

2-year full-time scientist position to review marine biogeochemical observing requirements and use them to feed ocean metrics

as part of EU BioGeoSea project
at the Institute of Oceanology Polish Academy of Sciences

The Large-Scale Processes Team of the Department of Marine Chemistry & Biogeochemistry at the Institute of Oceanology of the Polish Academy of Sciences ([IO PAN](#)) is offering a fixed-term, full-time scientist position in the field of marine biogeochemistry defined by [Biogeochemical Essential Ocean Variables](#) (BGC EOVs). The position is funded by the Horizon Europe [BioGeoSea project](#) (Grant agreement ID: 101216427), and is available initially for the period of 24 months with the possibility of extension depending on the availability of additional funds and mutually satisfactory collaboration. The gross monthly salary will be around 13 000 - 17 000 PLN, depending on the employee's qualifications and professional experience. Anticipated starting date is January 2026. The position is based in Sopot, Poland.

We offer a very interesting and independent work environment in a small but interdisciplinary team working in close collaboration with many international organisations, programmes and projects on a daily basis. We offer a friendly and stimulating atmosphere which promotes creativity and personal development.

Interested candidates should submit their applications by **November 28, 2025, 23:59 UTC**.

About IO PAN

The Institute of Oceanology Polish Academy of Sciences (IO PAN) is playing an increasingly significant role in shaping the European and global oceanographic landscape. IO PAN offers a dynamic and collaborative environment for leading researchers across several oceanographic disciplines. It is also the proud home of three prestigious international programmes and projects: the International Ocean Carbon Coordination Project ([IOCCP](#)) & Global Ocean Observing System ([GOOS](#)) Biogeochemistry Panel of Experts (based at IO PAN since 2012), the Integrated Marine Debris Observing System ([IMDOS](#); partially based at IO PAN since 2022), and the [BalticEarth](#) (partially based at IO PAN since 2025).

The position offered is within the Large Scale Processes Team of the Department of Marine Chemistry and Biochemistry, where innovative research and global cooperation drive impactful ocean science. The team actively participates in numerous EU and international projects, including Horizon Europe initiatives like [BioGeoSea](#), [OceanICU](#), [BioEcoOcean](#), [SEA-Quester](#) and [TRICUSO](#), with past involvement also in [EuroSea](#), [ECOTIP](#) and [AtlantOS](#). We are committed to fostering an international community dedicated to advancing ocean science.

About BioGeoSea

The overall aim of BioGeoSea is to significantly close the gaps in the [GOOS BGC EOVS](#), validate them, and use them to feed ocean metrics in the form of indicators and data products that reflect their relevance to the society. This aim includes significantly updating BGC EOVS Specification Sheets (SS) to enhance their usefulness for a variety of identified stakeholders. It also includes engaging with the World Meteorological Organization's processes, ensuring that requirements for BGC EOVS observations are embedded in the WMO Integrated Global Observing System.

We are seeking to employ an enthusiastic scientist who will help develop and coordinate expert groups' input on tasks described below, allowing BioGeoSea to fulfil the project's objectives. The newly employed person will join IOCCP as Project Officer and will be supported by the IOCCP Project Director as well as IO PAN's partners in BioGeoSea, and will gradually take responsibility for delivery of the listed tasks.

Description of tasks

- Review the existing EOVS Specification Sheets across the defined value chain from requirement setting through observing needs and methods, best practices and methodologies, instrumentations, data flow to data delivery, data products and governance.
- Identify gaps that need to be addressed considering the needs of identified stakeholders.
- In close collaboration with identified expert groups and prioritised stakeholders, harmonise and update Specification Sheets and descriptions therein.
- Contribute to the work lead by project partners focused on development of ocean biogeochemical indicators addressing selected phenomena: ocean acidification, deoxygenation, biological carbon pump and GHG fluxes.
- Link BGC EOVS SS with available relevant standards, best practices, and guidelines deposited in the Ocean Best Practices System (OBPS) and other reliable resources.
- Ensure a level of integration of BioGeoSea efforts with two sister projects ([ObsSea4Clim](#) and [BioEcoOcean](#)) working to deliver similar tasks, focused on ocean physical and biological EOVS's, respectively.
- Coordinate input to WMO's database for technical requirements, to continue the development and implementation of the application area for specific EOVS related to two phenomena: GHG Fluxes and Ocean Acidification.

Required qualifications

- Good understanding and knowledge of marine biogeochemistry
- A minimum Masters degree in marine biogeochemistry or related discipline
- Experience in working in large international teams, working groups and/or communities of practice
- Excellent command of written and spoken English
- Excellent written and oral communication skills including modern communication tools and collaborative work spaces
- Interpersonal skills - high personal culture, building positive relationships

- Independence and commitment to perform assigned duties

Preferred qualifications

- PhD in marine biogeochemistry, ideally related to observations
- Basic understanding of data management landscape in marine biogeochemistry
- Familiarity with the GOOS Framework for Ocean Observing
- Ability to synthesise input from a variety of communities
- Experience in organising in-person and online workshops or other events

Terms of employment

- Duration: fixed term, 24 months + possible extension contingent upon mutual satisfaction and availability of additional funds
- Salary: 13 000 -17 000 PLN (gross monthly) depending on the level of qualification and experience
- Position based and executed physically at IOPAN, Sopot, Poland
- Anticipated starting date: January 2025

Inquiries

Any questions related to the job offer should be directed to Maciej Telszewski
[m.telszewski[at]ioccp.org]

Application

To apply send the following documents by email to IO PAN HR at [rekrutacja\[at\]iopan.pl](mailto:rekrutacja[at]iopan.pl) and IOCCP Office at [ioccp\[at\]ioccp.org](mailto:ioccp[at]ioccp.org) no later than **28 November 2025, 23:59 UTC**:

- CV
- Letter of motivation
- Contact to minimum two referees
- A signed copy of the GDPR clause (see next page)

INFORMATION ON THE PROCESSING OF PERSONAL DATA

Pursuant to Article 13 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation, hereinafter referred to as "GDPR"), Institute of Oceanology Polish Academy of Sciences hereby informs:

- 1) the Institute of Oceanology Polish Academy of Sciences is the controller of your personal data,*
- 2) contact details of the controller: registered office at Powstancow Warszawy 55 str., 81-712 Sopot, (+48 58) 73 11 600, fax: (+48 58) 551 21 30; e-mail: office@iopan.gda.pl,*
- 3) for any questions relating to the processing of data, please contact with data protection officer at e-mail: iodo@iopan.pl,*
- 4) your personal data will be processed by the controller in order to carry out the recruitment process and selecting candidate,*
- 5) the legal basis for the processing of your personal data is your consent for processing of personal data according article 6 paragraph 1 point a of GDPR and the provisions of national laws which indicate the need to process certain personal data,*
- 6) your personal data will be stored for the period of achievement of the objectives referred to above, unless a longer storage period is required by the legal obligation imposed on the controller,*
- 7) the recipients of the personal data shall only be the persons and entities entitled to obtain personal data on the basis of the provisions of law, among others, authorised employees of the controller, including members of the recruitment committee, the financing institution within the scope of which it finances/funds the remuneration, controlling institutions or entities,*
- 8) you have the right to access the content of your personal data and the right to rectification or restriction of processing concerning the data, as well as the right to erasure personal data and the right to data portability, when it is possible under the provisions of GDPR,*
- 9) in the case of data processed under consent, you have the right to withdraw your consent at any time without affecting the lawfulness of processing based on consent before its withdrawal,*
- 10) you have the right to lodge a complaint to the President of the Office for the Protection of Personal Data,*
- 11) provision the data required by the controller is voluntary, however, it is a condition of participation in the recruitment process,*
- 12) no automated decision will be taken with regard to your personal data*

I hereby consent to have my personal data processed by the Institute of Oceanology Polish Academy of Science pursuant to Article 6(1)(a) of the General Data Protection Regulation (GDPR), for the purpose of carrying out a recruitment process for the scientist position. I also declare that I have read the information on the processing of personal data provided by the Institute in accordance with Article 13 GDPR (above).

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(place and date)

(signature of the declarant)