



ADUR & WORTHING
COUNCILS



Sussex Bay Seascape Research Lead Job Description & Person Specification

Authority	ADC / WBC.
Directorate	Sustainability and Resources.
Post Title	Sussex Bay Seascape Research Lead.
Post Number	
Accountable to	Head of Blue Natural Capital with close working with the Director of Sustainability & Resources.
Responsibility for	Directly Sussex Bay consultant specialists and indirectly responsible for co-produced research with partners.
Key leadership relationships	<p>Internal: Members of the Council, Chief Officers and all other appropriate Council officers and managers.</p> <p>External: Academic colleagues working in higher education and across sectors nationally, Shoreham Port, Environment Agency, Eastbourne and Lewes Councils, University partners, Sussex Local Nature Partnership, Sussex Wildlife Trust, Ouse & Adur Rivers Trust, Environment Agency, Southern Water, Shoreham Port, other coastal local authorities in Sussex, The Crown Estate, Marine Management Organisation, Sussex Inshore Fisheries & Conservation Association, Worthing Fishermen's Society and others along the Sussex coast, Knepp Wildland Foundation, Living Coast Biosphere, South Downs National Park, community organisations across the Sussex coastline, schools and colleges.</p>
Work style	All roles fall within the Blended Working Policy.
Last updated	Orig. submitted 05.01.24. Updated following HR response received on 04.03.24.

Job Description: Principal purpose of job (role summary)

We've reached a hugely exciting point in the development of Sussex Bay, a generational vision for integrated seascape restoration across Sussex intertidal rivers, coast and sea - 'the blue mirror to the South Downs'.

With huge potential for large-scale nature recovery across a large area, we see a future where nature, people and the local economy are thriving together.

Adur District and Worthing Borough Councils are the hosts and incubators for Sussex Bay which extends across the whole Sussex coastline. The role will report directly into the Head of Blue Natural Capital with close working with the Director for Sustainability & Resources, while working alongside our Sustainability team and across into our planning, parks and foreshore, waste management, public health and other teams, providing valuable connections into coastal local authority services.

The Sussex Bay Seascape Research Lead will work extensively with local and national partner organisations to co-design and produce the first Sussex Bay, research led, seascape strategy.

Funded by Rewilding Britain, the role will work closely with this important national network of rewilders to advance understanding of blue natural recovery, whilst balancing activity, including for example, sustainable fishing and tourism.

Working with our universities, and a wide range of local and national partners, the role will take a science research led approach to produce a framework for future research and active / passive recovery in a coordinated and consensus led approach with partners in Sussex Bay, and then to share this innovative research nationally. The role will work at sea, with partners, to help monitor and drive new research at times.

The role will work with the Head of Blue Natural Capital (BNC) to develop the UK's first BNC Lab, which includes the following areas, helping to ensure that investment obtained is allocated strategically:

- Scientific research leadership
- Seascape strategy
- Sussex Bay Research Group
- Community participation
- Natural capital baselining
- Regulatory forum
- Technology & innovation
- National BNC practitioner network
- Attending research networks nationally

The post requires skills in academic research of PhD level or similar in a related field, the ability to communicate complex scientific research in accessible ways for a broad variety of audiences, monitoring and reporting on progress to funders, strategy development and strong programme development and management.

In order to develop the high quality Sussex Bay Seascape Strategy, we expect the role will:

- Develop proposals for a ground-breaking approach to co-production with local communities throughout design, development and delivery phases.
- Convene research focus groups and create and then deliver a research engagement plan.
- Review existing research and activity across Sussex Bay and in related areas and fields to develop a future longer term activity framework to guide investment.
- Work with the Head of Blue Natural Capital to scope and secure funding for a natural capital

- baseline assessment and then lead the delivery of the same research project.
- Provide progress reports on the development of seascape restoration strategy and produce a summary framework for future activity with partners after twelve months.
 - Coordinate research activity with researchers across Sussex Bay, including the Kelp research programme
 - Establish and lead science network research and associated networks.
 - With the Head of Blue Natural Capital, engage and convene regulators to explore decision-making processes.
 - Contribute with credibility to the work of associated researchers, and identify opportunities to take a lead in terms of research led research opportunities as they arise.
 - Provide opportunities for local communities, marine users and coastal industries to engage with research.
 - Provide a forum for academics to coordinate efforts
 - Explore the use of technology to improve research, monitoring & evaluation in research.
 - Work in a rapidly changing research area.
 - Represent Sussex Bay in relevant research forums to the highest standards of integrity and approachability in an inclusive way.
 - Establish and work closely with government departments to deliver research with or for them via agreement and funding provision.
 - Be the research science lead for Sussex Bay.

As a result of this development work - under your leadership - the SNR will enable the creation of innovative, high quality research across Sussex Bay, replicable across the UK.

Expectations of post holder

Willingness to embrace change and ability to adapt to new ways of working.
Enthusiasm for working across teams in collaboration and partnership in order to help deliver Our Plan.
Act with honesty and openness, and be brave enough to contribute your ideas and get involved.
Bring your passion for delivering high quality research for our residents to your role.
Engage proactively in your performance and development conversations, and embrace opportunities to learn and grow.
<p>Live how we work with each other and our customers:</p> <ul style="list-style-type: none"> • We listen • We say what we think and do what we say • We are inclusive and kind • We are ambitious • We think and act beyond ourselves and our service • We are a team
Promote the service and Councils positively at all times.

Role specific duties and responsibilities

- Be the science / technical / research science lead for Sussex Bay.
- Working with the Sussex Bay team, co-produce with partners the first Sussex Bay Seascape Strategy and publish a summary framework to help guide future activity after twelve months.
- Agree guiding values and principles with partners and stakeholders.
- Develop the Sussex Bay science led research networks and submit major research grant applications with partners for funding during 2024.
- Develop the medium term research strategy and associated programme.
- Work with the Head of Blue Natural Capital to identify research needs and funding opportunities and contribute to bid preparation and presentation.
- Engage with and develop partnerships, including coastal local authorities, environmental organisations, statutory agencies, community groups, businesses, marine users Work on behalf of the whole system, across Sussex Bay, as an advocate for inclusive change & innovation.
- Convene research focus groups and create and then deliver a research engagement plan.
- Review existing research and activity across Sussex Bay and in related areas and fields to develop a future longer term activity framework to guide investment.
- Work with the Head of Blue Natural Capital to scope and secure funding for a natural capital baseline assessment and then lead the delivery of the same research project.
- Provide progress reports on the development of seascape restoration strategy and produce a summary framework for future activity with partners after twelve months.
- Work collaboratively with external funders, including Rewilding Britain, to report on progress effectively and maintain long term credible working relationships.
- Coordinate research activity with researchers, including the Kelp research programme
- Build connections and relationships back into Adur District and Worthing Borough Council teams to deeply explore (and exemplify) how the delivery of broader Sussex Bay outcomes can be achieved in partnership with other organisations.
- Be a champion for radical collaboration, not competition.
- Act with openness, honesty and integrity and instilling a clear sense of direction, priority and pace.
- Lead through change - being brave enough to get your hands dirty to make sense of what needs to happen.
- Undertake all duties in accordance with Council policies, in particular those relating to Customer Care and Equal Opportunities.
- Undertake any duties regarding health, safety and welfare at work, civil contingencies and business continuity which may reasonably be allocated to the postholder as a result of legislation, codes of practice or Council policies Promote the service and Council positively at all times.

As the post holder, you will be required to undertake such other duties as may be required within your grade and competence, and therefore the list of duties in this job description should not be regarded as exclusive or exhaustive.

Duties will be set out in this job description but please note that the Council reserves the right to update the job description, from time to time, to reflect changes in, or to, the role. The post holder will be consulted about any proposed changes. Significant permanent changes in duties and responsibilities will require agreed revisions to be made to this job description.

Adur & Worthing Councils recognise the need to ensure the welfare of children and vulnerable adults when they come into contact with services provided by the Councils. Employees, volunteers and Elected Members have regular contact with the general public during the course of their work and are in a position to observe signs which might indicate that a person is at risk of harm and abuse. If signs, which cause concern, are observed, all employees (temporary and permanent), volunteers and Elected Members have a duty to report allegations, disclosures and suspicions of abuse or neglect in line with the Councils' [Safeguarding Policy](#).

Person Specification:

Participative	<p>Make sure that you embrace all opportunities to have your say and recognise the importance of your colleagues taking the opportunity to be heard too.</p> <p>Ability to share knowledge and learn from others.</p>
Adaptive	<p>Ability to thrive in an adaptive environment on a continuous improvement journey of change.</p>
Resilient	<p>Understand the part you play in your team and the organisation as a whole, recognising your importance to our success.</p> <p>Ability to bring passion to your work.</p> <p>Ability to recognise and support your own wellbeing needs and ask for help when you need it.</p>
<p>The requirements above are taken from our Behaviours and Capabilities document and are an indication of the expectations we have of our employees - the full document will form part of your onboarding induction with the Councils</p>	

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Educated to postgraduate degree level or demonstrable equivalent experience in a related field - environmental science, geography, hydrology, marine, spatial planning, ecology. 	<ul style="list-style-type: none"> • PhD in a relevant field. • Environmental qualification. • Good understanding of deploying research methodologies in a working environment.
Knowledge and experience	<ul style="list-style-type: none"> • Demonstrate relevant experience (for example, at least 3 years post qualification experience) working in a related field such as nature project development, policy development, programme management, ecology, marine biology. • A good grasp of terrestrial and marine natural capital policy, planning policy and regulation. • How to conduct research 	<ul style="list-style-type: none"> • Strategic development of seascape programmes and habitat restoration projects and / or policies. • Experience working in the marine environment / marine industries. • Experience running formal consultations and networks.

	ethically and co-produce / engage with partners and stakeholders.	
Communication	<ul style="list-style-type: none"> • Ability to report research progress to funders. • Ability to write research bids, proposals, summaries and high quality research summaries. • Highly developed communication skills, able to talk with a wide variety of individuals, communities and organisations. • Proven success as an innovative thinker, researcher and influencer. 	<ul style="list-style-type: none"> • Experience of marketing campaigning, and strategic use of social media. • Experience of chairing research meetings and networks. • Experience of setting up and maintaining networks. • Ability to integrate digital needs into research agendas.
Relationship Building	<ul style="list-style-type: none"> • Proven ability to build positive, solution focussed, professional relationships, both internally and externally. • Experience of building relationships with politicians - both in administration and opposition. • Ability to argue back with yourself during heated discussions with others. • Able to convey credibility with other researchers outside of individual fields. 	<ul style="list-style-type: none"> • Relationship building skills over and above minimum requirement
Leadership	<ul style="list-style-type: none"> • Proven ability to lead, engage and manage a diverse set of partners. 	<ul style="list-style-type: none"> • Is able to lead using influence and without having hierarchical power. • Able to collaborate with other leaders at all levels, decentralising oneself to avoid competition.
Analytical	<ul style="list-style-type: none"> • Ability to understand and interpret technical information, working to translate complex technical issues into clear and actionable intelligence. • Ability to assess and effectively prioritise complex programmes of work, with 	<ul style="list-style-type: none"> • Formal research qualifications or demonstrable skills.

	<p>multiple dependencies, and communicate decisions and programmes effectively with non-technical audiences</p> <ul style="list-style-type: none"> • Demonstrable understanding and experience of data (qualitative and quantitative). 	
Planning/ Organising	<ul style="list-style-type: none"> • Demonstrable experience of working with complexity and translating ideas into achievable outcomes • Significant experience in developing large complex research, maintaining momentum, driving delivery and ensuring effective reporting and post-project learning. • Able to work in ambiguity and then create harmony from chaos. 	
Other requirements	<ul style="list-style-type: none"> • Valuing kindness and compassion in the workplace. • Acceptance of political restriction. • Able to travel across Sussex Bay. 	