



Marine Institute Job Description

Positions	X3 Temporary Scientific & Technical Officers (STO) Fisheries Resources Assessment
Grade & Contract	Scientific & Technical Officer Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EUMAP – EMFAF funded)
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co. Galway (noting that we have recently introduced our blended working policy which may apply to this role)

Who will you Work With and What Will The Role Involve?

The Scientific and Technical Officers (STO) will work within the pelagic, demersal and shellfish fisheries resource assessment and integrated advice teams in the Fisheries and Ecosystems Advisory Services area (FEAS). These teams provide the stock assessments, scientific evidence and advice which underpin the sustainable management of fish, molluscs, crustaceans while safeguarding marine ecosystems. The job will be focused on data collation, data analysis, stock assessment and management strategy evaluation (MSEs).

The Marine Institute has carried out Ireland’s obligations under the Data Collection Framework (DCF) since 2002. The DCF programme involves at sea and port sampling of catch and landings, scientific surveys (e.g. acoustic, egg, ground fish, underwater TV surveys, shellfish and commercial vessel), management and analyses of data, assessment and provision of scientific advice on the sustainable exploitation of fisheries resources. The current DCF (EUMAP) will run over the period 2022-2027 and will provide the scientific data that supports implementation of the Common Fisheries Policy (CFP).

The aim of these new posts is to build capacity in the key area of developing and improving stock assessment and MSEs. MSEs simulate data collection, stock assessment and fisheries management and are a useful tool to explore not only the performance of management strategies\measures but also to test whether the assessment models are robust to the assumptions made and information gaps.

What Will You Be Doing Every Day?

Principal Tasks:

The STO will collaborate closely with FEAS stock experts and with the ICES community to achieve the following tasks:

- Data preparation for ICES stock assessment working groups and other data calls.
- Participating in ICES, STECF or other scientific or technical expert groups, including benchmark workshops.
- Developing assessments and biological reference points for stocks ranging from data-limited to data-rich, using the most appropriate model for each stock (e.g. surplus-production models, depletion models, statistical catch-at-age models or integrated models).
- Developing and testing the performance of assessments and management strategies through MSEs



- Write and co-author working documents, scientific reports and peer-reviewed papers using fully reproducible methods where possible.
- Interaction with scientists, managers and stakeholders to explain results of work carried out.
- Participate in research surveys/tagging programmes/field work as required.
- Carry out any other duties assigned from time to time, appropriate to the position, grade and salary point.

What do You Need to Have Done to Apply for This role?

(Education, Professional or Technical Qualifications, Knowledge, Skills, Aptitudes, Experience and Training)

Essential / Important:

- A relevant third level degree in ecology, resource management, fisheries science, statistics, mathematics or related field
- Demonstrated experience with statistical programming and query languages (e.g. R/Python and SQL)
- Demonstrated high level data management and data manipulation skills
- Excellent knowledge of statistical, modelling and simulation and methods
- Proven scientific report writing skills and / or published peer-reviewed papers
- A high level of experience in the use of Microsoft Office or similar applications
- Good written and verbal communication skills
- Experience in collaborating with others through scientific expert groups or research projects
- Sufficiently fit to pass an ENG II Medical and Personal Survival Training Programme
- Be highly organised and have the ability to work under pressure in a dynamic environment to meet multiple deadlines

Ideally Nice to Have / Desirable:

- Demonstrated experience with a range of fish stock assessment models
- Experience in developing management strategy evaluations
- Work experience (post-degree qualification) in a relevant scientific area
- Knowledge of how fisheries are assessed and managed in Europe under the CFP
- Experience with commercial and research vessel fisheries surveys and sampling programmes
- Spatial data analysis skills in GIS, R or other relevant platforms.
- Sea going experience
- A full, clean drivers licence.

What else do you need to know?

(Special personal attributes required for the role)

- Demonstrates dynamism, reliability and a positive attitude.
- Self-sufficient while being a good team player.
- Effective organisation and administration skills.
- Good time management and the ability to prioritise and meet deadlines.
- Ability to work diplomatically in resolving issues with stakeholders.
- The ability to work to deadlines and manage time effectively.

Description of Service Group:

FISHERIES ECOSYSTEMS ADVISORY SERVICES – The Wider Team



Currently, FEAS consists of over 90 scientific, technical, post graduate and administrative staff under the directorship of Dr Ciaran Kelly. The Service group operates a significant part of their services from the Marine Institute headquarters in Oranmore, Co Galway with additional port-based facilities and a major [research facility at Newport](#), Co Mayo. The mission of FEAS is “to research, assess and advise on the sustainable use of marine fisheries resources”.

FEAS provide integrated advice and scientific support for the Irish government (principally the Department of Agriculture, Food and the Marine [DAFM](#)) on marine fisheries ecosystems related issues. A key output of FEAS is the annual [Stock Book and the annual Shellfisheries Stock Book](#). These provide the latest assessments and scientific advice for the resources exploited by Irish vessels and is a key reference for the Governments sustainability assessment presented annually to the Oireachtas. FEAS experts also provide scientific services and support to other government departments including Department of Housing, Local Government and Heritage ([DHLGH](#)) to address the Marine Strategy Framework Directive ([MFSD](#)) requirements through [OSPAR](#) and national reporting under an SLA ([service level agreement](#)). FEAS provide scientific services to Department of Environment, Climate and Communications ([DECC](#)) related to offshore renewable energy development.

FEAS experts actively participate at many meetings of the International Council for the Exploration of the Seas ([ICES](#)). At ICES our scientists are focused on advancing scientific understanding of marine ecosystems, providing information, knowledge and advice on the sustainable management of human activities affecting and affected by marine ecosystems. ICES is a key forum for scientific co-ordination of data collection and the provision of independent scientific advice. FEAS scientists are also encouraged to publish much of their work in peer-reviewed scientific journals.

FEAS experts also participate at other international fora including [STECF](#) (Scientific, Technical and Economic Committee for Fisheries), [ICCAT](#) (International Commission for the Conservation of Atlantic Tunas), [NEAFC](#) (North East Atlantic Fisheries Commission) and [NASCO](#) (North Atlantic Salmon Commission). FEAS provide scientific support for DAFM at various EU meetings (e.g. the EU Norway Agreements and the EU Council of Fisheries Ministers).

FEAS experts also carry out research and stock assessments on diadromous fish species (salmonids and eels) and are responsible for the salmon National Coded Wire Tagging and Tag Recovery programme and work closely with [IFI](#) (Inland Fisheries Ireland) on the Standing Scientific Committees for salmon and eel. In recent years FEAS has developed a core expertise in oceanic tracking of large marine fish. The FEAS Aquaculture Section is responsible for the operation of the National Sea Lice Monitoring Programme and carries out a range of national and internationally funded research projects based at MI facilities.

Further details can be found on the Marine Institute website:

<http://www.marine.ie/Home/site-area/about-us/fisheries-ecosystems-advisory-services>

<https://www.marine.ie/site-area/areas-activity/fisheries-ecosystems/fisheries-ecosystems>

Who Will You Report to / Who will Manage and Support You?:

The successful candidate will be based at the Marine Institute, Rinville, Oranmore. Direct reporting will be to the Team Leader responsible for either shellfish advice or pelagic advice or stock assessment modelling and simulation.

What we offer

We value our staff, and we value their contribution to the work of the Marine Institute. In return for this, we provide a series of benefits that promote a healthy work-life balance which we hope will help them to develop professionally. These include training programmes to support personal and career

development, Work/Life Balance policies, Employee Assistance Programme, Buddy/Mentoring Programme, Bike to Work Scheme, Staff Medicals and Annual flu vaccination.

Training

A full range of training will be provided as required, on the job and through appropriate courses. Training needs will be identified through the MI Performance Management Development System (PMDS).

Contacts:

Within the Marine Institute

FEAS Director, FEAS Section Managers, FEAS Team leads and team members; Marine Institute colleagues across other service groups.

Outside the Marine Institute

ICES; STECF; colleagues in other fisheries institutes and academic institutions.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Scientific & Technical Officer, with a full time salary scale running from €35,336 - €72,999 per annum, pro-rated with time worked. You will become a member of the Single Public Service Pension Scheme unless you are currently or have worked in the Public Sector in the past 6 months or are a member of another Public Sector Scheme

Annual Leave:

Annual leave entitlement for a Scientific & Technical Officer is 25 working days per annum pro-rated to reflect time worked. Annual leave entitlements are exclusive of Public Holidays. All leave must be approved in advance in line with Marine Institute leave policies and using time and leave management system in place, by your manager or their authorised representative.

Duration of Contract:

The maximum duration of this temporary specified purpose funded contract of employment will be up to December 31st 2027. The successful candidate will be on probation for the first six months of this contract.

Who is the Marine Institute?



The Marine Institute is a non-commercial semi-state body, which was formally established by statute (Marine Institute Act, 1991) in October 1992.

Under the Act, the Marine Institute was given the responsibility:

“to undertake, to co-ordinate, to promote and to assist in marine research and development and to provide such services related to marine research and development, that in the opinion of the Institute will promote economic development and create employment and protect the marine environment”.

The Marine Institute is the national agency responsible for marine research, technology, development and innovation (RTDI). The Marine Institute seeks to assess and realise the economic potential of Ireland’s 220-million-acre marine resource; promote the sustainable development of marine industry through strategic funding programmes and scientific services; and safeguard the marine environment through research and environmental monitoring. The Institute works in conjunction with the Department of Agriculture, Food and Marine (DAFM) and a network of other Government Departments, semi-state agencies, national and international marine partners.

Our vision - *The Marine Institute, as a global leader in ocean knowledge, empowering Ireland and its people to safeguard and harness ocean wealth.*

Our Mission - *The Marine Institute, provides government, public agencies and the maritime industry with a range of scientific, advisory and economic development services that inform policy-making, regulation and the sustainable management and growth of Ireland’s marine resources. The Institute undertakes, coordinates and promotes marine research and development, which is essential to achieving a sustainable ocean economy, protecting ecosystems and inspiring a shared understanding of the ocean.*

In order to achieve this vision, the MI have six service areas; (1) Ocean, Climate and Information Services, (2) Marine Environment & Food Safety Services, (3) Fisheries Ecosystems Advisory Services, (4) Irish Maritime Development Office, (5) Policy, Innovation and Research Services and (6) Corporate Services.

Further details can be found on

www.marine.ie

<https://www.facebook.com/marineinstituteireland>

The Marine Institute 5 Year Strategic Plan (2018 to 2022) is available [here](#)

How to Apply:

A C.V. and letter of application, summarising experience and skill set applicable to the position should be emailed to recruitment@marine.ie or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference **FEAS/STOX3/MAY23**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon 12th of May 2023**. Please note that late applications will not be accepted.

Use of Data - all personal data and the information submitted for this application will be used solely for the purpose of this campaign, after which it will be deleted in line with our General Data Protection Regulation Policy and data retention schedule. All information will be treated with the strictest confidence and accessed only by those involved directly in the campaign.



Rialtas na hÉireann
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Có-mhaoinithe ag an
Aontas Eorpach
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Foras na Mara
Marine Institute

The Marine Institute is an organisation that champions Diversity, Inclusion & Equality for all. We encourage and welcome applications from anyone interested in this role. Please do advise if there are any special accommodations required for the recruitment process. We are here to help you access opportunities with us.