

Marine Institute Job Description

Position	Analytical Chemist – Marine Pollution
Grade & Contract	Scientific and Technical Officer Specified purpose contract up to 31st December 2029
Service Group	Marine Environment and Seafood Safety Services
Location	Marine Institute, Oranmore, Co. Galway The Marine Institute has a blended working policy in place

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

This important role supports our organisation in delivery of its essential work programmes. This role provides candidates with the opportunity to work in a diverse organisation which invests in and celebrates its people.

You will be working in the Marine Chemistry section, which is part of the Marine Environment and Food Safety Services Group. You will play a key role in delivering our laboratory services and monitoring/ research activities related to substances that are potentially harmful to marine ecosystems and consumers of seafood. Data produced by the organics, metals, biogeochemistry and residues lab units in the Chemistry section are used to evaluate whether Ireland achieves its objectives for clean seas and safe seafood and thus contributes to national and international activities to protect the marine environment and consumers. Specifically, you will act as Technical Manager to oversee the testing service delivered by the organic contaminants unit (using hyphenated chromatography – mass spectrometry techniques) and ensure that analytical data are delivered to a high quality in line with the Marine Institutes' ISO17025 accredited quality system. Furthermore, you will implement the Marine Institute's monitoring and advisory services for contaminants in seafood to meet legislative requirements and national priorities. This will include organising sampling activities and reporting data to clients and relevant data centres. This will be in close collaboration with the wider chemistry team and other agencies.

This is a temporary, specified purpose role to the end of December 2029, providing redeployment cover for the post holder.

What Will You Be Doing Every Day?

Principal Tasks:

Organics lab unit:

- As "Technical Manager" for certain specified analytical test methods under the ISO 17025 quality system (e.g. organic contaminants in biota) you will oversee implementation of these analyses, including sign-off of test results.
- Conduct analysis of contaminants (primarily organic contaminants) testing, ensuring results are fit for purpose in line with the quality system
- Play a key role in optimising, troubleshooting, validating certain analytical methods and support continual process improvements to laboratory services
- Ensure equipment in the lab unit is properly maintained and fit for purpose and where required, participate in procurement of equipment and services
- Ensure records are up-to date, and non-conformances/corrective actions are addressed promptly and effectively

- Participate in Quality System activities such as meetings and audits.
- Ensure that laboratory data is promptly uploaded to MI databases

To implement monitoring and data collection for contaminants in seafood you will:

- Organise sampling, arrange testing in the MI and in external laboratories and report programme data to customers in agreed formats in a timely manner.
- Ensure a *Data Quality Management Framework* pack is in place for this data stream in accordance with Marine Institute data policy and working closely with the data team,.
- Prepare and contribute to technical and scientific reports and publications and disseminate and publish scientific findings to the public, industry and the scientific community using appropriate media.
- Liaise with relevant agencies and stakeholders (such as SFPA, FSAI, DAFM, industry) and provide scientific advice on contaminants in seafood, and assist in any investigations as may be required.
- Engage in targeted projects to fill priority data gaps. This may involve participation in funded research.

Some General aspects will include:

- Participate in relevant meetings and activities and represent the Marine Institute at external meetings
- Occasional fieldwork may be required, which includes seagoing activities.
- Any other duties as may be required

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 minimum of a relevant degree in a relevant scientific area where chemistry is a strong component.
- Relevant post-qualification work experience in a scientific or technical environment including demonstrated experience in laboratory analysis preferably in environmental and/or food testing.
- Practical experience in modern analytical techniques such as mass spectrometry and chromatography for analysis in complex matrices.
- Demonstrated experience in method development and validation of analytical methods
- Excellent troubleshooting skills and an aptitude for solving analytical problems in a stepwise manner.
- A sound appreciation and understanding of key aspects of quality systems as implemented in analytical laboratories
- Experience in undertaking and delivering scientific projects
- An appreciation of and commitment to best Health and Safety practices in a laboratory.
- High level of proficiency in the use of standard Microsoft Office software packages.
- Effective numerical and proven scientific and technical report writing skills.

Ideally Nice to Have / Desirable:

- Demonstrated experience in an analytical laboratory environment.
- Demonstrated experience in analysis of trace chemical substances in environmental/food or other complex matrices using modern analytical instrumentation.

- Demonstrated experience undertaking analytical method development/optimisation and/or validation.
- Experience of working within a laboratory quality system, such as ISO17025 or equivalent, preferably with some of this in a key role, such as technical management.
- Experience in fieldwork and sampling.
- A proven ability to supervise people, and/or manage projects and budgets.
- Proven experience in public procurement/purchasing.
- Robust knowledge of analytical, data, project management and other software packages that may be of relevance to the role
- An appreciation of the risks and benefits of seafood consumption and some knowledge of European regulations to ensure seafood is safe for consumption
- Willingness to work at sea on board research vessels and sufficiently fit to pass an ENG II/ Seafarers medical.
- A full clean driving licence.

What else do you need to know?

(Special personal attributes required for the role)

- Be industrious, decisive and self-sufficient with a proven ability to use your own initiative while at the same time working well as a team player.
- Excellent oral and written communication skills and interpersonal skills.
- Ability to manage time effectively and to deliver agreed outputs to deadlines and maintain focus under the pressure of multiple deadlines and deliverables.
- A strong attention to detail and excellent personal organisational skills
- Experience in collaborating with scientists and members of a technical team.
- Ability to work on own initiative and progress work independently.
- Analytical approach to problem solving.
- Strong leadership qualities and willing to take responsibility for decisions.
- Can proactively build and develop relationships with colleagues, customers and key contacts, building strong professional networks.
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs.

Description of Service Group and the Wider Team

Marine Environment & Food Safety Services (MEFSS) is a service area of the Marine Institute that plays a pivotal role in ensuring the safety of seafood, preserving environmental health, providing a variety of policy supports and safeguarding fish health. Operating as an integral part of the Institute, MEFSS undertakes multifaceted responsibilities primarily through the execution of scientific monitoring and research programs, coupled with offering expert scientific interpretation and regulatory guidance to government.

Within MEFSS, **the Marine Chemistry section** is a team of ~ 23 scientists and support staff delivering national marine monitoring programmes, analytical testing services and scientific advice to government and other stakeholders. This work provides essential data and science that contributes to meeting European regulatory obligations and underpinning national policies to:

- protect the marine environment and maintain clean and healthy seas.
- produce safe and high quality seafood for human consumption;
- support climate assessments and national climate policy.

This is in line with Ireland's international obligations under key EU Legislation (e.g. Water Framework Directive, Marine Strategy Framework Directive, various food control regulations etc.) and other

international commitments, such as the OSPAR Convention for the Protection of the North-East Atlantic. This involves field work/sampling programmes, laboratory testing of biota, water and sediment, and other data collection activities, including surveys on the national research vessels, the *RV Celtic Explorer* and the *RV Tom Crean*. The ISO17025 accredited laboratories are well equipped and undertake testing for environmental contaminants (trace metals, persistent organic pollutants), essential ocean variables (carbon, nutrients etc.) and veterinary substances and other residues. Data collected in these programmes are reported to many international data centres, such as [ICES](#), [EFSA](#) and [SOCAT](#) where they are widely used in local, regional and global products.

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

You will report to the Section Manager for Marine Chemistry.

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 benefits that promote a healthy work-life balance and which we hope will help them to develop professionally. These include personal and career development, work/life balance policies, an employee assistance 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:

Director MEFS, Section Manager Marine Chemistry, Quality Manager, Senior Laboratory Analyst - Chemistry, WFD Programme Team Leader, Scientific and technical Officer (Residues/Seafood Coordinator), Biogeochemistry Team Lead, Chemistry Section Team Members, Management Team & Staff of MEFS, facilities and corporate services teams, and other service groups.

External:

Regular liaison with scientists and officials from other government organisations such as the SFPA, FSAI, DAFM, EPA, and other government laboratories. Liaison with service providers, contractors and suppliers supporting the laboratories work.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Scientific and Technical Officer Grade which runs from €39,083-€78,830 on a full time basis per annum pro-rated with time worked. You will commence on the first point of the scale €39,083 and 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 and are a member of another Public Sector Scheme.

Annual Leave:

Annual leave entitlement for a Scientific and Technical Officer (Eng.3) Grade 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:

This temporary specific purpose contract of employment will be for a 5-year period up to the Dec 2029. The successful candidate will be on probation for the first 6 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 Ireland’s scientific agency responsible for supporting the sustainable development of the state’s maritime area and resources. We do this through conducting applied research and providing scientific knowledge, advice and services to government, industry and other stakeholders and users. This policy advice capacity, our broad mandate, and the research programmes we fund and undertake, give us a unique insight into the science-policy interface and make us an exemplar in the provision of integrated ocean knowledge.

The Marine Institute provides a broad range of essential scientific support to its parent department, the Department of Agriculture, Food and the Marine (DAFM). There is an increasing demand from Government for the data and evidence that are essential to inform national policy and to underpin the state’s governance of our maritime area. Through laboratory, field and seagoing work, the Institute carries out statutory environmental, fisheries and aquaculture surveys, seafood testing and other monitoring programmes assigned by government. The Institute plays an important role in supporting the state’s response to the impacts of our changing seas and oceans, through working with the national and international scientific community to observe, study and understand our changing oceans. This essential scientific advice supports industry, protects consumers and underpins legislative and other obligations aimed at the protection and management of the marine environment.

Our vision - *The Marine Institute is a national and international leader in ocean knowledge that benefits people, policy and planet.*

Our Mission - *The Marine Institute provides scientific, research and development services to government, agencies, industry and society that support the sustainable use of our maritime area, the protection and restoration of marine ecosystems, and promote a shared understanding of the ocean.*

There are 6 broad service areas within the Marine Institute; (1) Ocean, Climate and Information Services, (2) Marine Environment & Fish Health Services, (3) Fisheries Ecosystems Advisory Services, (4) Irish Maritime Development Office, (5) Policy, Information and Research Services and (6) Corporate Services.

The Marine Institute 5 Year Strategic Plan (2023 to 2027) 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, H91 R673. All correspondence for this post should quote reference **MEFSS/STO-Contaminants/JUN25**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon, 16th of June 2025**. Unfortunately, late applications cannot 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 (GDPR) 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.**