

## PACIFIC STATES MARINE FISHERIES COMMISSION POSITION DESCRIPTION

**Title: Cultural Anthropologist (16-787)**

**Location:** Juneau, Alaska (99801)

**Anticipated Start Date:** October 24, 2016

**Position Type:** Seasonal (6+ months but less than 12 months), Salary/ Exempt

**Benefits Eligible:** Yes | [www.psmfc.org/benefits](http://www.psmfc.org/benefits)

**Salary Target:** \$2,839.50/semi-month

**Job Number:** 16-787

**How to Apply:** Online at [www.psmfc.org/careers](http://www.psmfc.org/careers)

**Closing Date:** September 25, 2016 at 9pm PT

**Application Requirements:** For consideration all qualified candidates must submit a cover letter, curriculum vitae (CV), writing sample (e.g., published article), and a PowerPoint presentation developed and presented by the candidate. Candidates may need to combine documents to upload to their profile as there is a three document maximum.

**Group Definition:** Cultural anthropologists research and study the behavior and customs of living people, relating to their physical, socioeconomic, and cultural environments. They interview, observe, and record findings to draw conclusions about ways of life, socioeconomic systems, local knowledge, values, identity, and the organization of societies. Their work culminates in written papers and presentations which describe new or modified theories or principles, explanations of phenomena, and information that improves the understanding of a group's behaviors.

### **Project Specifics:**

The successful candidate will support the Economic and Social Science Research Program at NOAA's Alaska Fisheries Science Center (AFSC) in Seattle, WA. They will work with AFSC's social scientists to explore issues of risk and diversification. Fishing is a highly risky business subject to inter-annual variability in fish stocks, market prices, regulations, and weather conditions. This project will examine income diversification at the level of the individual shareholder in Alaska's halibut IFQ fishery. Income diversification in Alaskan fisheries has been examined at the community level showing that communities with more diverse fishing portfolios experience lower fishing revenue vulnerability (Sethi et al. 2014) and at the vessel level showing that income variability is related to the degree of diversification (Kasperski and Holland, 2013). Conducting this research at the level of the individual will allow for an examination of important research questions that cannot be evaluated at a more aggregated level. Specifically, this project will examine the relationships between fishermen's income diversification and (1) the regulatory framework in the fishery, (2) initial quota share allocations, and (3) changes in fish stocks.

### **Position Specifics:**

This research project will consist of two major phases to be completed by the Cultural Anthropologist. Phase one will be the construction of a comprehensive database of individual halibut IFQ shareholder's income from participation in all Alaska state and federal fisheries from 1991 to

2015. The individual halibut IFQ shareholder will first need to be linked across all Alaskan federal fisheries landings, using their NMFS identification number using name matching tools. For each shareholder, landings revenue information will be aggregated for the year and fishery providing an annual estimate of income from each fishery.

Phase two will consist of the empirical analyses of the relationships between income diversification and (1) the regulatory framework in the fishery. (2) initial quota share allocations, and (3) changes in fish stocks. Initial data exploration and descriptive analyses will be conducted to evaluate trends in diversification across participant groups (e.g. filtered by quantity of shareholdings, initial recipients and new entrants, etc.), testing all trends for stationarity. Formal tests addressing the research questions identified above will then be conducted utilizing a variety of econometric tools, including tests of differences between group means, Chow tests of structural breaks in time series, and regression analyses. Our analysis and results will be described in a manuscript to be submitted to a peer-reviewed scientific journal.

**Essential Functions:** (The functions listed below are characteristic of the type and level of work associated with this group and pay band. They are not all-inclusive. Individual positions may perform some or all, as well as other similar work.)

Perform professionally responsible research in the field of social science by:

- Working closely with information users, managers, policy makers, and others to identify information gaps and needs
- Participating in strategic planning of research programs and projects
- Collecting and documenting data
- Analyzing data and interpreting findings and results.
- Disseminating research products through professional conference presentations and professional publications
- Extending new research findings to users in terms that are relevant and useful to agency officials and/or the public
- Making recommendations to or consulting with agency officials and others regarding findings
- Serving as a peer reviewer for other researchers in the profession

**Knowledge Required by the Position:**

The employee must have knowledge of social science methodologies and experience applying those methodologies to marine and coastal environments.

Must have skills in:

- Ethnographic and participant observation methods
- Information collection methods
- Personal computers and software packages and applications for databases, spreadsheets, and word processing.
- Technical documentation methods and procedures
- Structuring information retrievals
- Editing, combining and manipulating data

- Conducting econometric or statistical analyses

Must have ability to conduct independent research investigations using scientific methods.

Must have ability to exercise creativity, critical thinking, and judgment, which may materially affect the nature of the end product.

### **Additional Knowledge and Skills:**

#### **Mandatory Skills:**

- NMFS AKRO Halibut landings data
- NMF AKRO RAM halibut IFQ Transfer data
- Experience writing technical documentation and/or NPFMC documents
- Knowledge of North Pacific fisheries and communities

#### **Desirable Skills:**

- Experience using Stata or R
- Oral communication skills, including public speaking/presentation skills
- Teamwork skills
- Writing for professional publications

### **Physical Demands:**

The work is generally sedentary, although there may be some nominal walking or standing for short periods of time, or carrying of light loads of papers, books, reports, etc. that require only moderate physical ability and physical stress.

### **Work Environment:**

The work area is adequately lighted, heated, and ventilated. The work involves the common risks or discomforts typical of office, meeting rooms, libraries, and the like.

### **Minimum Qualification Requirements:**

Candidates for positions at the lower end of the range must present a Master's or equivalent graduate degree directly related to the work being performed. At mid-range, candidates must present a Ph.D. or equivalent doctoral degree directly related to the work being performed. At the upper end of the range, candidates must present a Ph.D. or equivalent doctoral degree directly related to the work being performed and, in addition, must have at least one year of Specialized Experience.\*\*

\*\*Specialized Experience is experience that equips the applicant with the knowledge, skills, and abilities to perform successfully the duties of the position and is typically in or related to the work of the position being filled. To be creditable, Specialized Experience must have been equivalent to at least the next lower level in the normal line of progression for the position being filled.

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Pacific States Marine Fisheries Commission is an Affirmative Action (AA) and Equal Employment Opportunity (EEO) employer and welcomes all qualified applicants. Applicants will receive fair and impartial consideration without regard to race, sex, color, religion, national origin, gender identity, age, mental or physical disability, sexual orientation, veteran status, genetic data, or other legally protected status.

If you have a disability and need assistance completing the application form, you may call the PSMFC human resources office at (503) 595-3100 between the hours of 8 a.m. and 5:00 p.m. PST, Monday-Friday. Reasonable accommodations for interviews will be provided upon request to individuals with disabilities.

We maintain a drug-free workplace.