



THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

APPLICATION PACK

Centre for Resource Management & Environmental Studies (CERMES)

Post
Assistant Lecturer/Lecturer
in Water Resources Management

Reference No.
ASLLECTWRM02/20

Contents:

1. Notes including application procedure
2. Advertisement
3. Further details of the post
4. Summary of Terms and Conditions of Service – Academic Staff

NB: The application form is available on our website:
<http://www.cavehill.uwi.edu/hr/careers.aspx>

NOTES – please read carefully before completing the application form

Thank you for your enquiry regarding a post at the University of the West Indies, Cave Hill Campus.

Application procedure:

Should you wish to apply for this position, please send a completed application form to:

The Assistant Registrar, Human Resources, The University of the West Indies, Cave Hill Campus, P.O. Box 64, Bridgetown BB11000, Barbados.

Only signed and completed applications will be considered. Please ensure that you quote reference number **ASLLECTWRM02/20** on all correspondence

1. A complete application includes:-
 - a. Three (3) references (advertisement refers);
 - b. Supporting documents
 - i. Transcripts from degree-granting institutions;
 - ii. Updated Curriculum vitae;
 - iii. List of publications (where necessary).

Any application that is incomplete after the deadline will not be considered.

For an informal discussion of the post please contact The Human Resources Section by email, humanresources@cavehill.uwi.edu.

Closing Date: March 16, 2020

We will inform you of the outcome of your application as soon as possible.



THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

Applications are invited from suitably qualified persons to fill the post of **Assistant Lecturer/Lecturer in Water Resources Management** in the Centre for Resources Management & Environmental Studies, Faculty of Science and Technology, The University of the West Indies, Cave Hill Campus, Barbados.

The successful applicant should have a PhD in water resources management or a closely related field. Qualifications in resource or environmental economics related to water management and an ability to use hydrological models would be assets. A strong academic record with experience in graduate teaching, student supervision, applied research and project management would be advantages, but early career scientists are also welcome to CERMES supportive work environment for career development. The successful applicant will coordinate the water resources management MSc specialisation stream of up to five modular graduate courses and contribute to CERMES short courses including online teaching. New lecturers take the UWI Postgraduate Certificate in University Teaching and Learning to enhance their skills.

UWI contributes to sustainable development in the Caribbean and as such the successful applicant will be expected to work with and support national, regional and international organisations involved in Water Resources Management. Other attributes that are desirable include: knowledge of the Caribbean; excellent oral communication, writing and analytical skills; team working and leadership skills.

The successful applicant will be expected to assume duties by *August 1, 2020* or as soon as possible thereafter.

Detailed applications (two copies) giving full particulars of qualifications, experience and biodata and **three (3) signed up-to-date referee reports** should be sent as soon as possible to **The Assistant Registrar (Human Resources), The University of the West Indies, P.O. Box 64, Bridgetown, Barbados.** humanresources@cavehill.uwi.edu. If your first and higher degrees were obtained from different Universities, please provide a referee report from each University and one referee should be a member of your present organization. A Job Application Pack is available from our website: www.cavehill.uwi.edu/hr/careers.aspx.

The closing date for completed applications (Application Form, CV, referee reports and degree transcripts) is **March 16, 2020**.



THE UNIVERSITY OF THE WEST INDIES

CAVE HILL CAMPUS

Further Particulars

CERMES is a postgraduate Centre within The University of the West Indies. It offers taught masters programmes in Natural Resource and Environmental Management with particular emphasis on tropical Small Island Developing States (SIDS). Within the Natural Resource and Environmental Management programme there are three specialisations; tropical coastal and marine resource management, climate change and, water resources management. The specialisation courses are offered in the second semester. CERMES also undertakes research related to SIDS, provides services to regional governments, NGOs and the private sector and, conducts outreach and capacity building on environmental matters throughout the region.

The CERMES building has three levels, connected by stairs, and is situated on the southeast corner of campus near the Free Hill entrance on the cliff edge overlooking Bridgetown. View Campus Map [here >>>](#)

The mission of CERMES is to make a significant contribution to sustainable development in the Caribbean region by:

- Providing graduate students with advanced training in policies, mechanisms and techniques for sustainable use and management of natural resources;
- Conducting research that is relevant to natural resource and environmental management
- Providing guidance, consultancy and professional services to regional governments, NGOs and the private sector on environmental matters;
- Taking the lead in hosting and coordinating regional environmental initiatives and projects;
- Heightening public awareness on matters of environmental importance through outreach activities;
- Building capacity of private-sector and government decision-makers through short courses and training workshops;

CERMES has a strong focus on tropical island environmental management.

CERMES has purpose built premises with academic, technical and administrative staff offices. Almost everything needed by students and staff members can be found in this uniquely constructed building. Amenities include:

- Three lecture rooms with built-in presentation equipment
- Student project room
- Large computer lab – with facility for teaching GIS
- Fisheries Lab - equipped for molecular genetics research
- Water quality lab - equipped for marine water quality analyses
- Dry/Marine equipment storage rooms
- Shower and changing facilities
- Offices for visiting scholars and projects
- Small conference room and kitchen
- Large patio for informal gatherings

CERMES also has marine facilities including a mooring, a small open boat with outboard engine, row-boat, diving equipment and access to storage facilities.

Partnerships

CERMES implements much of its teaching, research and outreach in partnership with national, regional and international organisations such as the major programme partners below:

[AusAID](#)

[USAID](#)

Recent CERMES collaboration also includes the following in important partnerships:

- Association of Caribbean States (ACS), Trinidad
- Barbados Game Fishing Association, Barbados
- Barbados Hotel and Tourism Association (BHTA), Barbados
- National Meteorological Service, Government of Belize
- Caribbean Community Climate Change Centre(CCCCC), Belize
- Caribbean Conservation Association (CCA), Barbados
- Caribbean Environmental Health Institute (CEHI), St. Lucia
- Caribbean Institute for Meteorology and Hydrology (CIMH), Barbados
- Caribbean Natural Resources Institute (CANARI), Trinidad
- Caribbean Network of Fisherfolk Organisations (CNFO), Antigua and Barbuda
- Caribbean Regional Fisheries Mechanism (CRFM), Belize
- Caribbean Tourism Organisation (CTO), Barbados
- Caribbean Water and Sewerage Association Inc.
- Caribbean Water and Wastewater Association
- Coastal Zone Management Unit (CZMU), Government of Barbados
- Department of Biology, McGill University, Canada
- Environmental Sustainable Development Unit (ESDU) of the OECS, St. Lucia
- Fisheries Division, Government of Barbados

- Folkestone Park and Marine Reserve, Barbados
- FAO Subregional Office for the Caribbean, Barbados
- Global Water Partnership - Caribbean (GWP-C)
- Gulf and Caribbean Fisheries Institute (GCFI), USA
- International Development Research Centre (IDRC), Canada
- International Union for the Conservation of Nature (IUCN), Costa Rica
- Lighthouse Foundation, Germany
- Marine Affairs Program, Dalhousie University, Canada
- National Oceanic and Atmospheric Administration (NOAA), USA
- Oak Foundation, USA
- Policy, Research, Planning and Information Unit (PRPIU), Government of Barbados
- Rosenstiel School for Marine and Atmospheric Sciences (RSMAS), University of Miami, Florida USA
- The Nature Conservancy (TNC), US Virgin Islands
- United Nations Development

FULL TIME STAFF

Name	Position	Areas of interest
Patrick McConney	Director, Senior Lecturer	<ul style="list-style-type: none"> • Fisheries governance • Marine protected areas (MPAs)
Robin Mahon	Professor Emeritus	<ul style="list-style-type: none"> • Marine resource governance
Hazel Oxenford	Professor	<ul style="list-style-type: none"> • Fisheries biology and management
David Yawson	Senior Lecturer	<ul style="list-style-type: none"> • Bio-sensitive land resource management • Socio-ecological resilience in the context of environmental change
Janice Cumberbatch	Lecturer	<ul style="list-style-type: none"> • Sustainable Tourism development • Environmental Impact Assessment • Climate Change • Solid and Liquid Waste • Renewable Energy
Hugh Sealy	Lecturer	<ul style="list-style-type: none"> • Renewable Energy
Maria Pena	Project Officer	<ul style="list-style-type: none"> • Socio-economic aspects of marine resource management • MPA management • Project management
Neetha Selliah	Programme Coordinator	<ul style="list-style-type: none"> • Fisheries governance
Joseph Weekes	Laboratory Technician	<ul style="list-style-type: none"> • Water quality assesment • Coral reef assessment • Terrestrial/Marine field work coordination • UAS Mapping

Dale Benskin	Information Technology Technician	<ul style="list-style-type: none"> • Information Technology
Jennifer Hurley	Administrative Assistant	<ul style="list-style-type: none"> • Office administration
Mia Clarke	Stenographer/Clerk (Secretary)	<ul style="list-style-type: none"> • Videography/Photography • Office administration
Kristie Alleyne	Research Assistant	<ul style="list-style-type: none"> • Fisheries Governance • Coral Reef Ecology & Management • Environmental Impact Assessments

Post doctoral & visiting researchers

Kimberly Baldwin	Post Doctoral Researcher	<ul style="list-style-type: none"> • Geoinformatics and spatial analysis • UAS mapping • Ecosystem based management & Marine Spatial Planning • Participatory research and training initiatives
Shelly-Ann Cox	Post Doctoral Research Associate	<ul style="list-style-type: none"> • Adaptive co-management • Social networks, Marine resource governance • Climate services • Gender and Science Communication
Julian Walcott	Technical Officer	<ul style="list-style-type: none"> • Caribbean Protected Areas Gateway

To enhance the capabilities of CERMES, high quality members of the academic world are engaged as associated staff throughout the academic calendar year. Each, an expert in their field of study, of our associated staff, add value to our teaching process and project work. **Please see the list below:**

Associated staff

Dr. Darren Browne	Dr. Karl Payne
Dr. Lawrence Pologne	Prof. Peter Schuhmann
Dr. Vernese Inniss	Ms. Norma Shorey-Bryan
Mr. Antonio Joyette	

SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

Post – Assistant Lecturer/Lecturer in Water Resources Management

Note: This is a tenure track position and the appointee may continue in the service of the University, by mutual consent, until the retiring age of 65 years.

Initial appointment will be on contract for a period of three years in the first instance.

- (a) **Salary Scales** – the salary scales accord with the level at which the appointments are made. Salary scale and point of entry will depend on the qualifications and experience of the successful candidate.

Assistant Lecturer Scale (Non-Medical):

BDS\$80,676 + 3,480 – \$87,636 per annum

Lecturer Scale (Non-Medical)

BDS\$94,968 x 3,852 – 118,080 (BAR) x 3,852 – 141,192 per annum

Note: these are graduated scales that progress from the minimum point to the top of the scale by annual increments except where a merit bar requires formal assessment before crossing. For example the scale for Lecturer runs as follows:

Minimum point	94,968
2nd point	98,820 (94,968 + 3,852)
3rd point	102,672 (98,820 + 3,852)
Etc.	

(b) **Allowances**

- *Regional Allowance* – 5% of basic salary
- *Housing Allowance* - 20% of basic salary

(c) **Benefits**

- *Transportation Allowance* - BDS\$2760 per annum
- *Book Grant* - \$3000 per annum
- *Study and Travel Grant* – BDS\$9,673 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)

(d) **Pension Arrangements**

Each full time employee is required to contribute to the University Pension Scheme (FSSU). The contribution rates are Employee 5%, UWI 10%. The sums are invested to provide a pension at age 65, the age of retirement.

(e) Other

For persons recruited from overseas:

- *Airfares* - economy class passages (self, spouse and up to three dependent children under 22 years of age) on appointment and normal termination
- *Shipping of household and personal effects* – up to US\$3000 on appointment and normal termination.
- *Shipment of academic books/teaching research equipment* - up to US\$600 on appointment and normal termination.

The Registry
Cave Hill Campus
February 2020
62-69-3
