



4 December 2017

## Vacancy in the HELCOM Secretariat: RETROUT Project Manager

The Baltic Marine Environment 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 there are 30 staff members at the HELCOM Secretariat and the working language is English. We offer an open, friendly and energetic, at times even hectic, working environment that challenges everyone to contribute their best to our common goals. For more information about HELCOM, please visit our home page: [www.helcom.fi](http://www.helcom.fi).

### HELCOM FISH and FISH-M

Based on the 1992 Helsinki Convention as well as later HELCOM decisions, including the 2007 BSAP, the HELCOM has a dedicated working group on ecosystem based sustainable fisheries (HELCOM FISH), originally established in 2008, involves environmental and fisheries authorities of all Baltic Sea states and the EU as well as interest groups for regional negotiations on fisheries –environment issues. HELCOM FISH has a sub-group called the Task Force on Migratory Fish Species (FISH-M) which works in a workshop format on specific issues around migratory species (recently e.g. river restoration and eel).

### RETROUT Project

HELCOM is engaged as a partner in an EU co-financed initiative “Development, promotion and sustainable management of the Baltic Sea Region as a coastal fishing tourism destination” (RETROUT). The project is overall focusing on sea trout, Sea trout rivers, trout river restoration and the enabling of sustainable trout fishing tourism in the Baltic Sea region.

The 3 year (October 2017-September 2020) initiative is led by County Administrative Board in Stockholm, has a total budget of 3,2 M euro and engages 13 partner organisations from around the region.

HELCOM is the lead of Work Package 4 in this initiative which is focusing on status of streams/rivers and river restoration. Concrete output from WP 4 include an overview assessment of the status of sea trout rivers and streams in the Baltic Sea region as well as a best practices toolbox/guide on river restoration for the region (based on successes and failures of river restoration initiatives and other material).

The work within RETROUT is closely related to the tasks of the FISH-M and synergies (joint meetings) should be utilized fully. Further information can be found in document 6-3 from HELCOM Fish meeting (Annex 1).

## RETROUT Project Manager

We are currently in search of an experienced professional and enthusiastic person to strengthen our team at the international HELCOM Secretariat in Helsinki, Finland, as RETROUT project manager.

The appointment is planned to be full time preferably already from 15 February 2018 until the end of the initiative in September 2020. However, part-time employment can also be considered. The monthly salary is 3.200 EUR per month. The salaries paid by the Commission are exempt from Finnish income tax.

The tasks will be carried out independently. The project manager will cooperate with the Professional Staff involved, who will provide comments and general guidance on the overall HELCOM framework.

### Tasks:

- Lead overall project work in RETROUT Work Package 4 involving 7-8 partner institutions from countries around the Baltic Sea.
- Lead the drafting of the assessment of the status of sea trout rivers and streams in the Baltic Sea region.
- Lead the drafting of a best practices toolbox/guide on river restoration for the Baltic Sea region.
- Connect the RETROUT work of the project to relevant HELCOM groups and advise secretariat professional staff on project's results relevant to implementation of HELCOM policies and agreements.

### We expect that you:

- have extensive work experience around river environments, river fishes and river restoration
- are well acquainted with fish and fisheries related policy in the Baltic Sea region
- have experience from managing multi-partner international (preferably EU co-financed) projects, including substantial reporting and follow-up on the spending,
- have a university degree in a relevant field or corresponding education,
- have solid scientific ability to be able to consolidate and apply best available knowledge to the products under development.
- have excellent writing skills in English including experience of editing technical/scientific texts,
- have GIS skills to be able to lead the compilation of the necessary river datasets
- are meticulous and result orientated,
- have excellent coordination and multitasking skills,
- are a team player and have good social skills

### How to apply?

If you have the personal qualities and expertise we are looking for, please submit your application (consisting of a CV and a motivation letter) via e-mail to Administrative Officer Riina Kero ([riina.kero@helcom.fi](mailto:riina.kero@helcom.fi)) no later than **January 10<sup>th</sup>, 2017**. Please write "RETROUT Project Manager" in the subject field of the message.



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<b>Document title</b>	RETROUT project (2017-2020)
<b>Code</b>	6-3
<b>Category</b>	INF
<b>Agenda Item</b>	6 – Salmon and sea trout including HELCOM Recommendation 32-33/1
<b>Submission date</b>	2.11.2017
<b>Submitted by</b>	Secretariat

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## Background

RETROUT is a 3 –year project focusing on trout rivers, sustainable trout fishing tourism and trout river restoration. The 3,2 Meur project is funded via the Interreg Baltic Sea programme, started its work in October 2017 and will finish in October 2020. HELCOM is the lead of WP 4 on status and management of sea trout rivers and stocks.

The RETROUT Partnership consists of County Administrative Board in Stockholm (Lead Partner, SE), Royal Institute of Technology(KTH) (SE), Haninge municipality (SE), Baltic Environmental Forum Estonia (EE), University of Tartu (EE), NGO Estonian Fishing Tourism (EE), Kurzeme Planning Region (LV), Institute of Food Safety, Animal Health and Environment - "BIOR" (LV) , Klaipeda University (LT), Fishery service under the ministry of Agriculture of the republic of Lithuania (LT), National Marine Fisheries Research Institute (PL), Tourist Association "Northern Kashubia" Local Tourist Organisation (PL), Baltic Marine Environment Protection Commission, HELCOM (Intergovernmental), Ventspils Regional Municipality (LV).

The aim of WP 4 is to assess the pressure of recreational fishing on sea trout stocks, to compile information on the status of sea trout rivers and stocks in the Baltic Sea region, to evaluate different river restoration methods and technological solutions and to recommend best practices and management options.

The gained experience will be synthesized in a dedicated Baltic Toolbox with a set of river restoration measures to be published as a HELCOM report with pan-Baltic recommendations, including a section with case studies. The main results will be translated into local languages for national dissemination.

In summary, the WP will:

- Develop a common, standardised methodology of habitat monitoring and electrofishing (4.1)
- Perform a scenario study including (4.2)
  - assessment of recreational fishing pressure
  - assessment of status of sea trout rivers and stocks
  - comparison of different management options
- Evaluate completed restoration projects to identify success factors (4.2)
- Demonstrate efficient river restoration measures and implementation methods (through demonstration projects) (4.3)
- Develop a Baltic Toolbox for River Restoration to be used at the pan-Baltic level and by local, regional and national authorities. (4.4)

The following face to face meetings are planned under WP 4:

- Monitoring and assessment method workshop in Lithuania (by June 2018)
- Pan-Baltic meeting on river restoration and trout management (period 6?)
- Study visits to demonstration sites in Estonia, Latvia/Lithuania, Sweden and Poland (exact number to be determined)

## Action requested

The Meeting is invited to

- take note of the information,
- consider the possibility to coordinate FISH-M and RETROUT meetings.