

Marine Institute Job Description

Position	Team Lead – Co-existence Offshore Renewable Energy with Commercial Fisheries and Aquaculture
Grade & Contract	Team Lead (Eng II) Grade. Temporary Specified Purpose Contract up to 28th February 2027 funded by SEAI Master Service Agreement
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
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?

The Sustainable Energy Authority of Ireland (SEAI) and the Marine Institute (MI) have been working in partnership on projects related to offshore renewable energy since 2009. The relationship has been formalised through a series of master service agreements (MSAs). The MSAs provide for the provision of research and development services which the MI carry out on behalf of SEAI, related to the delivery of the Department of Environment, Climate and Communications' (DECC) national offshore renewable energy programme and related Government policies. The work under the MSA provides support across a range of services, however there is strong emphasis on the joint development and operation of the SmartBay facility in Galway Bay which supports the development of emerging wave, floating wind, and associated technologies.

At the national programme level, increased joint research and development activities will be undertaken by MI, SEAI and DECC to significantly contribute to the evidence base available to DECC for the long term, sustainable and planned development of Ireland's immense wind, wave and tidal renewable energy resources through the National Spatial Strategy for Offshore Renewable Energy.

The Co-existence of Offshore Renewable Energy with Commercial Fisheries and Aquaculture Team Leader (TL) will manage all Marine Institute's scientific work in relation to interactions between offshore renewable energy and commercial fisheries and aquaculture. The TL will conduct impact assessments on current fishing and aquaculture activities and conducting trade-off analysis to minimise potential conflicts and identify areas of synergistic benefits. The TL will advise on technical solutions to mitigate and minimise risk of conflicts and impacts on fishing and aquaculture industry. The TL will also develop species distribution models (SDM) and identify "essential fish habitats" (including spawning areas) for both key commercial species and species of conservation/biodiversity concern. These models will be used to investigate impacts both local and population level impacts of ORE developments. The TL will also provide technical and scientific advisory support to DECC at various stakeholder and consultation meetings.

What Will You Be Doing Every Day?

Principal Tasks:

- Coordinating the Marine Institute FEAS' work on co-existence between Offshore Renewable Energy installations (ORE) and fisheries and aquaculture activities in Irish waters.

- Clearly communicating scientific advice and evidence to a range of customers (e.g. SEAI, DECC and DAFM) on solutions to mitigate and minimise risk of conflicts and impacts of ORE on the fishing and aquaculture industries.
- Conduct assessments on current fishing and aquaculture activities and conducting trade-off analysis to minimise potential conflicts and identify areas of synergistic benefits.
- Research coexistence, colocation and cooperation of aquaculture and fisheries.
- Provide technical and scientific advisory support to SEAI & DECC at various stakeholder and consultation meetings, including the national ORE Seafood Working Group.
- Actively seeking collaborations with other state bodies universities and stakeholders, to fill knowledge gaps in our understanding of the impacts of ORE installations on fish species and the marine environment.
- Develop species distribution models (SDM) and identify “essential fish habitats” (including spawning areas) for both key commercial species and species of conservation\ biodiversity concern. These models will be used to investigate impacts both local and population level impacts of ORE developments.
- Taking responsibility for data calls in support of Marine Institute’s obligations under the MSA with SEAI.
- Seek, where relevant, to leverage funds to fill knowledge gaps highlighted, e.g. European Maritime, Fisheries and Aquaculture Funds (EMFAF).
- Participating and chairing relevant expert groups, in support of the Marine Institute’s work to support rational decision making in relation to ORE and seafood industries.
- Participating and actively contributing to the FEAS management, team, and staff meetings.
- Any other duties as relevant to FEAS work programmes, position and grade as required from time to time which are of relevance to the MSA.

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 degree in Science, Marine Science, or another related field.
- At least 3 years post qualification work experience relevant to the role.
- Demonstrated understanding of the fish ecology, the fisheries and aquaculture industries.
- Knowledge of legislative and policy drivers for fisheries and aquaculture management, especially the EU Common Fisheries Policy.
- Experience contributing to the design, execution, and coordination of monitoring programmes.
- Demonstrated experience in statistical modelling.
- High levels of proficiency with Microsoft Office, and the R statistical programming language.
- Experience in the management and analysis of scientific data.
- Proven scientific/technical report and scientific paper writing skills.
- The ability to work unsupervised with demonstrated ability to use initiative.
- An interest in and ability to travel to relevant working groups, workshops and conferences nationally and internationally.
- The ability to work unsupervised and to work well with others.
- Stakeholder engagement experience.
- Driving licence applicable to Ireland.

Ideally Nice to Have / Desirable:

- A higher degree in a scientific discipline.
- Proven experience in project development, management, and delivery – including financial management and reporting.
- Knowledge of the renewable energy sector.
- Experience of habitat or species distribution models.
- Experience working closely with the fishing industry.
- Experience of developing and delivering scientific briefs and advice to clients.

What else do you need to know?

(Special personal attributes required for the role)

This is an exciting opportunity to work on the interactions between Offshore Renewable Energy and the Sea food industries. This position is one of several posts funded under a MSA between the Marine Institute and the Sustainable Energy Authority of Ireland (SEAI) The current MSA runs from 2024 to 2027. This is a new position and would suit an adaptable, enthusiastic, and diligent person. You should be:

- Dynamic and reliable.
- Able to work in an organised manner and progress work independently.
- Self-sufficient while being a good team player.
- Adept at collaborating with scientists and members of a technical team.

Description of Service Group and 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 Technical Expert Group on Salmon and the Technical Expert Group on 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 Marine Institute Oranmore and will report to the Integrated Advice Section Manager.

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:

FEAS Director, Section Manager SEAI MSA, Team Leaders in FEAS and OSIS, Relevant researchers working in this area.

External:

Sustainable Energy Authority of Ireland, Department of Environment, Climate and Communications (DECC), Department of Agriculture, Food and the Marine, Seafood ORE Working Group, Fisheries and Aquaculture representative organisations, Fish Producers' Organisations, Bord Iascaigh Mhara.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Team Leader (Engl) Grade which runs from €72,511 - €88,429 on a full time basis per annum pro-rated with time worked. You will commence on the first point of the scale €72,511 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 Team Lead Grade is 27 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 the period up to the 28th of February 2027 with a possible 2-year extension. The successful candidate will be on probation for the first nine 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 **FEAS/POST3-TL/ORE/OCT24**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of the **22nd of October 2024**. 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.