

## Marine Institute Job Description

<b>Position</b>	<b>Team Lead - MSFD OSPAR Contaminants</b>
<b>Grade &amp; Contract</b>	<b>Team Lead Grade Temporary Specified Purpose Contract up to 31<sup>st</sup> December 2029 – funded by DHLGH</b>
<b>Service Group</b>	<b>Marine Environment and Food Safety Services</b>
<b>Location</b>	<b>Marine Institute, Rinville, Oranmore, Co. Galway The Marine Institute has a Blended Working Policy in Place</b>

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

A wide range of hazardous substances and other contaminants, arising from human activities, are introduced to the marine environment from land and sea-based sources. Pollution by some substances is harmful to marine life and may also affect ecosystem services, for example by contaminating fisheries products destined for human consumption. Monitoring, assessment and implementation of measures to protect the North East Atlantic from pollution are undertaken to meet various commitments, in particular the obligations of the EU Marine Strategy Framework Directive (MSFD Directive 2008/56/EC - Descriptors 8 and 9) and the OSPAR Convention North –East Atlantic Environment Strategy (Clean Seas)

Working within the Marine Chemistry section of the Marine Institute, the successful candidate will deliver key scientific services and advice relating to input, fate, and impacts of contaminants in the marine environment. This role will also provide scientific support for development and implementation of measures to protect the marine environment from pollution, as required by the Department of Housing, Local Government and Heritage (DHLGH) in leading Ireland’s implementation of the Marine Strategy Framework Directive (MSFD) and OSPAR Convention.

The scientist will contribute to monitoring, reporting and assessment of marine contaminants to evaluate Environmental Status for contaminants in relation to protection of marine ecosystems, and environmental seafood contamination, as required by the MSFD and the OSPAR Convention. The role will also involve provision of scientific advice and participation in policy-led projects and activities required to provide the evidence base to assess the sources, occurrence and impacts of contaminants, as well as the development of methodological standards and criteria for assessing environmental status.

### What will you be doing every day?

The role will entail:

1. Coordination and delivery of monitoring, reporting and assessment activities supporting work and associated data/product delivery to DHLGH under MSFD Descriptor 8 (Contaminants in the marine environment).
2. Delivering assessments, and assisting data collection and data/product delivery to DHLGH under MSFD Descriptor 9 (Contaminants in Seafood).

3. A lead role in delivering on Ireland's OSPAR hazardous substances monitoring, reporting and assessment activities as required under the Coordinated Environmental Monitoring Programme, and also support for other OSPAR hazardous substances-related reporting, for example with respect to discharges from offshore industry and dumping at sea reports.
4. Provide scientific advice to DHLGH with respect to sources, input, fate and impacts of contaminants, including substances of emerging concern, in the context of DHLGH developing policy actions and programmes of measures for Ireland's implementation of the MSFD and of OSPAR requirements.
5. Participation in policy-led projects, studies and activities in relation to marine contaminants and their effects and development of methodologies and assessment criteria/thresholds to support risk-based assessments of marine environmental status.
6. Supporting the work of and participation in national and international expert groups and fora dealing with marine contaminants, in particular those under the MSFD and OSPAR, as required by DHLGH.
7. Provision of advice and contribution to assessment activities for other marine pollutants and their impacts, such as micro-litter and microbial contaminants, as may be required in future to support policy needs

Specifically, this may involve the following tasks:

- Contribution to the provision of information and scientific advice to DHLGH for policy development with respect to issues relating to marine environmental contamination.
- Work with the data team to ensure contaminants data are quality-assured, appropriately recorded, stored and readily available in appropriate formats for use in line with MI Data Quality Management Framework.
- Oversee compilation of data and reporting marine contaminants and effects data to meet international obligations, for example ICES and OSPAR reporting but also other related initiatives (e.g. POPs) and also reporting to the Irish Marine Digital Atlas.
- Interrogation and analysis of scientific data and contributing to developing national and regional indicator, thematic and other assessments and data products as required by DHLGH.
- Liaison with DHLGH, the EPA and other relevant departments and agencies such as the Irish Coast Guard, SFPA, FSAI, HSA including collation of relevant data from these bodies for inclusion in contaminant-related assessments where applicable.
- Participation and coordination of data collection activities supporting MSFD and OSPAR monitoring. This may involve sampling/fieldwork and undertaking field measurements and laboratory analysis of substances in marine matrices from time to time. Such work would be undertaken in conformance with the MI 17025 quality system.
- Attendance at relevant national and international MSFD and/or OSPAR-related meetings (such as MSFD expert groups), and supporting intersessional activities of these groups, as required by DHLGH. This could include support work for DHLGH under OSPAR's Hazardous Substances and Eutrophication Committee (HASEC) and its subgroups but also certain contaminants-related activities under OSPAR's Environmental Impacts of Human Activities (EIHA) committee and its Offshore Industry Committee (OIC).
- Dissemination of scientific findings to DHLGH and other policy clients (e.g. DECC/EPA), the scientific community, stakeholders, and wider public using appropriate media. This may involve publishing in peer-reviewed journals and/or preparing technical reports but also dissemination to non-technical stakeholders using other platforms and media.
- Management of staff and budgets as relevant to the role
- Oversight of outputs assigned to external contractors relevant to the role.

- Initiation and participation in policy-led projects or research studies relevant to the above work programme.
- From time to time, organisation and delivery of outsourced projects or analysis to address knowledge gaps.
- Participation at management and other internal MI meetings as required and representing the Marine Institute at key meetings.
- Contribution to the management team for example through budget monitoring, implementation of the Institute's H&S statement and other functions as required.
- Any other duties as relevant to the position and grade.

### 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 Degree in Science or an equivalent qualification.
- A minimum of three years' work or research experience relevant to the role.
- Demonstrated experience in preparing technical/scientific reports and in assessing/interpreting environmental /water quality information.
- A strong appreciation of analytical methodology/quality assurance processes required to generate robust environmental chemistry datasets.
- An in-depth understanding of sources, fate and impacts of aquatic pollution, preferably with respect to marine ecosystems.
- Demonstrated experience in managing and delivering scientific/technical projects or programmes.
- A willingness to work on board research vessels and other boats as required.
- A high level of computer literacy (Word, Excel, PowerPoint, Internet/Email).
- Highly numerate and experience in using software tools to interrelate scientific datasets

#### Ideally Nice to Have / Desirable:

- A Post graduate qualification in a science discipline or an equivalent qualification.
- A track record in coordinating/undertaking environmental and/or food monitoring programmes and/or research activities especially in relation to pollution and impacts.
- A strong knowledge of environmental legislation and policy relating to marine pollution, for example WFD and MSFD
- At least five years' relevant experience in environmental science, with a strong element of aquatic chemistry.
- Excellent understanding of chemical analysis and other approaches using modern analytical techniques for marine pollution monitoring and laboratory experience
- Strong appreciation of quality systems (e.g. ISO 17025)
- Substantial experience with software for data analysis and presentation: e.g, database, mapping, statistical and data analysis, and graphing software.
- Track record in contributing to scientific publications.
- An interest in and a proven aptitude to initiate and undertake research.
- Familiarity with the Irish marine sector and knowledge of marine science.
- Experience in managing people and budgets
- A full driving license and access to own transport.

## What else do you need to know?

### (Special personal attributes required for the role)

- Strong interpersonal skills and the ability to communicate effectively at all levels
- Need to be industrious, decisive and self-sufficient with a proven ability to use his/her own initiative while at the same time working well as a team player
- Able to manage time effectively and to deliver agreed outputs to deadlines and maintain focus under the pressure of multiple deadlines and deliverables
- Experienced in collaborating with scientists and members of a technical team
- Analytical approach to problem solving
- Strong leadership qualities, a constructive approach, and willingness to take responsibility for decisions
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs with stakeholders
- Attention to detail and commitment to delivering accurate and high quality outputs

### Description of Service Group: Marine Environment and Food Safety Services – The Wider Team

Marine Environment & Food Safety Services (MEFSS) provide government agencies, industry and other clients with marine licensing advice, food safety, environmental and fish health scientific services; through the implementation of monitoring and research programmes and the provision of advice and regulation. The successful candidate will be based in MI Headquarters in Rinville, Oranmore, Co. Galway.

- We provide expert integrated advice to Government in support of sustainable development and management of the marine environment; and technical support on implementation of European and national food safety and environmental legislation.
- Working with the Food Safety Authority of Ireland and the Sea Fisheries Protection Authority, we monitor seafood safety, supporting the Irish seafood industry's reputation for high quality products and meeting national and international regulatory requirements.
- We undertake monitoring of marine environmental health under the OSPAR convention and Marine Strategy Framework Directive (MSFD) and MEFSS works with the Environmental Protection Agency in delivering significant components of the Water Framework Directive (WFD) monitoring programme.
- We test for fish and shellfish diseases and aim to maintain Ireland's superior fish and shellfish health status, supporting the aquaculture industry and inland fisheries sector.
- We undertake national and international collaborative research projects in support of our core monitoring and advisory services.
- Our fish health unit is the national authority responsible for implementation of EU and national aquatic animal health legislation. We oversee and monitor the movement of finfish and shellfish into, out of, and within Ireland.

Food safety, environmental monitoring and fish health work are accredited in accordance with EN ISO/IEC 17025:2017. The work of the Fish Health Competent Authority is ISO 9001:2015 certified.

The position will be based in the Marine Chemistry Section. This section has a team of approx. 22 scientists, analysts, researchers and support staff engaged in undertaking statutory monitoring and complementary research, and providing scientific advice relating to the health of the marine environment and the quality of marine foodstuffs. The section maintains a suite of well-equipped

laboratories undertaking trace analysis of metals, persistent organic pollutants, residues and biogeochemical parameters in environmental matrices.

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

The successful candidate will report to the Section Manager Marine, Chemistry, MEFSS.

### **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 MEFSS, MSFD/MSP Team, Quality Manager, MEFSS Section Managers, MEFSS Chemistry team, OSIS colleagues, Information Services and Data and Ocean Science Services sections, colleagues in MEFSS and other MI Service Groups.

#### **External:**

Regular liaison with Department of Housing, Local Government and Heritage and other government departments as may be relevant; scientists and officials from other government organisations such as the Environmental Protection Agency (EPA), Sea Fisheries Protection Authority and Food Safety Authority, and in OSPAR and ICES technical groups; and third level institutions,.

### **Salary:**

Remuneration is in accordance with the Public Sector, Dept of Finance approved Salary Scale for Team Leader (ENG II) which runs from €71,793 - €87,553 on a full time basis per annum pro-rated with time worked. You will commence on the first point of the scale €71,793 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 Team Leader 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:**

The contract will be issued on a temporary specified purpose basis for a duration up to 31st December 2029, subject to continued funding. Successful candidates will be on probation for the first 9 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](mailto: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/POST16/TL/CONTAMINANTS/JUN24**

**Closing date for Applications:**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon, 26<sup>th</sup> of August 2024**. 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 (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.**