

Marine Institute Job Description

Position	Postdoctoral Researcher – LIFE CIBBRiNA project on by-catch of PET species
Grade & Contract	Postdoctoral Researcher - Temporary specified purpose contract for a maximum duration of 48 months, funded under the EU LIFE funding programme
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co Galway. (noting that we are currently considering & drafting our blended working policy which may apply to this role)

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

The Post-Doctoral Researcher (PDR) will work closely with the Marine Institute’s CIBBRiNA project lead in the Ecosystem Approach to Fisheries Management Team, as well as with colleagues in the wider Fisheries Ecosystem Advisory Services team, and those in the Technical University of Denmark (DTU Aqua), to deliver research for the CIBBRiNA project.

The CIBBRiNA project (Coordinated Development and Implementation of Best Practice in Bycatch Reduction in the North Atlantic region) aims to improve knowledge and understanding to minimise and where possible eliminate incidental bycatch in fisheries which have high risk of bycatch of protected, endangered and threatened species (PETS), in European waters.

The PDR will work specifically on tasks related to;

1. developing a modelling framework to design monitoring programmes, estimating bycatch probability, bycatch rates, and total bycatch for case studies;
2. using outcomes of mitigation trials to assess the effect of mitigation measures;
3. developing a decision support simulation system for bycatch management and mitigation interventions.

The role will be based in Ireland, although there will be opportunities for collaboration with European partners in Denmark to work on development of an assessment framework on conservation implications of incidental bycatch. There may also be opportunities to work with wider fisheries stakeholders.

What Will You Be Doing Every Day?

Principal Tasks:

The main tasks will be linked to the overall project work, and utilise data from case studies based across the Northeast Atlantic. This will include:

- Produce bias-corrected bycatch rates, and methods to generate bias-corrected rates and total bycatch, for case studies.
- Produce methods for the assessment of bycatch mitigation trials for case studies with integration into bycatch rates estimates.
- Where appropriate, produce bycatch threshold estimates based on best available sociological data and integrated mitigation effects.
- Maintain an overview of the published and grey literature related to the project.
- Help work on the project where the MI is involved and collaborate on other project work as appropriate.
- Present the work at local, national, and international meetings, including project meetings.
- Publish regular articles in peer reviewed journals.
- Carry out any other duties assigned from time to time, appropriate to the position.
- Other outputs to ensure delivery of the project, appropriate to the grade and role as required from time to time.

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 PhD in fisheries science, marine science, statistical ecology or a related field.
- An understanding of issues related to bycatch in European fisheries.
- Demonstrated experience of working in the arena of fisheries and/or marine ecosystem modelling or similar.
- Demonstrated skills in data analysis linked to marine ecological/fisheries science, with particular experience in statistical modelling.
- Strong data handling and data manipulation skills (e.g., experience developing pipelines to handle complex relational data).
- Experienced in hierarchical statistical modelling (ideally implemented in R) and a good grasp of statistical inference from multi-scale longitudinal data.
- Ability to work with and effectively communicate with scientists, the fishing industry and other relevant stakeholders.
- High level of experience in the use of Microsoft Office applications.
- Proven Scientific Report and peer reviewed paper writing skills.
- Proven ability to produce reproducible code.
- Effective organisation and administration skills.
- Good time management and the ability to prioritise and meet deadlines.
- The ability to work unsupervised and as part of a team.

Ideally Nice to Have / Desirable:

- Experience with spatial data analysis and agent-based modelling, or other task appropriate statistical and data handling skills.
- Experience with commercial and research vessel fisheries surveys and sampling programmes.
- Experience of data management.

What else do you need to know?

(Special personal attributes required for the role)

This is an exciting role to work as part of a large international project that aims to improve knowledge and understanding to reduce bycatch of PETS in European waters. This will involve working with leading scientists in the field from 35 institutes and companies across 13 European countries. It would suit an adaptable, enthusiastic, fast learner who is keen to widen their skills and experience. The work of the project is aimed to produce outputs that can be utilised by multiple different stakeholder groups related to European fisheries including by providing advice to policy makers, managers and fishing communities. You should be;

- Able to collaborate with a wide range of individuals and organisations
- Organised and reliable
- Ambitious
- Self-sufficient while being a good team player

Description of Service Group: Fisheries Ecosystem Advisory Services – The Wider Team

Currently, FEAS consists of over a 100 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 [research facility at Newport](#), Co Mayo and Cashel, Co. Galway. 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 support stock assessments of diadromous fish species (salmonids and eels) and work closely with IFI (Inland Fisheries Ireland) on the Technical Expert Groups on Salmon and Eel and maintain a core competency in tagging various fish species with a range of authorised tag types. In recent years FEAS has developed a core expertise in oceanic tracking of large marine fish.

Further details can be found on the Marine Institute website:

<https://www.marine.ie/site-area/areas-activity/fisheries-ecosystems/fisheries-ecosystems>
<https://www.marine.ie/site-area/areas-activity/aquaculture/aquaculture>

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

The successful candidate will be based at MI Oranmore and will report to the marine Institute's project co-ordinator for the CIBBRiNA project.

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.

Contacts:

Within the Marine Institute: CIBBRiNA project co-ordinator, FEAS team, and the wider Marine Institute

External: CIBBRiNA Consortium partners, Fishing Industry and other stakeholders.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for a Post-Doctoral Researcher (as per HEI University appointments), a scale that starts at €45,847-€52,339 per annum pro-rated with time worked. You will commence on the first point of the scale 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 or are a member of another Public Sector Scheme.

Annual Leave:

Annual leave entitlement for a Post-Doctoral Researcher is 24 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, by your manager or their authorised representative.

Duration of Contract:

This temporary specific purpose contract of employment will be for up to 48 months period. 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.

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/PDR/CIBB/APR25**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon on the 2nd of May** . Unfortunately, late applications cannot be accepted. 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 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.