Postdoc position in Invasion Science

**Background:** The recently developed protocols EICAT and SEICAT allow classification of alien taxa according to the magnitude of their environmental and socio-economic impacts (IUCN 2020; Bacher et al. 2018). EICAT has been adopted in 2020 by the IUCN as a global standard for impacts of alien taxa ([https://www.iucn.org/theme/species/our-work/invasive-species/eicat](https://www.iucn.org/theme/species/our-work/invasive-species/eicat)), and is increasingly applied to various taxonomic groups. Currently, S/EICAT only consider the highest detrimental impacts, but impacts of the same species can vary among locations (Volery et al. 2021) and some alien species also have beneficial impacts. Benefits to native species can be assessed with the newly developed EICAT+ protocol (Vimercati et al. 2022), but this has not been systematically done yet for any taxonomic group. Thus, it is still unclear how detrimental and beneficial impacts are distributed among alien species and how the knowledge of both can guide management.

The **postdoc project** will involve the following tasks:
- Develop a database on beneficial and detrimental impacts of alien taxa
- Develop and test hypotheses under which contexts (species traits, environmental conditions) benefits and detrments are expected
- Develop guidance for management using information on both beneficial and detrimental impacts

The project will also allow development of other research questions on impacts of alien species, in collaboration with other team members.

**Work environment.** The University of Fribourg is a medium-sized Swiss university and provides a stimulating interdisciplinary work environment with a strong international orientation. Quality of life is very high in Fribourg, not the least due to its picturesque medieval town parts and proximity to the Alps. The Bacher lab ([https://www.unifr.ch/bio/en/groups/bacher](https://www.unifr.ch/bio/en/groups/bacher)) has an international reputation for high profile research on alien species, is globally well connected and was instrumental in the development of the S/EICAT protocols. The scientific working language is English. Knowledge of spoken French or German would be advantageous to live in Fribourg, a bilingual town, but is not mandatory.

**Who you are.** The ideal candidate holds an excellent PhD degree in ecology or related discipline. Previous experience with invasion science and database management is advantageous. S/he should be a team player, have strong quantitative and conceptual skills, and a keen interest in interdisciplinary collaboration.

**Position.** Entrance starting at earliest February 2023. The position is funded by the University of Fribourg and initially limited to one year, but can be extended to 3 years. The candidate is expected to occasionally participate in teaching, including supervision of undergrad and graduate students.

**Application.** A letter of motivation, CV, and contact information for two reference persons should be sent as a single attached pdf file to sven.bacher@unifr.ch by 15. December 2022.

**Key Words.** Alien species, impact assessments, beneficial and detrimental impacts, S/EICAT(+)

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