

Job Title: Aquaculture Scientist – Shellfish Research & Development
Employer: UHI Shetland
Reporting to: Head of Section
FTE: 1
Salary: APT 31 – APT 34 (£38,379.64 - £41,245.47) Plus Distant Islands Allowance currently set at £2,997

JOB PURPOSE

The core purpose of this role is to lead and contribute to shellfish aquaculture research and development activity, supporting innovation, sustainability, and growth within the shellfish sector. The post holder will develop and deliver applied research projects, secure external funding, collaborate with industry and academic partners, and contribute to knowledge exchange and impact at local, national, and international levels.

The post holder will work as a member of the Marine Sciences section within UHI Shetland.

DUTIES AND RESPONSIBILITIES

1. Research & Development

- Lead the development and delivery of Shellfish Aquaculture research projects, including the preparation of funding applications including shellvolution or other relevant programmes.
- Undertake applied and/or academic research relevant to the shellfish aquaculture sector.
- Build on existing links with the aquaculture sector, locally, nationally and internationally.
- Contribute to overall project outputs, e.g. research reports and peer reviewed papers.
- Produce high quality research outputs including technical reports, impact reports, and peer reviewed publications where appropriate.
- Presenting at conferences, seminars and workshops
- Disseminating information and meeting with a broad spectrum of researchers working in aquaculture/marine sciences research and others as appropriate
- Contribute to innovation, sustainability, and best practice within the shellfish sector.
- Contribute to the development and delivery of aquaculture research once approved and funding received.

2. Funding & Project Management

- Identify funding opportunities aligned with UHI Shetland's marine science and aquaculture priorities.
- Lead or contribute to the preparation of successful funding bids.
- Manage research projects in line with funder requirements, including timelines, budgets, reporting, and risk management
- Work collaboratively with finance, research support, and project partners to ensure compliance with contractual obligations.

3. Collaboration, Knowledge Exchange & Industry Engagement

- Build and maintain strong relationships with industry partners, research institutions, and other stakeholders.
- Actively participate in knowledge exchange (KE) and impact activities to support sector development.
- Engage with local, national, and international research networks relevant to aquaculture and marine science.
- Contribute to UHI Research and KE initiatives as appropriate.

4. Professional Practice & Development

- Maintain up-to-date knowledge of developments within shellfish aquaculture, marine science, and applied research.
- Actively engage in continuous professional development (CPD).
- Uphold professional and ethical research standards at all times.

5. General Liaison, Meetings & Administration

- Ensure the safe use and care of equipment and facilities within the section.
- Comply with all health & safety, data protection, and institutional policies.
- Liaise with colleagues across UHI Shetland and the wider UHI partnership.
- Attend and contribute to relevant meetings, including departmental, project, and partner meetings.
- Keep the Head of Section informed of progress, risks, and issues relating to research activity.

PVG REQUIREMENT

Preferred candidates will be required to join the Protecting Vulnerable Groups (PVG) Scheme or undergo a PVG Scheme update with a successful outcome prior to starting appointment.

The specific responsibilities of the post may be adjusted from time to time as necessary. The post holder will be expected to have a flexible approach and be willing to adapt to changes in their role in response to the changing needs of the project and college.

All UHI Shetland (SUHI) employees are expected to abide by all SUHI approved procedures and perform any other duties not specifically detailed, but which may fall within the overall job purpose and within the expected competence and ability of the post holder. In addition, the postholder must uphold our commitment to ensuring quality, equality of opportunity and non-discrimination in all aspects of our work.

The post holder will be expected to commit to all required training and development programmes agreed through the annual appraisal process to ensure compliance with SUHI and sectoral standards.

PERSON SPECIFICATION

This person specification describes the values and attributes of a suitable candidate for our role. Through the recruitment and selection process we will be looking for evidence that you understand, share and can demonstrate our values and possess the essential attributes.

OUR VALUES

Collaboration

We will proactively engage and co-operate with others.
We will communicate effectively to share knowledge with others
We will work constructively with others to achieve a common purpose

Openness

We will embrace feedback and continue to learn.
We will be empathetic, authentic and honest in all our interactions
We will listen to others, encourage them to share their views and will value their contributions.

Respect

We will recognise other's strengths and abilities, and their contributions to the organisation
We will respect and appropriately utilise facilities and resources that are made available to us
We will consider the impact of our words and actions on others.

Excellence

We will take responsibility for our contribution to the success of UHI Shetland.
We will take pride in our work and work to the highest possible standard
We will celebrate the achievements of the UHI Shetland community

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Personal Features/Qualities	Self-motivated and able to work to deadlines. Flexible and adaptable approach to work. Ability to work independently and show initiative. Professional, positive, and collaborative attitude. Excellent written and verbal communication skills. Commitment to equality, diversity, and inclusion. Promotes excellent health & safety practice.	Ability to motivate and influence others.
Relevant Experience	Minimum 5 years' professional experience relevant to aquaculture or marine science. Proven track record of research delivery and outputs. Experience in project development and management. Demonstrable success in developing or contributing to funded research projects.	Experience of working with industry partners. Experience of knowledge exchange or impact activity. Research supervision.
Education	A relevant postgraduate degree in a discipline relevant to Marine Science aquaculture, or related discipline.	Doctorate (PhD) in a relevant discipline.

Skills, Abilities and Knowledge	Strong knowledge of shellfish aquaculture and/or marine science. Ability to develop high-quality funding proposals. Strong analytical, reporting, and writing skills. Ability to work collaboratively with internal and external stakeholders. Ability to manage multiple projects and priorities. Good IT skills relevant to research and reporting.	Knowledge of UHI research structures and funding landscape.
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