



01 March 2023

Vacancy in the HELCOM Secretariat:

Project Researcher on strengthening HELCOM work on economic and social analyses, focus on governance and the sufficiency, effectiveness and efficiency of conservation measures.

The Baltic Marine Environment Protection Commission - Helsinki Commission (HELCOM) is an intergovernmental organization (Denmark, Estonia, the European Union, Finland, Germany, Latvia, Lithuania, Poland, Russia and Sweden) with its headquarters (Secretariat) in Helsinki, Finland, working to protect the marine environment of the Baltic Sea. At present, we are around 30 staff members at the HELCOM Secretariat, and our working language is English. We offer an open, friendly, dynamic and energetic, often fast-paced, international working environment offering all staff members the opportunity to make a meaningful contribution to achieving our common goals. For more information about HELCOM, please visit our home page: www.helcom.fi.

We are currently seeking to recruit an enthusiastic expert to strengthen our team as a Project Researcher in the field of economic and social analyses.

HELCOM work on economic and social analyses

Socio-economic analyses provide information and perspectives to help inform public decision-making by providing valuable insights into the relationship between society and the environment. HELCOM has been continuously expanding the scope and level of ambition of the socio-economic work under its umbrella, as well as its use in policy and management. The planned work builds on previous processes within HELCOM, including the following:

- The economic and social analyses under the [Second](#) and Third Holistic Assessment of the Status of the Baltic Sea Environment (to be published in March 2023).
- The [HELCOM ACTION](#) project work on sufficiency of measures
- The [HELCOM BLUES](#) project work on sufficiency, effectiveness and efficiency of measures.

Responsibilities

The Project Researcher's task is to carry out the further development of social and economic analyse under the umbrella of HELCOM's work. Particularly with regards to further develop the methodology for, and carry out, analyses of the sufficiency, effectiveness and cost-efficiency of conservation measures in the Baltic Sea MPA network. The Project Researcher will also identify and analyse governance structures, frameworks and tools as well as equitable governance approaches related to, or of importance for, conservation efforts. The Project Researcher is responsible for producing project deliverables, reporting and communicating project work and outcomes to relevant HELCOM groups, contributing to other relevant project tasks and cooperating with project partners and, for work packages where HELCOM has lead, coordinate the work with WP partners. The Project Researcher will cooperate closely with the HELCOM and project staff, as well as a wide variety of international networks and regional experts.

The activities include:

- Prepare an initial proposal/work plan for the tasks to be carried out;
- Where needed, execute desk studies and literature reviews to collate information of relevance for the planned analyses;
- Further develop methodology for analyses and executing analyses of the sufficiency, effectiveness, and cost-efficiency of conservation measures in the Baltic Sea MPA network;
- Prepare products and material, including project reports, guidelines, and manuals;
- Contribute to the co-creation and application of socio-economic, governance, ecological and environmental tools in the Baltic Sea MPA network and other European sites;
- Benchmarking institutional and policy frameworks relevant to the Baltic Sea MPA network;
- Identifying key enablers for socio-economic transition processes towards effective, efficient and resilient networks of MPAs.

Qualifications and experience

The successful candidate shall have:

- University degree (minimum Master's degree or equivalent) in socioeconomics or other related field (e.g. environmental policy);
- Minimum of two years of relevant professional experience at national or international level;
- Familiarity and experience in several of the following:
 - o Analysis or assessment of sufficiency of measures,
 - o Analysis or assessment of effectiveness of measures,
 - o Analysis of efficiency of measures,
 - o Python coding environment,
 - o Analysis of governance frameworks and designing equitable governance approaches,
 - o Environmental/marine policy at the national or international level,
 - o Interdisciplinary work
- Excellent organizational and administrative skills and proven ability to deliver to tight timelines;
- Ability to work independently, take responsibility and initiative;
- Excellent social and team skills;
- Proficiency in English as well as high competence in IT skills;
- Experience of working in multinational projects.

Experience in the following work will be considered an asset:

- Projects related to the marine environment/Baltic Sea;
- Experience of international cooperation;
- Experience with national or international marine conservation;
- Policy implementation experience.

Terms of appointment

The appointment is planned to be full time, starting in April 2023 and for a duration of 53 months. The monthly salary is 2.800 € per month. Please note that HELCOM salaries are exempt from Finnish income tax.

How to apply?

Candidates with the required expertise and qualifications are invited to submit their application (consisting of a CV and a motivation letter) via e-mail to recruitment@helcom.fi no later than **21 March 2023**. Please write "Project Researcher MPA governance and measures" in the subject field of the message.