



THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS

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APPLICATION PACK

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**Lecturer/Senior Lecturer in Integrated Coastal Zone Management & Blue Economy**

**Centre for Resource Management and Environmental Studies (CERMES)**

**Faculty of Science & Technology**

**LSNRLEC\_ICZM\_09/26**

Contents:

1. Notes including application procedure
2. Advertisement
3. Further details of the post
4. Summary of Terms and Conditions of Service  
Academic Staff

NB: The application form is available on our website: <http://www.cavehill.uwi.edu/hr/careers.aspx>

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NOTES – please read carefully before completing the application form

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Thank you for your enquiry regarding a post at The University of the West Indies, Cave Hill Campus.

Application procedure:

Should you wish to apply for this position, please send a completed application form to:

The Assistant Registrar, Employee Success Division, The University of the West Indies, Cave Hill Campus,  
P.O. Box 64, Bridgetown BB11000, Barbados via E-Mail at: [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu)

Only signed and completed applications will be considered. Please ensure that you quote reference number **LSNRLEC\_ICZM\_09/26** on all correspondence

1. A complete application includes;
  - a. Three (3) references (advertisement refers);
  - b. Completed Application form;
  - c. Supporting documents
    - i. Transcripts from degree granting institutions;
    - ii. Updated Curriculum vitae;
    - iii. Lists of publications (where necessary).

Any application that is incomplete after the deadline will not be considered.

Closing Date: **October 25, 2026**

We will inform you of the outcome of your application as soon as possible.



**THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS**

Applications are invited from suitably qualified persons for the post of **Lecturer/Senior Lecturer in Integrated Coastal Zone Management (ICZM) & Blue Economy in the Centre for Resource Management & Environmental Studies (CERMES)**, Faculty of Science and Technology at The University of the West Indies, Cave Hill Campus, Barbados.

**Qualifications/Experience**

The successful candidate should possess:

- A PhD in Integrated Coastal Zone Management, Coastal/Marine Engineering, Marine Science, Blue Economy, Environmental Planning with a focus on the coastal zone and blue economy, or a closely related subject area from a reputable university;
- A minimum of 5 years (7 years in the case of Senior Lecturer) teaching experience at university level.
- Demonstrated experience in graduate level teaching and research supervision, consulting or applied research, networking and resource mobilization.
- A strong academic background and a proven record (or clear potential) of scholarly research and publications in ICZM, blue economy and related areas.
- Experience with interdisciplinary and applied research in ICZM, blue economy, coastal systems engineering, coastal planning, and/or coastal resource management.
- Ability to engage with stakeholders and manage multi-stakeholder processes in exploring research issues or translation of research into policy and practice.
- Demonstrated knowledge and understanding of the importance of coastal resources and livelihoods to the blue economy in the context of Tropical Small Island Developing States (SIDS).
- Demonstrated ability or significant potential for establishing teaching and research programmes capable of attracting students and external funding, as well as managing projects and budgets.
- Early career scientists with significant scholarly promise are also welcome to the CERMES' supportive work environment for career development.

**Duties and Responsibilities:**

The successful candidate will be responsible for supporting the academic programmes at CERMES, developing and coordinating a programme in ICZM and blue economy, and supervising graduate or research students in the field or allied fields. The successful candidate will be expected to develop their research and teaching portfolio in ICZM and blue economy and allied areas in the context of tropical Small Island Developing States (SIDS) to serve the Caribbean region. In addition, the successful candidate will provide academic support to the Cave Hill Campus and The University of the West Indies on matters related to ICZM, blue economy, and coastal resource planning and management.

CERMES has a responsibility to the Caribbean Region. As such, the successful candidate will be expected to work with and support national, regional and international organisations involved in coastal and marine resource management, as well as the blue economy. Other attributes that are desirable include: excellent oral communication, writing and analytical skills, team working and leadership skills. It is anticipated that the candidate will have a broader understanding of current concepts and issues in natural resource and environmental management in the coastal zone, and experience in the use of web-based teaching and on-line learning technologies.

CERMES is a postgraduate Centre within The University of the West Indies. It offers taught masters programmes in NAREM and Sustainable Energy Management (SEM) with particular emphasis on Tropical Small Island Developing States (SIDS). Within the NAREM programme, there are 4 specialisations: (i) tropical coastal and marine resources management, (ii) climate change, (iii) water resources management, and (iv) land management and environmental resilience. There is also a non-specialization track where students mix courses from existing specializations to complete their MSc. The specialization courses are offered in the second semester. CERMES also undertakes research related to SIDS, provides services to regional governments, NGOs and the private sector and, conducts outreach and capacity building on environmental and natural resources management matters throughout the Caribbean Region.

The successful applicant will be expected to assume duties by ***January 17, 2027, or as soon as possible thereafter.***

Detailed applications giving full particulars of qualifications and experience, biodata and the names, addresses (including email) and telephone numbers of three (3) referees (one of whom should be from your present organization) should be sent as soon as possible to the **Assistant Registrar (Human Resources), The University of the West Indies, P.O. Box 64, Bridgetown, Barbados. Email: [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu)**. A Job Application Pack is available from our website: [www.cavehill.uwi.edu/hr/careers.aspx](http://www.cavehill.uwi.edu/hr/careers.aspx).

The closing date for completed applications (Application Form, CV, referee reports and degree transcripts) is **October 25, 2026**.



## THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

### ABOUT THE DEPARTMENT

The mission of CERMES is to make a significant contribution to sustainable development in the Caribbean region by:

- Providing graduate students with advanced training in policies, mechanisms and techniques for sustainable use and management of natural resources
- Conducting research that is relevant to natural resource and environmental management
- Providing guidance, consultancy and professional services to regional governments, NGOs and the private sector on environmental matters
- Taking the lead in hosting and coordinating regional environmental initiatives and projects
- Heightening public awareness on matters of environmental importance through outreach activities;
- Building capacity of private-sector and government decision-makers through short courses and training workshops.

CERMES has a strong focus on tropical island environmental management. Further details are available on our website: <http://www.cavehill.uwi.edu/cermes/>.

### 2. DEPARTMENTAL MEMBERS

Professor David Yawson  
Dr. Janice Cumberbatch  
Dr. Julian Walcott  
Dr. Karl Payne  
Dr. Theodore Allen

Director  
Senior Lecturer  
Lecturer  
Lecturer  
Lecturer

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## SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

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**POST: Lecturer/Senior Lecturer in Integrated Coastal Zone Management & Blue Economy**

Note: This is a tenure track position and the appointee may continue in the service of the University, by mutual consent, until the retiring age of 65 years.

Initial appointment will be on contract for a period of three years in the first instance.

- (a) Salary Scales – the salary scales accord with the level at which the appointments are made. Salary scale and point of entry will depend on the qualifications and experience of the successful candidate.

(b)

### **Senior Lecturer Scale (Non-Medical)**

BDS\$154,032 x 4,092 – 158,124 x 4,548 – 194,508 (**Bar**) x 4,848 – 204,204 per annum

### **Lecturer Scale (Non-Medical)**

BDS\$100,836 x 4,092 – 125,388 (BAR) x 4,092 – 149,940 per annum

**Note:** these are graduated scales that progress from the minimum point to the top of the scale by annual increments except where a merit bar requires formal assessment before crossing. For example the scale for Senior Lecturer (Non-Medical) runs as follows:

|                       |                                  |
|-----------------------|----------------------------------|
| Minimum point         | \$154,032                        |
| 2 <sup>nd</sup> point | \$158,124 (154,032 + 4,092)      |
| 3 <sup>rd</sup> point | \$162,672 (158,124 + 4,548) etc. |

### **(b) Allowances**

- Regional Allowance – 5% of basic salary
- *Housing Allowance* - 20% of basic salary

### **(c) Benefits**

- *Transportation Allowance* - BDS\$4,320 per annum
- *Entertainment Allowance* – BDS\$2,340 per annum
- *Book Grant* - \$3500 per annum
- *Study and Travel Grant* – BDS\$11,670 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)

(d) **Pension Arrangements**

Each fulltime employee is required to contribute to the University Pension Scheme (FSSU). The contribution rates are Employee 5%, UWI 10%. The sums are invested to provide a pension at age 65, the age of retirement.

(e) **Other**

**For persons recruited from overseas:**

- a. *Airfares* – economy class passages (self, spouse and up to three dependent children under 22 years of age) on appointment and normal termination
- b. *Shipping of household and personal effects* – up to US\$3,000 on appointment and normal termination.
- c. *Shipment of academic books/teaching research equipment* – up to US\$600 on appointment and normal termination.