

Marine Institute Job Description

Position	Scientific Technical Officer (STO) Fishing Impacts and Survey Analysis
Contract	Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EMFAF)
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co Galway. (The Marine Institute have a Blended Working Policy in place)

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

The Scientific and Technical Officer (STO) will be an integral part of the FEAS team, working closely with the appropriate Teams Leads (TL's) on service delivery to our main client DAFM (Department of Agriculture, Food and the Marine). Work will involve analyses of fisheries dependent and independent data in partial delivery of Ireland's obligations under the Data Collection Multi Annual Programme (DCF-EUMAP) funded under the European Maritime, Fisheries and Aquaculture Fund (EMFAF 2021 to 2027). Work supporting the CFP in provision of data for ecosystem impacts of fisheries and the analyses of survey data for stock assessment (e.g. tuning data sets) and ecosystem indicators that can be used to support the Marine Strategy Framework Directive (MSFD), NATURA and other relevant policy drivers.

Work will focus on Analyses of vessel monitoring system (VMS) data to assess the spatial footprint and seasonal fishing activities of fisheries. This is integral in support of requests from the Department of Agriculture, Food and the Marine (DAFM) in assessing fisheries activities and in relation to Offshore Renewable Energy (ORE), Marine Protected Areas (MPAs) and other policy drivers. An important element is completion of annual VMS data requests in support of ICES's spatial fisheries data product as requested by OSPAR and national requests. The successful candidate will represent Ireland at the annual ICES Working Group on Spatial Fisheries Data (WGSFD) where VMS data analyses are developed and conducted.

Further, application and improvement of stock assessments of various commercial demersal fish stocks, including elasmobranchs. This will include analyses of commercial catch (fisheries dependent) and fisheries survey (independent) data and collaboration within national and international fora.

What Will You Be Doing Every Day? Principal Tasks:

The roll will focus on:

- Production of the annual vessel monitoring system (VMS) data call to ICES.
- Attendance at the ICES Working Group on Spatial Fisheries Data WGSFD.
- VMS fisheries footprint requests in support of national government in relation to Marine Spatial Planning (MSP), Marine Protected Areas (MPAs) and Offshore Renewable Energy (ORE).

- Contributing to demersal fish stock assessment benchmarking process, including elasmobranchs in the ICES forum.
- Attendance at associated ICES Working Groups as appropriate.
- Data analysis for ICES expert groups on assessment and advice relating to ecosystem impacts of fishing including support in preparing submission of associated DCF data calls.
- Analysis of survey and fisheries transversal data for stock assessment and wider ecosystem advice (e.g. Marine Strategy Framework Directive, MSFD) and associated data collation, quality control and management.
- Presentation of the work at local, national and international meetings.
- Staff will also be expected to participate in research surveys at sea.

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 third level degree in a marine science, ecology, mathematics, renewable resource management, or related field, with at least one year of work experience in a relevant scientific area.
- Strong data handling and data base skills including spatial data (to include SQL, R, GIS).
- Experience in mapping of spatial data preferable through the R language and GIS.
- Higher level of experience in the use of Microsoft Word, Excel, PowerPoint and Statistical Packages.
- Proven Scientific Report Writing Skills.
- 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.
- Good written and verbal communication skills in addition to effective numeracy skills.
- Sea going experience or sufficiently fit to pass an ENG II Medical.

Ideally Nice to Have / Desirable:

- A sound knowledge of fisheries and marine biology.
- Knowledge of fish stock assessment.
- Fisheries research experience and aptitude for use of statistical packages such as R.
- Experience in statistical modelling.
- Publication Record.
- Full, driving license.

What else do you need to know?

(Special personal attributes required for the role)

This is an exciting opportunity to work in a dynamic operational science environment supporting the sustainable management of fisheries resources with ecosystem awareness.

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.
- Able to collaborate with scientists and members of a technical team.
- Willing to learn and apply new methods, approaches and knowledge.

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 stock assessments on diadromous fish species (salmonids and eels) and are 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:

<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 directly to Team Leader for Ecosystems and Surveys or their authorised official.

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: Ecosystems and Surveys Team Lead, Integrated Advice Manager, staff in FEAS, and the wider Marine Institute.

Outside the Marine Institute: Members of associated ICES Working Groups, international counterparts, National stakeholders.

Salary:

Remuneration is in accordance with the Public Sector, Department of Public Expenditure / Department of Finance approved Salary Scale as at October 2024 for a Scientific Technical Officer, a scale that starts at €38,083-€77,284 per annum pro-rated with time worked. You will commence on the first point of the salary 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 Scientific Technical Officer is 25 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 post will be filled on a temporary Specified Purpose basis for up to 48 months, subject to funding. The successful candidate will be on probation for the first six months.

What 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/STO/VMS/FEB25**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12pm noon, 10th of March, 2025**. 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.