

# Scallop Industry Liaison

## Scallop Seed Avoidance Program (SSAP)

**Contract position requiring flexible hours to be aligned with fishing schedules and project activity, capped at \$52,800 total over the 2-year project, September 2026 through August 2028.**

**Location varies - ports across New England, Maine to New Jersey  
(remote/hybrid with most in-person meetings around New Bedford, MA)**

### **Who we are looking for:**

We're looking for a Scallop Industry Liaison to help lead a groundbreaking, industry-driven approach to protecting the future of the Atlantic Sea Scallop fishery. This pilot project will develop and test the Scallop Seed Avoidance Program (SSAP), funded by research set aside quota (RSA) that has been awarded to Cape Cod Commercial Fishermen's Alliance. This program is a fleet-led, near real-time "mosaic closure" system that helps scallop vessels identify and voluntarily avoid localized scallop seed hotspots, modeled after successful fleet-based bycatch avoidance programs in the Bering Sea pollock fishery. The Liaison needs to have or develop strong working relationships with scallop captains to serve as a conduit between the fishermen and the third-party data managers building the SSAP.

### **What we do:**

The Cape Cod Commercial Fishermen's Alliance is a nationally recognized leader in marine conservation and fisheries policy. We are a dynamic and outcome-oriented group of commercial fishermen working for healthy oceans and profitable small-boat fisheries. As a member of our team, you will get unique opportunities to learn about the fabric of our fishing community and help build a better future for the fish and fishermen of Cape Cod and beyond.

### **Project Background:**

SSAP draws on high-resolution data generated by the fleet itself, VMS, observer records, eVTRs, and haul-level reporting through the Commercial Fisheries Research Foundation's (CFRF) custom-built smartphone tool "ScallApp" which is aggregated and analyzed by an independent third party working for the fishermen, Sea State, Inc.

When encounter rates of small scallops exceed set thresholds, the system flags localized hotspots and alerts participating vessels within 24–48 hours, forming a dynamic mosaic of voluntary avoidance areas. The project includes two trials: a Mock-Trial with at least 60 Limited Access (LA) and Limited Access General Category (LAGC) vessels testing the reporting system in open bottom fishing areas, and a Real-Time Pilot with 4–5 LA and 8–10 LAGC vessels fishing RSA quota under an Exempted Fishing Permit in a closed rotational access area.

By combining industry-reported data with practical "trust-but-verify" analytical tools, SSAP is designed to align conservation with economic performance, helping rebuild a fishery filled with larger, more valuable 10/20 count and U10 scallops, for the benefit of both the Limited Access (LA) and Limited Access General Category (LAGC) fleets.

## **Position Overview:**

The Scallop Industry Liaison is the bridge between the working fleet and the project's science and technical teams (including Sea State, Inc, CFRF and Cape Cod Commercial Fishermen's Alliance).

You'll build trust and consensus with captains and crew, help recruit and onboard vessels for planning workshops and both trials, support real-time data tools on the water, and help track how well the program is working, all while keeping one foot on the dock and one foot in the project office.

This is a part-time role, ideal for someone deeply connected to the scallop fishing community who wants to help shape its future.

## **Key Responsibilities:**

- Be the go-to contact between the project team and LA/LAGC vessel owners, captains, and crew.
- Help the Principal Investigators (PIs) organize and run industry meetings and facilitate port conversations to build consensus on the design of the voluntary mosaic closure system. Participate in all five Design Workshops (Oct 19-23, 2026 Gloucester to Cape May NJ). Identify drivers fishermen use to make decisions (catch rates, profit margin or ex vessel price, environmental conditions, incentives) and willingness to share information.
- Recruit and onboard/train vessels and captains for the project.
- Build trust among participating vessels and with Sea State.
- Help make sure reporting tools (ScallApp, eVTR, VMS-linked data) work for the fishermen, troubleshoot issues to correct missing data, and relay feedback to Sea State, Inc. and CFRF, and the PIs.
- Support the Real-Time Pilot: onboard participating vessels, share near real-time hotspot alerts, track voluntary compliance with mosaic closures, collect data authorizations to ensure consistent reporting and data access, follow up on missing data. Collect industry feedback weekly during the pilot (July 2027- June 2028).
- As needed, collect vessel RSA reports/payments and forward to PIs.
- Report regularly to the PIs on progress and meet weekly with Sea State as needed to share industry feedback.

## **What You Bring:**

- Comfortable with everyday digital tools (email, video calls, basic spreadsheets/apps) and able to quickly learn and assist others with new software tools.
- A trusted and effective communicator who can bring people together and build consensus.
- Self-starter who can manage a flexible, part-time schedule and hit reporting deadlines.
- Understanding of scallop fishery management (scallop access area rotations, closures, and permitting basics) as well as industry culture and fishing practices.
- Able to travel to New England fishing ports as needed (visit each boat at least once), attend in-person meetings in Oct 2026, and be remotely accessible to fishermen via phone.
- Ideal but not required: Real experience in the commercial sea scallop fishery, with established relationships in the LA fleet.
- Applicable but not required: experience with cooperative research, RSA programs, or familiarity with NEFMC processes and the Sea Scallop Advisory Panel

## **Compensation & Schedule**

This position is year-round and is categorized as an “occasional position” of 20 hours per week on average. “Occasional” employees earn 1 hour of sick time every 30 hours worked. Work is expected to be done at fishing ports or remotely. There will be a flexible work agreement for days and hours worked, however we ask that you coordinate that with Co-PIs of the project week to week. Compensation will be \$30 per hour.

- Up to \$48,000 total compensation over the 24-month project (\$30/hour)
- Travel will be reimbursed as needed, up to \$4,200, for mileage and hotels.

The flexible schedule will be tied to the ebb and flow of project activity and when fishermen are available to talk – some weeks will be light and others will be a lot! Workload varies from week to week but will be heavier in second year. Known calendar holds:

- Mandatory virtual onboarding with Project Team – likely Sept 8, 2026 but maybe later in the month
- September 2026 recruitment of workshop participants
- Mandatory in-person attendance at five half day Industry Design Workshops Oct 19 –23, 2026 (plan to spend all week with us)
- Mandatory virtual industry workshops in November/December 2026 (1-2, three hours each)
- Spring 2027 onboarding/training up to 60 vessels
- Weekly communication with vessels July 2027-June 2028
- Weekly video call with Sea State during periods of high activity

Flexible mix of remote coordination and in-person fishing port/meeting time. New England ports include Cape May NJ, Port Judith RI, various ports on Cape Cod MA, and Gloucester MA with majority of vessels in New Bedford MA.

### **How to Apply**

Please submit a resume, summary of relevant fishing/industry experience and a brief cover letter that includes your connection to the scallop fleet, why you are interested in this role, and highlights of relevant experience.

Application should be sent to Caitlin Townsend and Mel Sanderson, Co- PI’s for the project.

[caitlin@capecodfishermen.org](mailto:caitlin@capecodfishermen.org) / [melissa@capecodfishermen.org](mailto:melissa@capecodfishermen.org)

Applications will be reviewed on a rolling basis until the position is filled.

Start Date: no later than September 8, 2026

Location of Work: New England ports and remote

*Fishermen’s Alliance is an equal opportunity provider and employer.*