



## Marine Institute Job Description

<b>Position</b>	<b>Temporary Scientific &amp; Technical Officer (STO) - Vulnerable Marine Ecosystems Assessments</b>
<b>Grade &amp; Contract</b>	<b>Scientific &amp; Technical Officer Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EUMAP – EMFAF funded)</b>
<b>Service Group</b>	<b>Fisheries Ecosystems Advisory Services (FEAS)</b>
<b>Location</b>	<b>Marine Institute, Rinville, Oranmore, Co. Galway (noting that we have recently introduced our blended working policy which may apply to this role)</b>

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

The Scientific and Technical Officers (STO) will work within the ecosystems assessment and integrated advice teams in the Fisheries and Ecosystems Advisory Services area (FEAS). These teams provide the ecosystem assessments, scientific evidence and advice which underpin the sustainable management of fisheries while safeguarding marine ecosystems. The job will be focused on data collation, data analysis, modelling and assessments of vulnerable marine ecosystem (VME) in Irish waters.

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, groundfish, 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 this new post is to build capacity and improve the knowledge base on the presence of vulnerable marine ecosystems (VMEs) in Irish waters and the impact of fishing activity on potentially sensitive species and habitats. This is on foot of obligations under the EU Deep Sea Fisheries Access regulation 2016/2336 which requires member states to collect information on the presence of VMEs to make this information available in a way that can facilitate the designation of spatial closures to protect these taxa. This process will take place parallel to national initiatives set out in the Programme for Government to designate Marine Protected Areas (MPAs).

### What Will You Be Doing Every Day?

#### Principal Tasks:

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

- Data preparation for ICES working groups and other data calls (EU, ICES, OSPAR and NEAFC).
- Participating in ICES, STECF or other scientific or technical expert groups, including benchmark workshops.
- Develop a sampling protocol for collection of VME data from observed fishing trips under the DCF.
- Improving VME data collected from fisheries dependent and fisheries independent sources.
- Participate and lead research surveys including underwater video\imaging surveys.
- Reporting VME data to relevant bodies (e.g. ICES, OSPAR)



- Attending the ICES Working Group on Deep Sea Ecology
- Preparing reports for the Data Collection Framework on the work conducted
- 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.
- 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 science, engineering or a related field
- Experience with the R statistical programming language
- Demonstrated high level data management and data manipulation skills
- Spatial data analysis skills in GIS, R or other relevant platforms
- Experience in statistical modelling including habitat modelling
- Proven scientific report writing skills and / or published peer-reviewed papers
- High level of experience in the use of Microsoft Office or similar applications
- Good written and verbal communication skills
- Experience at collaborating with others through scientific expert groups or research projects
- Sufficiently fit to pass an ENG II Medical and Personal Survival Training Programme
- Highly organised and the ability to work under pressure in a dynamic environment to meet multiple deadlines

### Ideally Nice to Have / Desirable:

- Experience of the identification and taxonomy of Vulnerable Marine Ecosystems (VME) benthic species
- A relevant post-graduate qualification
- Knowledge of how VMEs are currently assessed
- Experience with commercial and research vessel fisheries surveys and sampling programmes
- 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 Government's 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 ([MFSF](#)) 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 [STEFCF](#) (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 working 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 ecosystem assessments.

## 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

Department of Agriculture Food and the Marine (DAFM), Department of Housing, Local Government and Heritage (DHLGH), The OSPAR Commission on the Marine Environment of the North Atlantic, International Council for the Exploration of the Seas (ICES), various stakeholders 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](http://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](mailto:recruitment@marine.ie) or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference **FEAS/STO/POST5/MAY2023**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon on the 10<sup>th</sup> 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.

**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.**