



# Early Career Ocean Professionals

*Early Career Ocean Professionals (ECOPs) will inherit the ocean, so we need to include them in the solution that they will be expected to carry forward in the future.*

## KEYWORDS

Community

Mentorship

Integration

New voices

Inclusive

## WEBSITE



<https://meetings.pices.int/members/advisory-panels/AP-ECOP>



*Attendees of the 2023 AP-ECOP Business Meeting*

## WHAT IS A PICES ECOP?

- A **self-identified** individual
- Within **10 years** of obtaining a degree or **5 years** in a current position
- In the process of completing or who has completed **professional training**
- In areas relevant to **ocean knowledge**
- From a **diverse range of sectors**

## CONTACTS

Raphael Roman

[rk.roman@unesco.org](mailto:rk.roman@unesco.org)

Hannah Lachance

[hannah.lachance@noo.gov](mailto:hannah.lachance@noo.gov)

Hana Matsubara

[hmatsubara@g.ecc.utokyo.ac.jp](mailto:hmatsubara@g.ecc.utokyo.ac.jp)

Minkyung Kim

[minkyung@knu.ac.kr](mailto:minkyung@knu.ac.kr)

## About

The Ocean is HUGE and complex and trying to ensure a sustainable ocean will be around for generations to come is also a huge, complex and long-term endeavor.

Increasing Early Career Ocean Professional (ECOP) integration into PICES will help bring new voices and ensure succession planning is in place.

Increasing mentorship and training will also help ensure PICES is providing the skills and learning opportunities to prepare for leadership opportunities and to welcome them into the PICES family.

## Current Actions

- Creating a mentorship program for ECOPS to gain insight from senior PICES members
- Working with PICES governing board to incorporate ECOPS into decision making & working groups
- Creating flyers in multiple languages to describe what PICES defines as an ECOP
- Creating and advertising ECOP opportunities for engagement to make sure ECOPs feel welcome and valued in PICES
- ECOP Reporting & demographic data collection

## The Issues

People don't always understand or know what an ECOP is.

It can be hard to retain ECOPs. Our goal is to keep them interested and engaged in the longer term (retention of talents kind of issue) and make sure we are inclusive and meaningfully involving ECOPs across sectors and cultures.

Integrating ECOPs into PICES needs to a tiered approach with opportunities at various leadership levels and commitment levels.