

## **Associate Director, Marine Advisory Program Associate or Full Professor**

The Virginia Institute of Marine Science (VIMS) and Virginia Sea Grant (VASG) seek an outstanding advisory service, extension, and outreach program manager, scholar, and collaborative leader to fill the position of Associate Director for Marine Advisory Program (MAP). This is a full-time faculty position with rank determined upon review of candidate credentials.

Housed at VIMS, this is a highly integrated position, jointly leading VIMS Marine Advisory Program and serving as the statewide leader of VASG on coastal and marine outreach activities. The Associate Director will work closely with the Associate Dean of Research & Advisory Services to ensure that the program is responsive to state mandates and institutional priorities and with the Director of VASG as a member of its senior leadership team, providing strategic input and collaboratively leading and growing VASG's outreach portfolio across member institutions.

*Virginia Institute of Marine Science.* VIMS has a three-part mission to conduct interdisciplinary research in coastal ocean and estuarine science, educate students and citizens, and provide advisory service to policy makers, industry, and the public. VIMS provides these services to Virginia, the nation, and the world. The School of Marine Science at VIMS is the graduate school in marine science for William & Mary. Chartered in 1940, VIMS is currently among the largest marine research and education centers in the United States. The Office of Research and Advisory Services is the central administrative office charged with coordinating VIMS's state-mandated research and outreach activities. As part of VIMS' broad legislative mission, VIMS serves as the Commonwealth's scientific advisor on marine and coastal matters. For more information on VIMS see [www.vims.edu](http://www.vims.edu). The Marine Advisory Program ([www.vims.edu/map](http://www.vims.edu/map)) provides public education, outreach and extension on a wide range of coastal topics including sustainable fisheries and aquaculture, recreational and commercial fisheries, and coastal economies.

*Virginia Sea Grant.* VASG is a seven-university partnership, funded by the National Oceanic and Atmospheric Administration (NOAA) with matching funds from the Commonwealth of Virginia. VASG is one of thirty-three Sea Grant programs located in every coastal and Great Lakes state, and several territories. The national university-based network contains over three hundred institutions involving more than 3,000 scientists, engineers, educators, students and outreach experts. VASG is headquartered at VIMS and is composed of William & Mary, the University of Virginia, Virginia Tech, and George Mason, James Madison, Old Dominion, and Virginia Commonwealth Universities. VASG's charter calls on it to:

- Advance common coastal and marine science, research, education, and outreach interests
- Promote new opportunities to leverage, synergistic partnerships that advance initiatives across the Partner Institutions
- Advance collaboration, coordination, and integration of VASG's research, extension, education, and communication capacity in order to achieve broader societal impacts and innovation
- Promote interdisciplinary, integrated activities that address pressing coastal and marine resource problems.

VASG aims to enhance the ecological, economic, and social sustainability and resilience of coastal and ocean communities and the ecosystem services they depend upon. VASG conducts and funds research, extension, education and communication services; VASG also maintains a portfolio of extension and education providers located at VIMS, William & Mary Law School, Virginia Tech Cooperative Extension,

and Old Dominion University's Resilience Collaborative. For more information on VASG please see: <http://vaseagrant.vims.edu/>.

**Responsibilities:** The positions primary responsibilities include:

Marine Advisory Program at VIMS

- Provides oversight and leadership of the MAP at VIMS, including personnel and fiscal management.
- Works closely with the Associate Dean of Research & Advisory Services to ensure that the program is responsive to appropriate state advisory mandates and institutional priorities in areas that include sustainable fisheries and aquaculture, recreational and commercial fisheries, coastal development and working waterfronts.
- Engages with faculty at VIMS and elsewhere to ensure that MAP's advisory service is based on the best available science.
- Conducts research and outreach in his or her area of expertise related to marine or coastal systems.

Outreach Portfolio at VASG

- Serves as member of the VASG senior leadership team, working closely with and supporting the Director, providing strategic input and leadership to the operations of VASG, and representing VASG's outreach program with the national Sea Grant extension network.
- Builds and manages professional relationships across a broad range of institutions (public agencies, private industry, and NGOs), disciplines, and VASG functions (e.g., research, extension, education and communication), working with university and VASG stakeholder staff and leaders at all levels of management.
- Operates as the collaborative leader and principal administrator of VASG's portfolio of outreach providers, to set a strategic vision and long-term implementation plan, promote information sharing and a learning organizational culture, build a supportive cohort of outreach professionals, and mentor staff.
- Identify and secure funding to support and grow VASG and the outreach portfolio, including expanding existing partnerships and launching new initiatives with new partner institutions.

**Required Qualifications and Education:**

S/he will need to be a strategic leader, with a reflective nature, and great motivation for improving an organizations performance through enhanced information sharing, multi-institutional partnership, and leveraging strategies. The successful candidate will need to be a self-starter who can work closely with a highly talented, high performing team of core staff and operational partners, as well as work independently. The ideal candidate will be excited by organizational development, improved performance, and growth in a university setting, with the ability to see the big picture, but to also translate that into concrete action with deliverable results. We are seeking candidates who share VIMS and VASG's commitment to the principle that diversity and inclusion, related to ethnicity, gender, sexual orientation, socioeconomic status, cultural identity, religion and more, are critical to maintaining excellence.

Specifically, the successful candidate will be evaluated for:

Required Qualifications

- Ph.D. in marine science or related field, policy, economics or social science and broad understanding of coastal resources and management issues.
- Evidence of effective program administration experience, particularly in higher education.

- Demonstrated experience in advisory service, extension, or outreach related to coastal, marine, or similar natural resource issues.
- History of obtaining extramural funding for research, outreach, or other scholarly production, including publications and other examples of productivity in area of expertise and commensurate with experience and years from Ph.D.
- Evidence of innovative and visionary collaborative leadership, particularly in a coastal and marine context (e.g., as illustrated by examples of consensus-building, monitoring program performance and adapting accordingly, leading organizations through change)
- Demonstrated commitment and experience supporting diversity and inclusion in the workplace

#### Preferred Qualifications

- Experience with coastal/marine science stakeholder relations and issues (e.g., aquaculture, fisheries, coastal resilience, and coastal development).
- Experience assembling and managing teams or partners with diverse groups of people, sectors, and disciplines to achieve measureable impacts on a challenging societal problem, particularly in coastal, marine, or other relevant context.
- Teaching experience in academic, education, or professional training program, particularly with graduate students and on topics related to the science-to-management or other end-user process.
- Experience with multi-university coalitions or university operations.
- Evidence of candidate taking strong personal initiative and applying creative problem-solving skills.

**Application materials** for the position listed above should include: 1) a cover letter describing professional education, experience, and suitability for the position; 2) a full curriculum vitae; 3) a vision statement (3 page maximum) that includes administrative, research, outreach and teaching philosophies, and addresses how these demonstrate a commitment to diversity and inclusion, and 4) the names, addresses (including titles and institutions), email addresses, and telephone numbers of five references.

Application materials should be addressed to: Dr. Mark W. Luckenbach, Search Committee co-Chair, and will be accepted through our On-Line Application System at <https://jobs.wm.edu/postings/26271>. For full consideration, application materials are due December 15, 2016; however, applications will be accepted and reviewed until the position is filled.

**The College is an equal opportunity/affirmative action university and conducts background checks on applicants for employment. Applications by persons from traditionally under-represented groups are strongly encouraged.**