

The Leibniz Centre for Tropical Marine Research (ZMT) GmbH (www.leibniz-zmt.de) is an independent research and teaching institute that provides scientific knowledge for the protection and sustainable use of tropical coastal ecosystems. To this end, we work in an inter- and transdisciplinary manner with our partners in the tropics. The ZMT is a member of the Leibniz Association.

Aquaculture is becoming more and more central to food production from the sea. Therefore, we are seeking a senior scientist on aquaculture. Within the team of the programme area Coastal Resources, the successful candidate is expected to build his/her own research group that focuses on marine tropical aquaculture, with a particular emphasis on food security and low-trophic species. ZMT has a marine experimental facility in Bremen, which will be available to complement own on-site work in the tropics. Understanding aquaculture production is an interdisciplinary undertaking. Within the context of ZMT, the social dimension plays a particular role. Therefore, we are looking for a person who has either own experience in social science, has worked closely with social scientists, or sees a clear need in understanding the social dimension of aquaculture as well. We are looking for a person who is capable and enjoys working with partners and local communities in the tropics.

We offer a position (subject to release of funds) for a working group leader.

Working group leader (gn)

(Reference: 19-Aquakultur)

Your tasks:

- Lead the working group on aquaculture
- Conceptualise and do research in the field of aquaculture
- Do work on and in the tropics
- Write scientific publications
- Mentor and supervise students and postdocs
- Apply for third-party funding
- Cooperate with colleagues within the Programme Area, the ZMT and beyond

Requirements:

- PhD in the relevant field of aquaculture with first post-doctoral experience (the position is in general permanent, depending on your experience level, a performance agreement procedure might be considered)
- Experience in the field of aquaculture in the tropics
- Collaboration with communities in the tropics
- Interest in interdisciplinarity and building up the programme area Coastal Resources as a team player

Further information:

For questions, please contact Prof. Dr. Oscar Puebla, email: oscar.puebla@leibniz-zmt.de or Prof. Dr. Achim Schlüter, email: achim.schlueter@leibniz-zmt.de

Details of position:

Remuneration is based on Pay Group 14 of the Collective Agreement for the Public Service of the Federal States (TV-L). The gross monthly salary is determined in accordance with the provisions of the TV-L and currently ranges from 5143.59 EUR to 7194.48 EUR employees gross salary per month, depending on the candidate's recognized relevant professional experience. The gross salary listed here applies to a full-time position. For part-time employment, this amount

should be adjusted proportionally. Further details regarding remuneration are governed by the TV-L and the TV-L Pay Scale Regulations (Entgeltordnung zum TV-L).

The position is available full-time, but can also be filled with part-time at not less than 75 %. Employment will begin no later than April 1, 2027.

The decision on whether the position will be filled on a fixed-term or permanent basis will depend on the qualifications of the selected candidate.

In accordance with § 2 (1) WissZeitVG (Wissenschaftszeitvertragsgesetz) we will jointly establish evaluation criteria and period for changing the temporary contract to a permanent contract.

In the case of a fixed-term appointment, agreed objectives and defined assessment criteria will be established. Upon completion of the agreed probationary period, performance will be evaluated against these criteria. Following a successful evaluation and subject to the applicable legal, organizational and budgetary requirements, the employee may be considered for appointment to a permanent position.

The fixed term is for academic qualification according to § 2 (1) WissZeitVG. Accordingly, only applicants who still have the relevant qualification periods according to § 2 (1) WissZeitVG can be considered. The position is intended to provide further academic qualification with the aim of further training in relation to the management of an own research group.

ZMT is an equal opportunity employer. Applicants with a migration background are welcome. Persons with severe disabilities are given special consideration if they have the same professional and personal qualifications. The ZMT values its diverse workforce and pursues the goal of providing equal opportunity, which incorporates gender neutrality (gn). We will be happy to accept your documents without a photo.

We offer:

- A challenging and varied job in an international, dynamic and interdisciplinary research environment
- A motivated and committed team from different countries and cultures
- An open and cooperative working atmosphere
- Opportunities for personal and professional development
- Interesting, varied and challenging tasks and family-friendly working conditions
- Company pension plan (VBL)
- Company health promotion and the opportunity to participate in company fitness with EGYM Wellpass

Submission of application:

Your complete application should include i) a succinct cover letter highlighting your experience in different aspects of research and project management and their relevance to the listed prerequisites, ii) a CV emphasising your experience in project management and products that reflect your leadership in scientific writing, iii) a research plan, iv) a plan for your own career development, and v) a recent reference letter.

Please submit your application **by 31.08.2026** as a single pdf file with the reference "19-Aquakultur" to Ms. Wiebke Harms-Krusemeyer, email: bewerbung@leibniz-zmt.de.

Leibniz Centre for Tropical Marine Research, Fahrenheitstraße 6, D-28359 Bremen.

