Aquaculture Stewardship Council
Job Profile – Standards Coordinator Fish Health

Responsible to: Head of Standards Team
Salary and benefits: TBD
Contract: 1 FTE
Location Flexible, terms to be agreed
Date written: November, 2020

About ASC

ASC is an independent, not-for-profit organisation established in 2010 to set and operate global standards for responsible aquaculture. Certified farmed products are promoted to consumers through the use of its logo.

The aquaculture industry is growing steadily and is already supplying more than half of all seafood consumed worldwide, but this growing demand increases the environmental and social footprint associated with this expansion. The ASC certification and labelling programme incentivise improved farming practices by promoting the benefits of responsibly farmed seafood and encourages an industry towards achieving environmental sustainability and social responsibility.

We work with aquaculture producers, seafood processors, retail and foodservice companies, scientists, conservation groups and the public globally to promote the best environmental and social choice in farmed seafood. For more information go to www.asc-aqua.org.

The ASC is a growing organisation. We have around 75 people working from various countries, including the Netherlands, UK, Germany, Spain, Australia, Japan, China, Japan, Thailand, Vietnam, Brazil and the US. There are five functional Departments covering: Standards and Science, Programme Assurance, Market development, Marketing and Communication, Administration/Governance. We operate an office in Utrecht (NL) and in London (UK) for staff based in these countries.

The Standards and Science (SaS) Department is made up of three Teams: 1) Standards Team, 2) Research Team and 3) Impacts Team. Collectively, these teams cover workstreams that deal with standard development and implementation, conducting research and assimilating data to serve multiple purposes both within and external to the organisation. The Department currently consists of 10 staff, each responsible for a number of specific projects as well as operational workflows.

Job Context

The Standards Team focuses on Standard maintenance, which includes the development of new Standards (content) and the maintenance of current content via revisions. These two activities follow the ASC Standard Setting Procedure (compliant with the ISEAL Code of Good Practice – Setting Social and Environmental Standards). As part of Standards
maintenance, ASC is aligning its current 11 species-specific Standards into one Farm Standard. This Standard will accommodate different scopes for the various farming systems, as well as give a species-specific interpretation for metric indicators. As part of this alignment, ASC is revising a series of requirements currently included in its Standards and developing new requirements for possible future inclusion on the aligned Farm Standard.

Within the existing Standards, fish health is addressed via a number of subtopics, e.g.: biosecurity, parasite control, therapeutants and non-therapeutants treatment management, veterinarian oversight, etc. Specifically, for the therapeutants and non-therapeutants treatments management subtopic a Technical Working Group (TWG) has been formed to revise and align the current indicator requirements making sure the recognition of new developments, such as the One Health Approach, are incorporated within the revision and alignment. Besides these indicators, other indicators that deal with fish health are also currently being revised and aligned but not by this TWGs but rather internally. At the time of writing, the TWG on therapeutants and non-therapeutants has developed recommendations on the alignment of current indicators and proposed revised indicators. It is expected that the position will finalise these revisions in line with the overall progression of the aligned Farm Standard formation; eventually resulting in a comprehensive set of fish health-related indicators that meet, and where possible exceed current best practices.

ASC is currently also developing new fish welfare indicators that will expand the current requirements on this topic. It is foreseen that the fish welfare indicators will be embedded within the aligned ASC Farm Standard as well. It is anticipated that having explicit indicators on both fish health and fish welfare, in combination with staff expertise within the organisation, will bring many opportunities and benefit the wider programme. It is expected that the position will collaborate with the Fish Welfare Coordinator in this workstream and support the decision-making process in relevant matters.

ASC is also developing an Improver Programme for farms that are interested in becoming certified but are not yet meeting expectations in terms of performance. As fish health and welfare are typically matters that farms in improvement see as a challenge, tailoring the AIP-programme with inputs on these two topics will potentially benefit many. It is expected that the Fish Health and Fish Welfare Coordinators, over the course of time, develop a knowledge hub on relevant topics – primarily targeting farms in improvement, but also offering training material and support to already certified farms.

Finally, ASC seeks to explore opportunities to build relationships with non-governmental organisations (e.g. FAO, OIE, WHO, WorldFish) in order to approach the industry in a consistent manner. This work needs to be scoped and developed (including strategy and tactics formation).

To progress the development of the ASC fish health indicators and contribute to the potential uptake of these indicators, collaborate in other related workstream and to manage the overall topic of fish health within the Organisation, the ASC is looking for a “Standards Coordinator Fish Health”.
Key responsibilities:

The Standards Coordinator Fish Health will support the Standards Team in matters related to:

Standard Setting Process and related procedures:

- Lead the review and revision of the ASC Standards on fish health-related topics and requirements in line with the ASC Standard Setting Procedure;
- Implement and manage multi-stakeholder engagement with regards to fish health-related topics in an objective, effective and solution-oriented manner.
- Lead the consultation and the assessment of impacts associated with potential changes into future versions of the ASC Standard requirements on topics related to fish health.

Standards Coordination

- Coordinate fish health-related topics and requirements.
- Provides the Standards Team with support on matters related to fish health on aquaculture
- Engage with the aquaculture industry in relation to ASC’s fish health requirements and topics.
- Coordinate with Impacts Team to identify key impacts associated with fish health-related topics so that they can be incorporated into future M&E reporting.
- Engage in research projects where needed and appropriate.
- Engage and keep informed internal colleagues and engaged stakeholders of work and project progress where needed.

External Relationship

- Lead the development of external relationships with relevant key stakeholders.
- Lead the delivery of technical information of the ASC approach to fish health-related topics and requirements to diverse audiences (e.g. in conferences, training and workshops).
- Represent ASC in multiple relevant forums.

Organisational & Management

- Work with colleagues collaboratively and in an open communication style, identifying and resolving areas of differing views effectively.
- Produce high quality written and verbal reports, papers, briefings, background documents, presentations and other outputs, as required.
- Lead or collaborate on preparing scientific reports or posters for publishing or conferences.
Personal Attributes:

Technical Skills and Qualifications
- Master (MSc) degree in veterinarian sciences (Veterinarian/Fish Health Biologist).
- Post-graduate degree at PhD level.
- Understanding of environmental and social issues of the aquaculture industry and the role of third-party certification systems in addressing these.
- Proficient in the use of standard software packages (e.g. Word, Excel, PowerPoint, Outlook)

Experience
- Demonstrable, extensive relevant working experience in the aquaculture industry as a veterinarian or fish health biologist.
- Proven project coordination experience.

Relationship Management
- Able to manage relationships with colleagues and stakeholders and others successfully and with a people-centred approach to work.
- Able to work across the organisation with other departments.
- Able to demonstrate strategic leadership skills developed in a variety of internal and external organisational settings.

Communication
- Fluent in spoken and written English. Proficiency in a second language is considered an advantage.
- Excellent presentation, communication and reporting skills and ability to shape those to suit a diverse range of stakeholders.

Organisational
- Readiness and passion to contribute to the ASC’s mission and vision.
- Empathy with the ASC Theory of Change.

Person Characteristics
- Able to think and work independently, systematically and to make pragmatic decisions in a rapidly changing environment.
- A personality that strives to be pro-active and result-oriented.
- A personality that operates with diplomacy and the ability to garner support and cooperation amongst colleagues and external stakeholders.
- And not unimportant …. be an enthusiastic and fun colleague to work with!