

Marine Institute Job Description

Position	Laboratory Analyst – Fisheries Assessment Analyst
Grade & Contract	Laboratory Analyst Grade Contract of Indefinite Duration
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Dunmore East, Co. Waterford The Marine Institute has a Blended Working Policy in Place

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

The Fisheries Assessment Analyst (LA) will work closely with the Analyst team and the Industry Liaison Team Leader on data delivery to our main client DAFM (Department of Agriculture, Food and the Marine) and ICES (International Council for the Exploration of the Seas) in relation to provision of data for fish stock assessment and advice. The job will focus on fisheries data collection at sea on board commercial and research vessels, on land in fish co-operatives and processors and will also include the collation and validation of this data.

You will work as part of a small team based in the Marine Institute office in Dunmore East. The role will involve daily engagement with the fishing industry, Co – Op staff and Fish Processors. This will be a two – way communication where we learn from fishers, and they can access information on the state of stocks of interest to them, and the importance of the Marine Institute’s at sea sampling programme to the sustainability of fish and shellfish stocks.

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

What Will You Be Doing Every Day?

Principal Tasks:

- Sea time on board commercial vessels as part of the DCF / EUMAP) at-sea sampling programme.
- Port sampling in Dunmore East, Kilmore Quay (and other ports as required) of pelagic, demersal, nephrops and shellfish species to fulfil the EUMAP/DCF sampling targets.
- Participate in a suite of research surveys at sea as required.
- Coordination and fulfilment of Irish Sea (7a) sampling targets.
- Data entry and quality control of data from a range of data sources, (e.g. Commercial Sampling events, At-sea sampling Data, Sentinel Vessel Programme data).
- Age reading of assigned fish/shellfish species.
- Establish and maintain effective working relationships with stakeholders, especially fishermen, Co-Operatives and Fish Producers Organisations and participate in outreach events and meetings related to the fishing industry.
- Act as a local contact point between the industry and the Marine Institute.
- Any other duties assigned from time to time, appropriate to the position.

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 certificate in a relevant scientific or fisheries related subject
- Demonstrated ability to work at sea for extended periods of time on various types of vessels.
- Familiarity with the Irish Fishing industry.
- Demonstrated experience in the practical aspects of biological sampling of fish and shellfish.
- The ability to meet the requirements of a sea going medical (ENGII) and mandatory sea going training.
- A high level of computer literacy (Word, Excel, PowerPoint, MS Teams, Internet/Email).
- Experience with data entry and quality control of scientific data.
- A full clean driving license and own transport.
- The ability to communicate effectively both in writing and verbally at all levels.

Ideally Nice to Have / Desirable:

- Knowledge of the work programmes of Fisheries Ecosystems Advisory Services
- Previous experience or training in the age reading of fish or shellfish.

What else do you need to know? (Special personal attributes required for the role)

- An ability to maintain work output under challenging & inclement conditions whilst at sea.
- Demonstrate energy, resilience and a positive attitude.
- Dynamic and reliable.
- Self-sufficiency, while being a good team player.
- A high level of personal organisation and a methodological approach to record keeping and archiving.
- An ability to remain calm under pressure.
- Excellent interpersonal and communication skills.
- Ability to work diplomatically and capable of resolving issues before conflict arises in all interactions.
- The ability to work to deadlines and manage time effectively.
- A strong interest in our shared values and focus on sustainability in how we work.
- A supporter of working in an Organisation that champions Diversity, Inclusion and Equality.

Description of Service Group: FISHERIES ECOSYSTEMS ADVISORY SERVICES – The Wider Team

Currently, FEAS consists of over 90 scientists, 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 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 is 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, Dunmore East Fishery Harbour Centre, Dunmore East, Co. Waterford. Direct reporting will be to a Senior Laboratory Analyst in FEAS.

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

Regular liaison with skippers and representatives from the Fishing Industry, as well as scientists and officials from other government organisations. Government Departments including Department of Agriculture, Food & the Marine, Department of Communications, Environment and Natural Resources.

Salary:

Remuneration is in accordance with the Public Sector, Dept of Finance approved Salary Scale for a Laboratory Analyst which runs from €39,773-€65,751 on a full-time basis per annum pro-rated with time worked. You will commence on the first point of the scale €39,773 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 laboratory analyst is 23 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:

An employment Contract of Indefinite Duration will issue for this role at the discretion of the Marine Institute subject to satisfactory performance at the required level and completion of the required probation period. The successful candidate will be on probation for the first six / 6 months.

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.

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. All correspondence for this post should quote reference **FEAS/LA/DMR POST/NOV24**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon 30th of November 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 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.