

Annual Report for the North Carolina Stock Assessment Scientist CRFL Project

September 1, 2010

Project No.

Project Title: Senior Stock Assessment Scientist

Grant Duration: Start Date: July 1, 2009 End Date: June 30, 2010

Period Covered by this Report: January 1 to June 30, 2010

Project Costs: \$3,522.50

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

Study/Job Objectives: To produce peer-reviewed 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 seventh posting of the still vacant position closed November 20, 2009. A highly qualified Ph.D. applicant was interviewed January 15 and recommended for the position. The candidate had stock assessment training and experience, had participated in a North Carolina FMP advisory committee and was familiar with the population models used in our assessments. The offered salary was maximized (over \$76,000) due to his education and work experience. He was offered the position in February and declined the offer April 6. That was the second time since March of 2008 that the position had been offered to a highly qualified applicant and declined.

The position was re-advertised for the eighth period, which ended April 28, 2010, and for the ninth period, which ended July 26, 2010. No suitable applicants were found with the experience needed. Each time the job posting has gone to colleges and universities, state fisheries agencies, the Atlantic States Marine Fisheries Commission, federal councils and contacts staff has with colleagues in other agencies and schools. The option of hiring a consulting firm (head hunter) was explored and that request was denied by the Department. Advertising for the position was done through the American Fisheries Society on two or three occasions at a cost of \$710. Another cost borne by the program was webinar connection service with which the estuarine striped bass, spotted seatrout and other stock assessment meetings were held with staff in remote offices who could all see the same computer screen from the central meeting location.

We will continue to solicit applicants for this vital position.