of the IUCN/IWC WGW Conservation Management Plan and Memorandum of Co-operation amongst WGW Range States.

3. Deliverables and reporting

The Chair will consult with the Panel Member to identify specific tasks and deliverables to be assigned to him/her. After appropriate consultation, the Chair has the authority to assign such tasks and deliverables to the Panel Member (this may include participation in groups such as Task Forces). The Panel Member shall cooperate with the Chair to fulfil these roles and carry out assignments. For all matters of advisory substance (such as meetings, substantive discussions, analyses, research and writing), the Panel Member shall report directly to the Chair. For administrative and financial matters related to the contract, the Panel Member shall liaise with IUCN.

4. Qualifications and requirements

Specific technical requirements for the expert position in feeding ecology of gray whales:

- (a) broad understanding of baleen whale (particularly gray whale) feeding biology and behavior;
- (b) knowledge of the biology and ecology of gray whale prey species including techniques for identifying prey types from gray whale tissue samples, faecal samples, other biological samples, direct or indirect (e.g. from acoustic recordings, crittercams) observations of whale behavior etc.
- (c) understanding of field, laboratory and quantitative methods to investigate cetacean diets and energy budgets;
- (d) understanding of gray whale feeding habitat including the environmental characteristics and dynamic processes that drive prey productivity and distribution, particularly of benthic and epibenthic communities;
- (e) understanding of both field and quantitative methods to estimate abundance and determine the distribution of prey, and to detect and measure trends;
- (f) practical experience in all or most of the above.

General requirements:

- PhD or a minimum Master of Science degree (or equivalent) in a field relevant to the subject area described above;
- At least 15 years of relevant experience and deep knowledge of the subject area with track record of relevant publications (experience studying gray whales, preferably in the western Pacific, is a significant advantage);
- Membership in relevant scientific and technical networks is an advantage;
- Experience translating scientific information into practical mitigation and management advice;
- Experience working in a similar context and/or setting of a scientific technical and advisory panel or expert review process;
- Proven ability to work well as part of a diverse, multi-cultural and geographically dispersed team; under time constraints and in a scientific workshop environment;
- Experience working with business and/or public policy (in Russia is a particular advantage);
- Proven ability to write and edit scientific material in English; knowledge of Russian is an advantage.

5. Applications

All interested and qualified persons are encouraged to submit their credentials and a supporting Letter of Motivation in English addressing and providing evidence for the specific Technical requirements relevant to the specific expert position, as well as the General requirements, along with the Application Form (see below).

All applications should be submitted by email before **27 March 2019 at 23:59 (11:59 pm) Swiss/CET time (UTC/GMT+1 hour)**, to Ms Anete Berzina-Rodrigo: anete.berzina@iucn.org, with the subject line: Application WGWAP Member 2019-2021.

Any application received by IUCN later than the stipulated closing date and time, and any application that is incomplete, will not be considered.

6. Eligibility, selection criteria and process

In accordance with the *IUCN Procedures for Establishing and Managing IUCN-supported Independent Scientific & Technical Advisory Panels* (ISTAP, 2014): “The Panel Chair, together with the Director General, will lead the process of selecting the Panel members. The Director General and Panel Chair may co-opt a small team from the IUCN Secretariat and Commissions to support the selection process.”

The eligible candidates must be:

- available to allocate sufficient time for Panel work;
- independent from, and free from any conflict of interest (whether actual, potential or reasonably perceived) as defined in the WGWAP TOR and ISTAP Procedures (including have not been employed by or under contract with Sakhalin Energy or any other company operating off Sakhalin (including parent or sister companies and subsidiaries) during the past 12 months or anticipated (next 12 months and through 31 December 2021);
- able and willing to serve in an individual expert capacity and provide the best scientific advice, irrespective of views that may be held by his/her own organization;
- not impose any additional conditions on his/her participation.

The eligible candidates will be scored and evaluated based on the information and evidence provided in the application for each of Technical requirements relevant to the position, as well as the General requirements outlined above and in accordance with relevant IUCN Policies and Procedures, including but not limited to the *IUCN Procedures for Establishing and Managing IUCN-supported Independent Scientific & Technical Advisory Panels* (ISTAP, 2014). Additional considerations will be given to ensure a balanced selection of the final Panel team, again in line with relevant IUCN Policies and Procedures.

Working for IUCN means joining a dedicated and diverse team of experts based all over the world. IUCN is an equal opportunity employer and does not discriminate in its recruitment practices, welcoming applications from all qualified people.

7. Conditions

WGWAP working language

The working language of the WGWAP is English. The knowledge of Russian is an advantage. Simultaneous or consecutive interpretation from English to Russian and Russian to English are usually provided during the Full Panel and Task Force meetings, as necessary. An additional knowledge of written Russian is an asset, for example but not limited to, reading and comprehension of written documents, in cases when English versions are not available.

Remuneration and time commitment

Panel members are compensated at a rate of 600 USD/day. All travel and subsistence costs are covered by IUCN. The time commitment of individual members can range between 10 and 30 days a year (depending on the workplan and tasks assigned to each individual). It is expected that up to 3 meetings (Full Panel and Task Forces) will be convened each year.

Independence and conflict of interest

WGWAP members will not receive funding for their research from Sakhalin Energy (including its parent or sister companies and subsidiaries), and shall disclose any conflict of interest (whether actual, potential or reasonably perceived) arising from recent (last 12 months) or anticipated (next 12 months and through 31 December 2021) relationships with Sakhalin Energy and any other companies operating off Sakhalin (including their parent or sister companies and subsidiaries, operating elsewhere in the world).

Contractual conditions

IUCN is not bound in any way to enter into any contractual or other arrangement with any candidate as a result of issuing this call for applications. IUCN reserves the right to terminate the selection process at any time prior to contract award.

By participating in this call for applications, candidates accept the conditions set out in this Call for Applications.

About IUCN

IUCN is a membership Union uniquely composed of both government and civil society organisations. It provides public, private and non-governmental organisations with the knowledge and tools that enable human progress, economic development and nature conservation to take place together.

Created in 1948, IUCN is now the world's largest and most diverse environmental network, harnessing the knowledge, resources and reach of more than 1,300 Member organisations and some 10,000 experts. It is a leading provider of conservation data, assessments and analysis. Its broad membership enables IUCN to fill the role of incubator and trusted repository of best practices, tools and international standards.

IUCN provides a neutral space in which diverse stakeholders including governments, NGOs, scientists, businesses, local communities, indigenous peoples organisations and others can work together to forge and implement solutions to environmental challenges and achieve sustainable development.

Working with many partners and supporters, IUCN implements a large and diverse portfolio of conservation projects worldwide. Combining the latest science with the traditional knowledge of local communities, these projects work to reverse habitat loss, restore ecosystems and improve people's well-being.

www.iucn.org

<https://twitter.com/IUCN>

APPLICATION TO SERVE AS GWAP MEMBER 2019-2021

Fill in the form in English and attach supporting materials

Mr/Mrs/Ms/Dr	
Full name	
Affiliation	
Nationality	
Work address	
Country	
E-mail	
Phone	

Application for the position:	Whale feeding ecology
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ELIGIBILITY

Mark acceptance of each with an 'X'

I agree/declare that:	Use 'X'
I am available to allocate sufficient time for Panel work (see note on the call for applications)	
I am independent from, and free from any conflict of interest (whether actual, potential or reasonably perceived) (including have not been employed by or under contract with Sakhalin Energy or any other company operating off Sakhalin (including parent or sister companies and subsidiaries) during the past 12 months or anticipated (next 12 months and through 31 December 2021)	
I am able and willing to serve and provide the best scientific advice, irrespective of views that may be held by my own organization	
I will not impose any additional conditions on my participation	

REFERENCES

Please provide 3 references (names, positions, relationship to your work and contact information), including one recent employer/client.

Referee 1	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information (email, phone)	
Referee 2	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information (email, phone)	
Referee 3	
Name	
Position	
Affiliation	
Relationship to your work	
Contact information (email, phone)	

Please submit this form along with your:

- **CREDENTIALS**, which include but are not limited to a short CV focusing on your recent (last 10 years) experience, education, achievements, any awards, membership in relevant professional networks/organisations/bodies or any other supporting materials, as well as a short list of your key publications *relevant to this application and to the specific expert position you are applying for*.
- **LETTER OF MOTIVATION**, which must specifically address and provide information and evidence for each of the specific Technical requirements *related to the specific expert position you are applying for*, as well as the General requirements, as detailed in the Call for Applications (in terms of examples of a relevant situation, task, action, result).