



# Cefas

## 2030

Cefas 2030 sets our strategic focus to 2030.

# Cefas 2030

---

Cefas, the Centre for Environment, Fisheries, and Aquaculture Science, is an Executive Agency of Defra (the UK Government's Department of Environment, Food and Rural Affairs). Through innovative solutions and world leading applied science we work to ensure a sustainable future for our rivers, seas and the ocean, supporting healthy and productive marine and freshwater ecosystems.

Our rivers, seas and the ocean are facing significant global threats. These precious environments regulate our climate, are home to up to 80% of life on earth and provide essential resources that we all rely on. Many are now seriously degraded and communities around the world are facing the devastating consequences of climate change, biodiversity loss, energy and food insecurity, animal disease, and pollution. Our scientists work on tackling these pressing problems, supporting both UK and International governments to fulfil their commitment to restoring nature for a healthier and more prosperous society.

## Cefas 2030 sets our strategic focus to 2030

This document presents our priorities that will drive everything that we do today and into the future to 2030. It describes our ambitions as well as how we will achieve them. Our progress towards realising this ambition will be measured in our annual business plans which will include indicators that will show when we are succeeding.

# OUR VISION

---

A sustainable future for rivers,  
seas and the ocean



# OUR MISSION

---

To apply our unique scientific  
expertise to achieve healthy  
and productive marine and  
freshwater ecosystems



***“Cefas’ work in collaboration with national and international partners supports delivering global priorities.”***

The challenges faced in achieving sustainable futures for marine and freshwater ecosystems require global leadership, collaboration and bold action. If we do not all radically evolve the way we do things, we will fall short. The UK has committed to playing an ambitious role at home and overseas in tackling threats to resources, ecosystems and people, working through partnerships and global alliances.

**Cefas’ work in collaboration with national and international partners supports delivering global priorities.** Our work is guided by a growing number of international environmental commitments around climate change, preventing biodiversity loss, reducing pollution, and energy and food security.

## Restoring and Enhancing the Environment for the Next Generation

We are committed to ensuring that our **environment is improved for future generations** by; reducing pollution and waste; and securing clean, productive and biologically diverse rivers, seas and the ocean. **Achieving net zero** is essential and we understand the key contributions to be made from **marine renewable and nuclear energy**, recognising an interdependence between economic growth and the environment.

We are committed to a future of **sustainable fishing** where fishers are supported, and our **marine environment can thrive**. Ensuring the aquaculture sector can provide a safe and sustainable supply of seafood for consumers also continues to be vital.

In the UK and overseas, Cefas plays an important role in supporting a wide range of Government priorities. We work with the UK Food Standards Agency and UK Health Security Agency to monitor and assess seafood safety to protect public health; with the UK Ministry of Defence, we are assessing marine wrecks to prevent pollution; and increasingly we are collaborating with overseas Governments and partners to support the UK Foreign, Commonwealth and Development Office in tackling global challenges and alleviating poverty. We host FAO and World Organisation for Animal Health centres on aquatic health and diseases. Cefas also provides independent evidence and authoritative advice to industry customers to help ensure environmentally sustainable energy security for the UK and to achieve net zero goals.



# Cefas 2030: Our Priorities

Achieving ambitious national and international outcomes will require us to think, work and act differently. We will need to be innovative in all areas of our organisation. This will continue to grow our reputation for delivering world leading marine and freshwater science.

To fulfil our Mission through to 2030 we will prioritise actions to shape our work and organisation to meet the challenges we face.



## Influencing Decisions

As a **trusted global authority** we will embed marine and freshwater science at the heart of decision making.



## Excellent Science Leading Change

Using **excellent science** we will **lead transformative change** to achieve healthy and productive rivers, seas and the ocean.



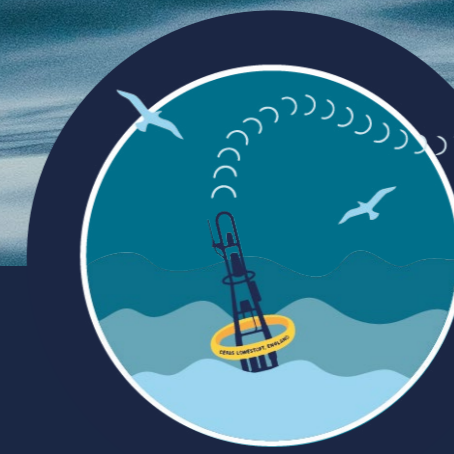
## Ambitious for Each Other

We will **enable individuals to thrive together**, delivering safely wherever we work.



## At Cefas Everyone is Valued

We will build an **inclusive and supportive** culture where diversity is truly valued.



## Data and Innovation Driven

We will harness the power of **data and technology** to respond to the world's pressing problems.



## Working Together

We will strengthen **partnerships and community engagement** to collaborate and build collective understanding.



Cefas

MALDI Biotyper<sup>®</sup> sirius



# Influencing Decisions

*“As a trusted global authority we will embed marine and freshwater science at the heart of decision making.”*

## What we aim to achieve

By applying our scientific knowledge, we will support well-informed decisions helping to **deliver lasting impact**. We will adapt and evolve our science so that it stays relevant to tackle known and emerging challenges, enabling environmental commitments to be met. We want to be the **partner of choice working with decision-makers** to deliver solutions to **achieve sustainable growth** regionally, nationally and internationally whilst protecting aquatic environments and the natural capital they provide.

## By 2030 Cefas will be

- ✓ Further strengthening our reputation as a trusted advisor for Government, industry and civil society;
- ✓ Using our science to directly influence decisions on the management of marine and freshwater environments in the UK and globally;
- ✓ A major influencer on the future of UK aquatic science, responding to emerging global challenges;
- ✓ Providing a reinforced advisory capability, developing a professional pipeline of trusted scientific advisors.







# Excellent Science Leading Change

*“Using excellent science we will lead transformative change to achieve healthy and productive rivers, seas and the ocean.”*

## What we aim to achieve

Maintaining and growing our science excellence ensures we can provide **credible, objective and relevant evidence** and advice to meet societal needs. Our cross-disciplinary, integrated ecosystem science and social and economic research will offer new perspectives on understanding the interactions of humans with the aquatic environment. Our research and innovation will lead to **new solutions and drive transformative change** where aquatic environments are healthy and can provide a vital source of food, energy, livelihoods and recreation.

## By 2030 Cefas will be

- ✓ Ranked in the top 3% of global organisations for the quality of marine and freshwater research;
- ✓ Investing 10% of our funds annually on priority scientific capability and infrastructure needs;
- ✓ Collaborating with scientists around the world, publishing, sharing and communicating our work widely and training the next generation of scientists;
- ✓ Increasingly visible to stakeholders for delivering impactful marine and freshwater science to meet society's needs



Credit: Swimming Head Productions



# Ambitious for Each Other

## What we aim to achieve

Our people are our biggest asset and we must invest in them as we deliver our ambitions and build our capability for the future. To thrive at work we believe people must be **safe, have clear objectives and career development opportunities**, while being supported with training, the right tools and infrastructure. We will enable individuals to **work flexibly** and support their wider responsibilities. We will grow our organisational culture that is based on **open communication and trust, where everyone feels safe to challenge** sharing experiences and learning together.

*“We will enable individuals to thrive together, delivering safely wherever we work.”*

## By 2030 Cefas will be

- ✓ A highly capable organisation, with the wide range of skills and expertise necessary to deliver our ambitions;
- ✓ Providing development opportunities that enable our talent to grow;
- ✓ Benefitting from a positive health and safety culture that is supported throughout our organisation;
- ✓ An organisation which has long been a place where bullying and harassment is never tolerated;
- ✓ A significant contributor to the positive wellbeing of each other.





# At Cefas Everyone is Valued

*"We will build an inclusive and supportive culture where diversity is truly valued."*

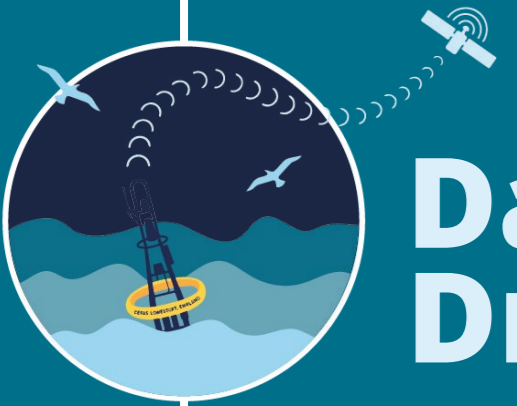
## What we aim to achieve

The UK has a diverse and vibrant population that brings together a broad range of backgrounds, cultures, values and beliefs. We will build and support a **workforce that is representative of this diversity**. We will be fair and ensure that there is **opportunity for all** to progress. Individual and team **successes will be recognised and celebrated** as we strive to make Cefas **a great place to work for all**. Our recruitment processes **will attract talent from across the UK and overseas**, bringing together colleagues at all stages of their careers. We will build an inclusive and supportive culture where everyone is valued.

## By 2030 Cefas will be

- ✓ Meeting or exceeding the national average for protected characteristic representation in those we recruit to the organisation;
- ✓ Recruiting and retaining talented individuals from right across the UK and overseas;
- ✓ Diverse across all levels of our Cefas team;
- ✓ Without a gender pay gap.





# Data and Innovation Driven

## What we aim to achieve

We will openly publish more data, **applying breakthrough technologies**, providing new ways of developing science and solutions that respond to the world's pressing problems. We will continue to enhance our efficiency and grow our numeracy skills to support the high computational, storage and networking demands of the future. We will commit to **finding a solution to replace our research vessel**, Cefas Endeavour, making use of new green technology and autonomous data collection, ensuring we have a more sustainable operational platform that will **reduce our carbon footprint**.

*"We will harness the power of data and technology to respond to the world's pressing problems."*

## By 2030 Cefas will be

- ✓ Routinely acquiring data using autonomous monitoring tools;
- ✓ Using machine learning and AI to underpin advice informing decision making;
- ✓ Openly sharing 100% of UK tax funded data, making it freely accessible to all;
- ✓ Collaborating with leading international research institutes and universities on innovative research tools;
- ✓ Supported by IT systems that enhance the efficiency and impact of our delivery;
- ✓ Preparing to replace the RV Cefas Endeavour, providing a more sustainable research platform.





# Working Together

## What we aim to achieve

We will **broaden and strengthen our partnerships** to share knowledge and bring together the collective expertise needed to respond to complex environmental challenges. We will help inspire and develop **capability for future generations**. By **engaging communities**, both local to our offices and further afield, we will understand societal perspectives. We will foster and encourage debate while making our excellent science accessible to all.

We will make stretching commitments towards environmental sustainability by achieving net zero carbon in our operations and supply chains by 2050. This will require us to further reduce our carbon emissions and our consumption of resources, including water, leaving the natural environment in a better state than we inherited it.

*“We will strengthen partnerships and community engagement to collaborate and build collective understanding.”*

## By 2030 Cefas will be

- ✓ Promoting sector cohesion across Government, academia, industry and wider stakeholders, connecting perspectives with policy advice;
- ✓ Delivering our science in partnership with UK universities and international academic institutions;
- ✓ Delivering a global portfolio of cross-cutting programmes which are collaborations with national and international partners;
- ✓ Continuing to meet UK Greening Government Commitments through our operations, contributing to a reducing environmental impact.



Credit: Mykola Romanovsky



Credit: Mykola Romanovsky



# Cefas

    @CefasGovUK

[www.cefasc.org.uk](http://www.cefasc.org.uk)