



Marine Institute Job Description

Position	Laboratory Analyst – Fisheries Assessment Analyst
Grade & Contract	Laboratory Analyst Grade Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EUMAP – EMFAF funded)
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Castletownbere Fishery Harbour Centre, Castletownbere, Co. Cork. (Noting that the Marine Institute has introduced a blended working Policy, which you may be able to apply for in due course in line with the policy)

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.

An important part of this role will be working and communicating with the industry and explaining the importance of the at sea sampling programme to our scientific work. Dissemination and communication of information related to the work of FEAS and its data collection activities will be a key role. These activities will contribute to the delivery of Ireland’s obligations under the Data Collection Multi Annual Programme (DCMAP) funded under the European Maritime, Fisheries and Aquaculture Fund (EMFAF 2021 to 2027) which provides the scientific data that supports implementation of the Common Fisheries Policy (CFP).

The DCF programme involves at sea and port sampling of catch and landings, scientific surveys (e.g. acoustic, egg, groundfish, underwater TV surveys, shellfish on research vessels and surveys aboard commercial vessels), management and analyses of data, assessment and provision of scientific advice on the sustainable exploitation of fisheries resources.

What Will You Be Doing Every Day?

Principal Tasks:

- Sea time on board commercial vessels as part of the DCF at-sea sampling programme
- Work up of samples from the at sea self-sampling programme from the commercial fleets
- Port sampling in Castletownbere (and other ports as required) of pelagic, demersal, *nephrops* and shellfish species to fulfil the DCF sampling targets.
- Participate in a suite of research surveys at sea as required.
- Arrange, collect and work up of *nephrops* samples from a variety of Functional Units in order to fulfil the DCF sampling targets with specific responsibility for the south west coast sample coordination and sample collection.
- 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).
- Establish and maintain effective working relationships with fishermen, Co- Operatives and Fish



Producers Organisations.

- Participate in outreach events and meetings related to the fishing industry.
- Act as a local contact point between the industry and the Marine Institute.
- Day to day management of summer bursars and students.
- 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, Internet/Email).
- Experience with data entry and quality control of scientific data.
- A full clean driving licence and own transport.
- Demonstrated ability to communicate effectively both in writing and verbally to different audiences including non-technical.

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.
- 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.
- Excellent interpersonal and communication skills.
- Experience in collaborating with scientists and members of a technical team.
- Ability to work diplomatically and capable of resolving issues with stakeholders.
- The ability to work to deadlines and manage time effectively.

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 Government's 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 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 the Marine Institute, Castletownbere Fishery Harbour Centre, Castletownbere, Co. Cork. 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 scientists and officials from other government organisations, and representatives from the Fishing Industry. 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, Department of Finance approved Salary Scale for Laboratory Analyst, with a full time salary scale running from €37,759 - €63,037 per annum, pro-rated with time worked. You will 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 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:

The maximum duration of this temporary specified purpose funded contract of employment will be up to December 31st 2027. 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/LA/CTB/POST9/DEC23**.

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