Need | The FishPeoplePlace lab is seeking to recruit a highly qualified and collegial PhD student interested in working on a multi and transdisciplinary project that will examine the human dimensions of aquatic 'invasive' finfish species – particularly smallmouth bass and chain pickerel – in Mi'kma'ki/Nova Scotia. This project will look at several aspects related to the management of these species, including conflict between smallmouth bass anglers and native species anglers (i.e., Atlantic salmon), prevention of their spread into eastern Nova Scotia, the future of these species in the context of climate-driven environmental impacts, and applying a critical lens to terms of 'wild', 'naturalized', 'invasive', and notions of anthropogenic impacts and relationships with fish and their management in social-ecological systems. The successful student will join the Marine Affairs Program community in the Faculty of Science at Dalhousie University and undertake a PhD through Dalhousie's IDPhD Program. They will work in partnership with the Nova Scotia Department of Fisheries and Aquaculture, the Inland Fisheries Advisory Committee, and other community or government organizations.

Rationale | Aquatic invasive species (AIS) are of significant concern to natural resource managers around the world. In Nova Scotia, several species including smallmouth bass, chain pickerel, and other freshwater finfish are of great concern to fisheries managers, as they can have significant impacts on freshwater biodiversity and ecology. Smallmouth bass were introduced intentionally to the western part of the province in the 1940s in an effort to create recreational fishing opportunities. Since then, the species has spread in connected watersheds and aquatic systems and has been illegally transported into new watersheds through human vectors and pathways. Today, there are ongoing conflicts between angling groups that prefer and enjoy smallmouth bass fishing, and those who prefer and enjoy natives species, particularly Atlantic salmon and brook trout. There is significant concern in both community groups and among fisheries managers that smallmouth bass will continue to spread into the eastern waters of the province and further threaten native species and ecosystems. These conflicts pose challenges to management and to aquatic invasive species control and are inherently related to human attitudes, preferences, behaviours, and values. This project will use mixed qualitative and quantitative methods and partner with transdisciplinary groups to better understand the human dimensions of this topic with an aim of informing future management and re-thinking AIS prevention/mitigation approaches in the context of climate change and changing human values. While some of the key needs of the project are clearly identified, there is intentionally space within the project description to allow for the successful candidate to direct their work in directions that align with both their and partner interests.

Qualifications | The ideal PhD candidate will have a master's degree in biology, ecology, a social science discipline, or other related field and ideally a strong background in biology, ecology, fisheries management, fisheries science, environmental science, or related experience. Interdisciplinary and non-traditional backgrounds are welcome and will be evaluated for their fit to this position on a case-by-case basis. Candidates should also have (i) the ability to work in a multidisciplinary environment that values multiple ways of knowing (ii) strong written and oral communication skills (English), (iii) experience conducting fieldwork, and (iv) an attitude

of respect and collegiality toward fellow lab members and community partners. Additional assets include qualitative (i.e., interviews) and quantitative data collection and analysis experience, experience with conflict management and community-engaged research, and French language skills. Prior professional experience outside of academia is considered an asset. Prior experience (personal or professional) with recreational angling and fisheries conservation is valued. The successful candidate will have a demonstrated ability to work as a constructive and positive member of a team and independently. We are particularly interested in the recruitment of underrepresented groups and will work with candidates to ensure their program of study and supervisory committee is supportive of their personal and professional backgrounds and current needs.

Compensation | Student tuition support and stipend of $33k per annum will be guaranteed for the first two years of the project, and potentially longer. Additional funds to support fieldwork are also available. The successful candidate will be expected to apply to scholarship and grant support to which they qualify and will be strongly supported in grant writing and other professional development toward acquiring additional funding.

Working environment | The successful candidate will sit within the Marine Affairs Program (MAP) at Dalhousie University in Halifax, Nova Scotia and be part of the FishPeoplePlace (FPP) lab working with Dr. Hannah Harrison and community partners. The FPP lab and MAP value collegiality, respect, and contributing to a supportive community of scholarly practice. The FPP lab has strengths in social science, qualitative methods, knowledge mobilization, and supports student's professional development through training, community-based learning, teaching, and peer-to-peer support. Students with non-traditional backgrounds to academia (e.g., first generational scholars, Indigenous and People of Color, queer, etc.) are especially encouraged and valued in our community. Our lab works in service to communities and management practitioners and exercises respect and appreciation to the natural world. Working space and a laptop will be provided. Remote work is possible after the first year of study, though the student will need to be physically in Nova Scotia to conduct fieldwork.

To apply | Interested applicants should send a detailed CV, cover letter, names and contact information of three references, and a recent writing sample to Hannah Harrison (Hannah.harrison@dal.ca). The cover letter should detail why you are interested in this position and the topic of AIS, your previous relevant experience, and what qualities you bring to the project and FPP lab as well as what you hope to gain (i.e., skills, experiences, etc.) from undertaking a PhD.

Please do NOT send additional materials beyond what is requested in this advertisement. Incomplete applications will not be considered. Applications are due by 5pm Atlantic time on August 10th. Application reviews will begin in mid-August and continue until a suitable candidate is found. Shortlisted candidates will be invited via email to a virtual interview.

With support, the selected candidate will apply to Dalhousie University's IDPhD program by November, 2024 in order to accept this position. Interested candidates are strongly encouraged to review the IDPhD program admission requirements when applying to this position. Depending on candidate's preference, the expected start date for this position is September 2025 or January 2026 (earlier is preferred).