CIHEAM
MONTPELLIER

Job Vacancy Announcement for an international competitive recruitment

for the position of a Scientific Administrator

Field: Environmental geography, ecology (landscape, spatial), environmental sciences, biodiversity, agriculture, and ecosystem services

Ref.: 20250913
Publication date: September 22, 2025
Application deadline: November 15, 2025
In-persons interviews for shortlisted candidates: December 1, 2025
Final interview: December 12, 2025
Start date: From January 15, 2026

FUNCTIONAL TITLE: Scientific Administrator
DURATION: 4 years, renewable
LOCATION: Montpellier (France)

JOB PROFILE

The Mediterranean Agronomic Institute of Montpellier (IAMM), one of the four institutes of the International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM), is an intergovernmental organization with a mandate to develop activities in higher education, continuous training, research, and cooperation in the Mediterranean region.

CIHEAM-IAMM is opening a **position for a Scientific Administrator specializing in environmental geography, landscape ecology, or environmental sciences,** with specific expertise in the analysis and evaluation of biodiversity, the characterization of soil ecological functions, and ecosystem services. This profile addresses a central issue for the Mediterranean: adapting Mediterranean territories to agricultural, environmental, and climate challenges by integrating ecological dimensions into decision-making processes.

The Scientific Administrator will develop innovative spatial quantitative methods to assess ecosystem services, biodiversity, and soil multifunctionality in Mediterranean agricultural territories facing climate change and sustainability challenges. This position combines cutting-edge research with practical application through teaching, international collaboration, and direct engagement with territorial planning stakeholders.

1. Scientific context

The Mediterranean region is particularly vulnerable to the impacts of climate change and anthropogenic pressures on its natural resources. It is a climate change hotspot, already facing threats such as increased food insecurity in certain territories. To propose adaptation strategies that enhance the resilience of land systems and food security in this region, it is essential to characterize these current land systems spatially and temporally.

This characterization involves not only concepts such as food systems and, more broadly, territorial economy—including institutional and governance frameworks—but also ecosystems, soil health, and water management. Additionally, it incorporates the notion of transitions: ecological, agroecological, and energy transitions.

In this context, integrating ecological dimensions—through the lens of ecosystem services, biodiversity, and/or soil multifunctionality—into territorial strategies is crucial for strengthening socio-ecological resilience.
The proposed position is part of these approaches, aiming to study the environmental determinants of territorial transformations at various scales. Specifically, it involves developing methods and tools to integrate and operationalize the concepts of ecosystem services, biodiversity, multifunctionality, and water management within the framework of territorial engineering methods and tools (diagnosis, consultation, foresight). The recruited individual will be expected to contribute to renewing integrated approaches based on quantitative methods (statistics, modelling) applied to the management of a territory's natural resources. These approaches should aim to address ecological issues in territorial planning.

2. Research questions

The candidate's research work must align with Axis 2 of IAMM's scientific strategy: **"Land Systems and Agricultural and Rural Policies in the Mediterranean."** The objectives of this axis are: (i) to examine indicators and spatial-temporal scales for characterizing land systems; and (ii) to analyse territorial dynamics and transformations driven by endogenous factors (specific assets, territorial resources) and exogenous factors (policy reforms, urbanization, global change, environmental processes, etc.), as well as the adaptive capacities of territories and related strategies. Preferred methods include spatial, environmental, and socio-economic analyses to diagnose territories and assess the effects of projects and policies in the context of global changes and necessary territorial adaptations. Key concepts for this axis encompass agricultural landscapes, agroecological practices, ecosystem services, land use, and sustainability, with particular attention to organizational structures, institutional frameworks, and concrete measures implemented.

The recruited individual must be able to utilize spatial representations at various territorial scales for integrated approaches to planning and managing transitioning territories. Methodological advancements are expected to leverage technological and digital innovations (e.g., observation capabilities, open-access data, big data processing, collaborative platforms) for both research and educational purposes.

The candidate's profile should address several of the following areas:

- Spatial-temporal characterization of Mediterranean ecosystems.
- Evaluation of ecological dynamics under global change impacts.
- Analysis of interactions between biodiversity, soil ecological functions, ecosystem services, and territorial planning.

Preferred methods include:

- Spatial and environmental analysis for diagnosing territories.
- Quantitative modelling to assess the impacts of climate change on agroecosystems and ecosystems.
- Interdisciplinary integration to support environmental governance.
- Knowledge production linked to public policies.

3. Activities

The activities for the proposed position will be distributed across the three core missions of CIHEAM-IAMM:

- **Higher Education (Master's Level - M2).** The recruited individual will co-manage the Master's program Climate Change, Agricultural Management, and Territories (CGAT), co-accredited with Paul Valéry University. They will primarily teach topics related to natural resource management at the territorial level, ecological evaluation tools (biodiversity, soil, water), ecosystem services applied to territorial management, and planning and governance responses to global changes.

- **Research and cooperation**. The individual will actively contribute to CIHEAM-IAMM's growing research and cooperation projects by responding to international calls for applied research, action research, and development cooperation projects; publishing research findings in scientific and outreach journals; and building an international network aligned with the thematic focus of the position.

The position, based in Montpellier, requires frequent travel within Mediterranean countries to support research, cooperation, and educational activities.

4. Required qualifications (essential)

Education: PhD in geography, environmental sciences, ecology, or related field.

Professional experience:

- Postdoctoral experience (minimum 2 years).
- University teaching experience
- Proven publication record in peer-reviewed journals.

Core Skills:

- Advanced proficiency in spatial quantitative methods: QGIS, R or Python, and statistical analysis (demonstrated through publications or projects)
- Ecosystem services assessment experience in an agricultural context (demonstrated through practical applications)
- Experience with large spatial datasets and database management
- Proven track record in teaching and ability to mentor students.
- Demonstrated ability to collaborate effectively in a multidisciplinary and partnership-based context, including internationally.
- Experience engaging diverse stakeholders and mobilize professional networks effectively

Language requirements: professional proficiency in French and English.

5. Preferred qualifications (desirable)

Education: an agricultural engineering degree is a plus.
Professional experience: experience in designing and coordinating collaborative projects (national, European, international).

Specialized Knowledge

- Working experience with Mediterranean countries
- Climate change adaptation strategies
- Agroecological transition practices
- Environmental policy analysis
- Stakeholder engagement and consultation methods

Additional skills

- Ecological analysis: biodiversity (species distribution modelling, habitat assessment, conservation planning), soil functionality assessment, water management and hydrological modelling
- Familiarity with territorial planning and governance frameworks
- Knowledge of additional Mediterranean languages

We encourage candidates who meet the required qualifications and several preferred qualifications to apply, even if they don't possess all listed preferred skills. Professional development opportunities will be provided to strengthen complementary competencies.

6. Application file

The application file must be **written in either French or English** and include the following elements:

- CV detailing personal information, scientific activities (including a list of publications and research activities), teaching activities, and cooperation activities.
- Scientific report or equivalent (maximum 8 pages).
- Motivation letter addressing how the candidate plans to fulfil the defined missions (maximum 3 pages).

7. Selection process and remuneration

Applications will be reviewed by a committee of international experts. Shortlisted candidates will be invited to present their application orally.

The committee will provide a recommendation to the Director of CIHEAM-IAMM, who will submit their choice to the CIHEAM Secretary-General for validation by the CIHEAM Board of Directors.

The selected candidate will hold the status of Administrator at CIHEAM-IAMM with a 4-year renewable Scientific Administrator contract, starting with a 6-month probationary period.

Remuneration, comparable to that in French higher education, will be determined according to CIHEAM-IAMM's salary scale based on the candidate's qualifications and experience.

CIHEAM Montpellier is committed to a policy of non-discrimination and gender balance. This position is open to individuals with disabilities.

For scientific inquiries regarding research and teaching missions, please contact Tristan Berchoux (berchoux@iamm.fr) or Mélanie Requier-Desjardins (requier@iamm.fr).

Application deadline: November 15, 2025

The application file must be submitted by email in a maximum of three electronic files (doc, odt, or pdf format) with the following object " E-C Geography env. candidate " to:

emploi@iamm.frrah

*The International Centre for Advanced Mediterranean Agronomic Studies (CIHEAM) is an intergovernmental organization established in 1962, currently comprising thirteen Mediterranean member states: Albania, Algeria, Egypt, Spain, France, Greece, Italy, Lebanon, Malta, Morocco, Portugal, Tunisia, and Turkey. Its General Secretariat is located in Paris. CIHEAM's mission is to train agricultural professionals from Mediterranean countries, conduct studies and research on Mediterranean agriculture in its international context, and implement cooperation projects among countries and stakeholders across the Mediterranean region. CIHEAM-IAMM contributes to knowledge production and technical skills development while equipping its students with the tools to address both global and specific challenges related to the development of Mediterranean countries. Accredited by France to award the national Master's degree, CIHEAM-IAMM also offers an international degree: the CIHEAM Master of Science. (http://**www.iamm.ciheam.org/**)*