



Central Caribbean Marine Institute
Director of Research and Distinguished Scientist Position

Call for Nominations and Applications for a Distinguished Marine Scientist/ Director of Research at the Central Caribbean Marine Institute Inc. (CCMI), Cayman Islands

The Central Caribbean Marine Institute Inc. (CCMI) in the Cayman Islands, an independent non-profit marine research institute, is seeking a new director to develop and implement a strategy that will establish CCMI as a globally-recognized premier field research institute in the Caribbean. The new Director will lead a well-funded research program and establish a vibrant collaborative community working together to incubate new ideas to address contemporary issues facing coral reef ecosystems.

We seek to recruit a scientist with a distinguished marine science career with a focus on coral reefs, physical sciences or oceanography. Nominees and applicants must have an earned doctoral degree in marine science or related discipline, a minimum of 10 years post-PhD experience, and a strong publication record. Excellent grantsmanship and demonstrated record of receiving major awards for research and equipment/facilities is required. We seek an individual with experience leading collaborations and building networks of interdisciplinary scientists. Managing people (both internal and external stakeholders) and creating a positive environment for excellence is key to the research director role. Our people are our greatest resource and therefore we seek someone with excellent management and mentoring qualities. The new director must be excellent communicator across all media, with donors, and community members.

CCMI's principal facilities and field operations are located on Little Cayman Islands which is the least populated island in the Caribbean where 50% of the reefs are under marine protection. Therefore, this location provides an important control site for research. It has one of the Caribbean's most impressive reef systems, the Bloody Bay Marine Park. Research has included over a hundred collaborative and international visiting scientists from Harvard, GEOMAR (Kiel University), Smithsonian Institution, University of Tokyo, University of Essex, University of Florida and Florida Atlantic University, among other academic institutions.

REPORTING: The Director reports directly to the President of CCMI Inc.

DEADLINE: Recruitment will be ongoing until the position is filled. Applications will be reviewed beginning May 15 with start date preferably by the end of Summer 2019.

HOW to APPLY: Send cover letter, curriculum vitae, a vision statement for your research and a separate vision statement for CCMI (all organized as 1 pdf) to Search Committee Secretary, Sue Provost, sprovost@reefresearch.org. Include four professional references (address, phone number and email address).

COMPENSATION PACKAGE: Salary is competitive and commensurate with qualifications and experience. Benefits include health insurance, pension, and vacation. Employment is contingent upon approval of a Work Permit issued by the Cayman Islands Immigration Department. CCMI is an equal opportunities employer.



Additional Information for the Director of Research, Distinguished Scientist Position

The Location

The Central Caribbean Marine Institute Inc. was established in 1998 and is a 501c(3), a UK and Cayman Islands non-profit academic institution. CCMI Inc. The principal facilities and field operations are located on a 1400 ft stretch of beach on the island of Little Cayman which is 10 miles long by 1 mile wide. The resident population is approximately 200. Low development pressure and distance from continental land masses as well as the socioeconomic status (highest per capita income in the Caribbean) has led to relatively low human impact. Recently passed expansion of the marine environmental zones established in the 1980's has increased protection to over 48% of island. The remoteness from human populations and enforced marine zones have controlled exploitation of fish and have reduced the losses that are prevalent at most Caribbean reefs.

The Operations

The institute is supported by a number of granting agencies in the US and UK, foundations and philanthropists and is in the process of a \$10M sustainability campaign to build the capacity of the organization. The institute has 15 employees with most working in the field at the research station on Little Cayman and an advancement team supporting the funding and outreach from Grand Cayman, the US and UK. The Operations Director oversees the facility which has a field station manager, dive/boat operator, marine operations coordinator, administrative officer, and cook. The research team includes both affiliated scientists and a research scientist, restoration assistant/lab tech and intern. The education team includes a program manager, program coordinator/teacher and an ocean science scholar/intern. The Advancement Director has a team including a communications and development coordinator, project manager/sponsored programs, and a donor manager. The Chief Financial Officer/Controller and accountant manages the finances and the organizations IT is outsourced. The Department Directors report directly to the President and the Board. The Central Caribbean Marine Institute Inc. currently has a \$2+ million operating budget which will expand to \$3 million over the next 5 years. The Cayman nonprofit is considered the subsidiary (of the US) with all assets owned and controlled by the US company. The UK non-profit, CCMI-UK is a separate entity providing services and support for the US/Cayman consolidated organization.

The Facility

The facility is comprised of 4 buildings with sleeping quarters for 30 students and scientists, a classroom, offices, laboratory space with flowing sea water and fresh water, and a fully equipped diving system (compressor, tanks, gear). Improvements to the laboratory and facilities have been made possible from major grants from the Field Station and Marine Laboratory program as well as from private foundations. The research laboratory was expanded with funding from the NSF to enhance our capacity to conduct research and education on coral reefs and climate change. The research vessels which include a 21ft Mako, Carolina skiff, and larger 34ft research boat, laboratory and research equipment. The 34ft research boat is a shared resource with the education program.

Additional Roles and Responsibilities

The Director will be responsible for capital improvement projects as they relate to achieving the research vision. The director will have management oversight over the resources related to the research program. The Research Director is responsible for developing and updating the 5-year strategic plan for research by inviting a committee of experts to assist with developing innovative research objectives. The Director will oversee the communications with respect to the research activities. The position will require a work permit, with full-time residence in the Cayman Islands that provides some flexibility.