

**Annual Report for North Carolina Senior Stock Assessment Scientist CRFL  
Project  
September 1, 2009**

Project No: 2144

Project Title: Senior Stock Assessment Scientist

Grant Duration: Start Date: July 1, 2008 End Date: June 30, 2009

Period Covered by This Report:

Start Date: September, 2008

End Date: August 28, 2009

Project Costs:

Proposed CRFL: \$113,041 Grantee: Total: \$113,041

**This means I had \$113,041, I spent \$468 and I have \$112,573 left**

This Period CRFL: \$468 Grantee: Total: \$112,573

**(Separately, for each study/job proposed, describe each of the following)**

Study/Job Title: Senior Stock Assessment Scientist (SAS)

Study/Job Objectives: To produce peer-approved quantitative stock assessments in a timely manner for inclusion in state and federal Fishery Management Plans (FMPs) as well as for use in daily management.

Activity This Period: The position was originally requested to be classified at a pay grade of 78 to attract a highly qualified candidate to lead the Division of Marine Fisheries' efforts in conducting stock assessments to provide the basis for management actions in state FMPs as well as be North Carolina's principal representative with the Atlantic States Marine Fisheries Commission and the regional federal (National Marine Fisheries Service) councils. The position is also to train and supervise two existing SAS positions within the Division and present assessment results to the Marine Fisheries Commission and Division staff.

After much negotiation, the position (65003069) was established at a pay grade 76 in June of 2008 and advertised with a closing date of July 28, 2008. This pay grade attracted several highly qualified applicants and interviews were held during September 9-19, 2008. An excellent candidate with a Ph.D. was offered the position October 20, 2008 at a salary of \$50,000 and he rejected the offer. The position was readvertised and one qualified candidate from Oregon was interviewed on January 30, 2009. That candidate did not have the qualifications and experience conducting stock assessments that is needed.

Since February, 2009, the position has been advertised numerous times and each time the applicants lack the knowledge, experience with conducting stock assessments and supervisory experience we desperately need.

Most recently, the position has been readvertised with no suitable applicants during the following periods: March 11- April 8, June 1-June 22, and July 17- August 21, 2009.

Deviations: Going through the process of establishing the SAS position at a grade that will attract and retain highly qualified applicants and attempting to hire a highly qualified person with the required knowledge and experience have precluded work thus far.