

Marine Institute Job Description

Position	Temporary Ornithology Team Leader in Appropriate Assessment reporting for Aquaculture and Fisheries in Natura 2000 sites
Grade & Contract	Temporary Specified Purpose - Funded for up to 2.5 years via the EMFAF MBS (MB/2021/08)
Service Group	Marine Environment & Food Safety Services (MEFSS)
Location	Marine Institute, Oranmore, Co. Galway, Ireland

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

There are a number of priority elements to the role of Team Leader (TL) for the ornithology reporting of Appropriate Assessments of Aquaculture and Fisheries in the Benthos Ecology Unit (BEU) within MEFSS:

- 1) Project management is an important component as the BEU is responsible for executing several advisory functions relating to shellfish and finfish aquaculture licensing on the foreshore and in Natura 2000 sites.
- 2) In addition to managing the processes listed above the TL will be responsible for procuring and managing monitoring and research and monitoring contracts which are annually required to address ornithology monitoring and research questions relating to shellfish and finfish aquaculture. The TL will be responsible for working with the contractors and assisting with data and information provision as required and for ensuring the final drafts of these reports meet the appropriate standards.
- 3) Technical familiarity of seabird/shorebird ecology and risk assessment methodologies (to include among others, hazard assessment, mitigation and risk communication) and frameworks are required for the effective management of the programme. Strong technical capabilities and proactive familiarisation of assessments of impact of developments on ecological indicators will be integral to the management of these projects.
- 4) Ability to produce rigorous high quality reports. This role involves the production of a number of report types ranging from Appropriate Assessment (AA) reports (i.e., risk assessments relating to Natura 2000 SCI marine habitats and species), to internal memorandums, to grey literature reports, to scientific publications. The TL is responsible for ensuring reports are of a sufficient technical standard and defensible. Another report type, is that produced by sub-contractors on-behalf of the MI in particular, AA ornithology reports and outputs of ornithological monitoring. The TL will be responsible for procuring this service, working with the contractor and assisting with data and information provision as required and for ensuring the final drafts of these reports meet the appropriate standards.

- 5) Provision of general environmental advisory support to the MEFSS team and the MI broadly and participation in relevant MI Matrix teams established to fulfil MI strategic and operational goals.

The delivery of technical advice requires an ornithological scientist with a good working knowledge of a range of marine sectors and their likely environmental interactions. A good working knowledge of relevant National and EU legislation including, the Fisheries (Amendment) Act, 1997 (as amended) and associated Regulations; EIA regulations, Habitats Directive 92/43/EEC, European Communities (Birds and Natural Habitats) Regulations 2011, relevant marine data sources as well as strong analytical skills and the ability to communicate clearly and concisely both in writing and verbally is also required

What Will You Be Doing Every Day?

Principal Tasks:

- Applying relevant risk analysis frameworks, oversee the preparation of Appropriate Assessment reports of aquaculture (and fisheries) operations in Natura 2000 sites, as requested by DAFM and with a particular emphasis on shorebird ecology and anthropogenic interactions.
- Development of relevant monitoring programmes as required.
- Carry out site visits in relation to Natura assessments and aquaculture and/or fisheries licencing, as necessary.
- Advise DAFM on the production of Natura AA Conclusion statements.
- Attend meetings with DAFM, as required.
- Prepare and evaluate tenders for research project and/or monitoring interactions between aquaculture activities and Natura features (habitats and species).
- Liaise with contractors in relation to the production of Natura assessments, particularly as they relate to Special Protection Areas (SPA) and Special Conservation Interests (SCI).
- Attend regular MEFSS Team meetings, as required.
- Participate in relevant MI Matrix teams, as required.
- Provide regular activity reports to Section Manager.
- Work in a safe manner, adhering to all required safety policies and practices in place.
- Perform other duties as relevant to the position and grade, as assigned by the Section Manager- Licencing and Policy Advice, Director of MEFSS, the CEO of the Institute, or its senior leadership team.

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:

- Minimum of an honours Degree in a relevant subject in the area of marine, environmental, biological sciences.
- A minimum of **three years of post-qualification work experience** across a broad range of marine sectors including in the area of environmental monitoring, research or advice with particular emphasis on seabird/shorebird ecology.
- Demonstrated knowledge of Environmental Risk Analysis Frameworks.

- Experience of working with relevant environmental data sources and technical documents which form the basis of risk analysis.
- Demonstrated knowledge of relevant National and EU legislation; to include, Fisheries (Amendment) Act, 1997 (as amended) and associated Regulations; Environmental Impact Directive 2014/15/EU, Habitats Directive 92/43/EEC, Birds Directive 79/409/EEC and, European Communities (Birds and Natural Habitats) Regulations 2011.
- Demonstrated ability to communicate science based knowledge effectively to a range of audiences in both written and oral formats.
- Experience in applied research or collaborations between industry, scientific and development bodies.
- Proven experience in project development, implementation, management and delivery – including financial management with effective governance, procurement, budgeting and reporting.
- A high level of computer literacy including the use of standard MS Office software packages.
- Proven Report Writing Skills to include a demonstrated ability to review technical documents.
- A demonstrated ability to organise and conduct field work including research at sea aboard a variety of boats and research vessels.
- A full clean Driving License.
- Willingness to attend meetings in Ireland and abroad.

Ideally Nice to Have / Desirable:

- A post graduate qualification in risk assessment or shorebird/seabird ecology
- Experience in leading and managing research projects from proposal stage through to completion.
- Familiarity with the Irish aquaculture industry and other relevant marine sectors e.g., Inshore Fisheries, Offshore Renewable Energy, Seaweed Harvesting.
- Familiarity with ecosystem service frameworks.
- A publication record in field of seabird ecology.
- An understanding of the importance of communications in project development and results dissemination with demonstrated excellence in both written and spoken English with a range of audiences.
- Understanding of available marine data as a basis for improved ecosystem based advice and decision making tools.

What else do you need to know?

(Special personal attributes required for the role)

- Demonstrates energy, dynamism reliability and a positive attitude
- Demonstrated analytical skills and the ability to review and disseminate high volumes of data and information in a timely manner.
- Takes ownership of tasks and is determined to see them through to a conclusion.
- An ability to work in an organised manner and progress work independently, managing time effectively to deliver multiple outputs on time.
- An ability to manage a multi-disciplinary team and shared resources working across multiple programmes and projects.
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- A collaborative and open approach to project and programme success.

- The ability to remain focused when multiple important deadlines coincide.
- Solutions orientated with excellent initiative and problem solving skills.
- Self-sufficiency, while being a good team player.
- Excellent interpersonal skills.
- Possesses sound, balanced judgement and strong analytical abilities.
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs with stakeholders.
- Ability to effectively communicate in written and audio-visual formats.
- Strong leadership qualities

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

This position will be based in **Marine Environment & Food Safety Services (MEFSS)** but will have significant interactions with other service areas within the **Marine Institute** particularly, **Fisheries Ecosystems Advisory Services**.

Profiles of these service areas are summarised below.

Marine Environment & Food Safety Services (MEFSS)

MEFSS provides government agencies, industry and other clients with food safety, environmental and fish health scientific services, primarily through the implementation of monitoring programmes and research programmes and the provision of advice and regulation. These services are largely in support of the remit of our parent department, the Department of Agriculture Food and the Marine (DAFM). The services provided are focused on scientific support to key marine policy areas such as **Marine Aquaculture, NATURA 2000, WFD**. In addition, support of and collaboration with other departments and agencies are provided such as, the Department of Housing, Local Government and Heritage (DHLGH), the Environmental Protection Authority (EPA), the Department of Environment, Climate and Communications (DECC), Bord Iascaigh Mhara (BIM), the Sea Fisheries Protection Authority (SFPA), the National Parks and Wildlife Service (NPWS), and the Food Safety Authority of Ireland (FSAI)—amongst others.

Under the Marine Strategy Framework Directive 2008/56/EC (**MSFD**), MEFSS also supports DHLGH through data collection and reporting on **MSFD** descriptors 2, 5, 8 and 9, in coordination with reporting on other descriptors led by other service groups within the MI, in particular **Fisheries Ecosystem Advisory Services (FEAS)**.

Fisheries Ecosystem Advisory Services (FEAS)

The **FEAS** mission is to assess, research and advise on the sustainable exploitation of the marine fisheries resource and research and advise on sustainable marine aquaculture. 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.

FEAS scientific services are focused on the Seafood Sector which makes a significant contribution to the Ireland's Ocean Economy. Our key client is the Department of Agriculture Food and the Marine (DAFM). The services provided are focused on scientific support to key marine policy areas such as the **Common Fisheries Policy, the MSFD, NATURA 2000 and Marine Aquaculture**. **FEAS** also undertake a wide range of research focused on ecosystem understanding that will inform the advisory needs of the future.

A key output of **FEAS** is the annual Stock Book and the annual Shellfisheries Stock Book. These provide the latest assessment 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.

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

The successful candidate will report to the Section Manager Licencing and Policy Advice in 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 a series of 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, Employee Assistance Programme, Bike to Work Scheme, Staff Medicals and Annual flu vaccination.

Contacts:

Within the Marine Institute:

Chief Executive Officer, Director of MEFSS, Directors, Managers and Teams within the Institute.

Outside the Marine Institute:

External contacts including Government Departments – DAFM (parent department), DHLGH, DECC, Agencies, contractors and other experts and stakeholder, other partner agencies and Departments, 3rd level research organisations. International contacts will likely include the ICES, EU Commission and other European and International Networks.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Team Leader (Engineer II grade) which runs from €67,148- €81,887 on a full time basis 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 Team Leader is 27 days per annum. Annual leave entitlements are exclusive of Public Holidays and are managed using the Time & Leave Management System in Place in the organisation. All leave must be approved by your manager or their authorised representative; in advance of being taken and in line with Marine Institute leave policies.

Duration of Contract:

The contract will be issued on a temporary specified purpose basis and will run for a duration of 2.5 years. There will be a 6-month probationary period.

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 (2018 to 2022) is available [here](#)

Harnessing our Ocean Wealth (HOOW) is an Integrated Maritime Plan (IMP) for Ireland. HOOW sets out a roadmap for the Irish Government’s vision, high level goals and integrated actions across policy, governance and business to enable our marine potential to be realised. Goal 2 of HOOW focuses on healthy marine ecosystems and specifically; to protect and conserve our rich marine biodiversity and ecosystems; manage our living and non-living resources in harmony with the ecosystem; implement and comply with environmental legislation (see <http://www.ouroceanwealth.ie/>)

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 **MEFS/TL/AA/Feb23**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon Friday 24th of February 2023**. 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.