

# New England Fishery Management Council

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50 WATER STREET | NEWBURYPORT, MASSACHUSETTS 01950 | PHONE 978 465 0492

Daniel Salerno, *Acting Chair* | Cate O'Keefe, PhD, *Executive Director*

## **VACANCY ANNOUNCEMENT**

### ***Senior Fishery Analyst***

**Starting Salary Range:** \$122,000 - \$132,000 DOE **Closing Date:** August 20, 2025

**Salary Range for Position:** \$122,000 - \$160,000 DOE **Location:** Newburyport, MA

*(Work from home options; Compensation package includes health/dental care coverage and IRA-SEP retirement plan)*

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#### **Position Description:**

The New England Fishery Management Council (Council) seeks candidates for the position of Senior Fishery Analyst. This is a highly visible, demanding position which requires a broad range of technical and communication skills.

The Council manages fishery resources in federal waters in the New England region (Maine through Connecticut). More information about the Council's role, membership, and fisheries within its jurisdiction is available at <http://www.nefmc.org/>.

#### **Senior Fishery Analyst Responsibilities:**

- Communicate the Council's positions and views to a wide variety of audiences.
- Serve as lead on one or multiple Fishery Management Plans, working groups, or steering committees.
- Lead the preparation and submission of documents, in compliance with applicable laws.
- Compile and analyze fisheries, environmental, biological, socioeconomic, or other technical data using appropriate databases and statistical analysis software.
- Demonstrate creative problem solving and devise appropriate strategies to overcome resource constraints or to address complex or competing FMP issues.
- Demonstrate proficiency in oral presentations and writing; routinely report and present at Council-related meetings, including SSC meetings, and at external meetings, workshops, conferences, etc.
- Maintain and build relationships with fishery management partners, including members of other organizations whose work intersects with the Council's mission.
- Represent the Council in short/medium term management initiatives, such as risk policy implementation, harvest control rule revisions, and other projects.
- Mentor one or more Fishery Analysts or Specialists in areas of overlapping interest and assignments.
- Provide facilitation for Council-related meetings, workshops, and outreach activities
- Representation on external committees and activities, such as Council Coordination Committee Work Groups, National Marine Sanctuary Advisory Councils, Take Reduction Teams, Northeast Region Coordinating Council, ASMFC Committees, Marine Resource Education Program Steering Committee, NEPA Working Groups, etc.

**Qualifications:** The Senior Fishery Analyst will assist in the preparation of fishery management plans for resources that occur primarily in the New England region of the U.S. Exclusive Economic Zone. The Senior Fishery Analyst is expected to prepare documents supporting fishery management actions to be reviewed and

enacted by federal agencies without supervision, but in collaboration with other Council staff, as well as other professionals from states, federal government, fishery user groups, and academic institutions. In addition to Fishery Management Plan development activities, the Senior Fishery Analyst will undertake multiple highly visible internal and external fishery management projects as assigned. The Senior Fishery Analyst is expected to have a larger number of highly visible and mission critical assignments.

**Educational Requirements:**

- Minimum Education: Master's degree, which may be substituted with a Bachelor's degree combined with a minimum of ten years of experience working in marine fishery management, demonstrating progressively increasing responsibilities, and highly visible applications.

**Professional Requirements:**

- Minimum Experience: 8 years working in fishery management with strong understanding of applicable federal laws.
- Preferred Experience: 10 or more years working in New England fishery management with knowledge of the Northeast Multispecies Fishery Management Plan, groundfish sector system, NEPA analysis requirements, and Title 50 of the Code of Federal Regulations.

**Analytical and Professional Skills:**

- Strong project management skills with demonstrated ability to lead and work cooperatively with teams under demanding deadlines.
- Strong writing and editorial skills related to technical and regulatory documents that are accessible to the public.
- Ability to work independently on assigned tasks and address and resolve any challenges encountered.
- Ability to explain complicated issues to diverse audiences, convey common objectives, and facilitate conflict resolution.
- Ability to maintain a professional, courteous, and tactful demeanor in all work environments.
- Ability to develop and maintain good working relationships across industry, governmental, and environmental organizations and interested parties.

**Application Process:** Please send a cover letter and a resume detailing education and experience to:

Cate O'Keefe, Executive Director  
New England Fishery Management Council  
50 Water Street, Mill 2  
Newburyport, MA 01950

Applications will be accepted via email (preferred) to [sgoutier@nefmc.org](mailto:sgoutier@nefmc.org) or U.S. mail until the **closing date of August 20, 2025**. The anticipated hiring date is October 2025.

**Special Conditions:** This is a non-federal position. Upon hiring, the selected applicant will enter an initial probationary period of one year during which performance will be evaluated by the Executive Director.

*The New England Fishery Management Council is an Equal Employment Opportunity Employer*