

Marine Institute Job Description

Position	BlueAction Atlantic & Arctic (BlueActionAA) Project Lead
Grade & Contract	Team Lead (ENGINEER Grade II), Specified Purpose Contract up to 31st August 2029 (Funded under Horizon Europe)
Service Group	Policy, Innovation & Research Support (PIRS)
Location	Either Marine Institute, Oranmore, Co. Galway, Ireland or Marine Institute, 3 Park Place, Hatch Street, Dublin (The Marine Institute has a Blended Working Policy in Place)

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

Project Background

This is an exciting opportunity to lead an EU Horizon Europe action in support of the EU Mission ‘Restore our Ocean and Waters’ (the Mission). The Mission, launched by the European Commission is a testament to the importance and relevance of these objectives, targeting the protection and restoration of marine ecosystems by 2030 through regional ‘Lighthouses’ focusing on specific objectives for each lighthouse. The Mission is designed to fulfil three interlinked and mutually supportive objectives: “i) Protect and restore marine and freshwater ecosystems and biodiversity; ii) Prevent and eliminate pollution of our ocean, seas and waters; and iii) Make the sustainable blue economy carbon neutral and circular.”

Mission objectives are to be implemented in two phases: ‘development and piloting phase’ (2021-2025), and a ‘deployment and upscaling’ phase (2026-2030). The Ocean Mission emphasizes community-led initiatives as essential for achieving its goals of restoring ocean, sea, and water health by 2030. By empowering local communities—especially those in coastal and indigenous areas—these initiatives leverage local knowledge, foster ownership, and promote tailored solutions for environmental challenges.

BlueActionAA is a project focussed on facilitating success, the role of the project is to scale up/scale out solutions to meet the Mission Restore our Ocean and Waters by 2030. BlueActionAA aims to mobilise and engage communities across the Atlantic and Arctic regions in ambitious efforts to restore and protect marine and freshwater ecosystems. BlueActionAA will address the three types of support to communities of actors: 1) financial support to third parties (cascading grants) to community-led pilot actions; 2) cascading grants for transition agendas; and 3) technical assistance, to be provided by the consortium.

Who will you work with & what Will the role involve

The BlueActionAA manager will provide leadership and management to the project consortium to ensure the project is delivered to a high standard of excellence and that the contractual requirements are delivered in full.

The successful candidate will work in close cooperation with the PIRS Director and will hold the primary responsibility for the implementation and delivery of MI commitments in the newly funded BlueActionAA; **“Empowering Community-led Action in the Atlantic & Arctic”**, a *Horizon Europe* project funded by the European Commission.

The project manager will, in particular, lead Work Package 1 of the BlueActionAA project, enabling delivery of a range of coordination aspects of the project and maintaining a strong interaction with the European Commission project officer, Mission Secretariat, Consortium members and CSAs from other Mission lighthouses. The role will also involve liaising with the project partners, the EC, national and international stakeholders, and have responsibility for all technical and financial reporting on the project. In addition, the Programme Manager will:

- Manage all aspects of the BlueActionAA programme, ensuring appropriate coordination of work package inputs and outputs with partners, project reporting (technical and financial), and compliance with all governance requirements.
- Work with Consortium partners to develop, launch and implement cascade grant calls across the Atlantic & Arctic.
- Build and mobilise the multidisciplinary and multi-sectoral cooperation needed to expedite the progress delivering the Mission targets in the Atlantic and Arctic Sea basins.
- Demonstrate how BlueActionAA contributes to the overall Mission to Restore Our Ocean and Waters by 2030.
- Act as a liaison to facilitate and enable collaboration between BlueActionAA and associated projects, strategies and initiatives linked to the Mission to Restore our Ocean and Waters such as the other lighthouse cascade funding projects, Phase 1 CSAs and Phase 2 CSAs and Mission Ocean R&I projects.
- Engage with national and international representatives to promote the objectives of BlueActionAA and the broader Mission Ocean.
- Promote the exchange of knowledge and expertise between Irish and European stakeholders and institutions to underpin longer-term cooperation in the marine science field.

The Marine Institute is currently undertaking a review of organisation structure, which when complete may impact the roles and duties of employees and bring about change. Any impacts or changes will be communicated.

What Will You Be Doing Every Day?

Principal Tasks:

- Act as a focal point for event organisation related to the BlueActionAA project and represent the MI at necessary meetings and workshops e.g. annual Mission Ocean Forum etc.
- Act as a BlueActionAA liaison point for synergistic Atlantic and Arctic programmes and projects.
- Act as a point of contact for Ireland for the implementation of BlueActionAA.
- Ensure that all MI corporate governance requirements are met and take overall responsibility for financial and technical reporting requirements in accordance with the Grant Agreement and Consortium Agreement for the project, including procurement, and carry out all the necessary financial verifications and due diligence.

- Liaise with Consortium partners, the EC, other national and international partners and stakeholders to promote BlueActionAA and provide up to date information on the progress of the project.
- Manage the process of engagement with national and Atlantic/Arctic stakeholders specifically, e.g. through policy dialogues, meetings, workshops and site visits.
- Address and resolve any issues relating to potential issues or delays in the delivery of the work programme for WP1.
- Prepare quarterly budgetary and progress reports for the coordinator, Research Coordination and Support in the MI and other external stakeholders for the project.
- Review, evaluate and disseminate outputs from deliverables funded under the project and provide recommendations on future actions;
- Support the development, launching and implementation of cascade grant calls under BlueActionAA.
- Act as an advocate for the Mission to Restore Our Ocean and Waters by 2030.
- Identify and deliver on opportunities to build additional research capacity and synergies between projects and research teams at national and international level.
- Working with International Programmes to support the development of national activities linked to Mission Implementation; e.g. through the High Level Group on Horizon Europe and the TRAMI project (<https://www.trami5missions.eu/>) and track governmental and agency initiatives that support the objectives of the Mission Ocean.
- Working with the MI Communications Team, build and implement and communications plan to promote the MI related activities and outputs for BlueActionAA, including web presence, social and traditional media and presentations at events and conferences; and
- Any other duties relevant to the role and grade that may arise from time to time as assigned by the Director of PIRS.

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 qualification degree in fisheries, ecology, marine socio-ecology or a related field.
- At least 3 / three years post qualification demonstrated experience of working in a relevant technical or scientific experience e.g. Horizon Europe projects, EU projects, programme management, project coordination.
- Experience leading teams, managing staff and/or motivating people.
- Experience of working with the European Commission and international stakeholders at a range of levels.
- Demonstrated experience of coordinating and delivering multiple projects concurrently and a demonstrated ability to take a lead roles in delivery of complex scientific programmes.
- Demonstrated experience of working in an interdisciplinary and/or transdisciplinary science environment.
- Demonstrated excellent interpersonal skills and an ability to work with, organise and effectively communicate with people ranging from consortium partners, scientists, innovators and policy advisors and the wider public.

- Demonstrated ability to represent organisations at international meetings and for a across the Atlantic and Arctic (e.g. Atlantic Stakeholders Platform Conference, EU Ocean Days, Arctic Frontiers).
- Demonstrated experience working on collaborative international projects (e.g. BlueMissionAA, Prep4Blue, OKEANO, Horizon Europe, Interreg, etc.).
- Experience working in EU Consortium's and working with EU partners.
- Proven ability to manage and integrate complex requirements into clear action planning, and succinct documents and strategies.
- Demonstrate full independence, impartiality and confidentiality in conducting the scope of work.
- Demonstrated ability to identify, evaluate and manage risk.
- Demonstrated experience of working in roles that require working on own initiative.
- Demonstrated ability to work in an environment with high demands and outputs and an environment with evolving demands.
- Track record of producing financial, technical and management reports.
- Demonstrated experience and knowledge of working in roles that include ensuring compliance with good governance practice and compliance practices.
- Excellent written, verbal and communication skills with an ability to maintain good relations with customers, peers and direct reports.
- High level of accuracy and attention to detail.
- Confident and assured in explaining requirements to others and ensuring compliance with organisation policies and procedures.
- Willingness to travel on a regular basis in Europe and internationally.

Ideally Nice to Have / Desirable:

- A postgraduate degree in a relevant area or discipline.
- Knowledge of/ experience of national and/or international research funding programmes and relevant ocean science/policy initiatives.
- Experience of working in the Mission Ocean.
- Experience working with Atlantic & Arctic stakeholders.
- Strategic thinker capable of identifying opportunities and risks, with an impact focussed approach.
- Understanding of the issues surrounding marine spatial planning, conflicting objectives and trade-offs.
- An interest in applying research outputs to meet advisory and/or policy needs.
- Experience with hosting, running and facilitating a range of stakeholder meetings (in person and online) with a diverse range of stakeholders.

What else do you need to know?

(Special personal attributes required for the role)

- This role would suit an adaptable, enthusiastic, fast learner who is interested in widening their skills and experience and capable of horizon scanning and out-of-the-box thinking
- The ability to assimilate information, objectively analyse, evaluate and integrate complex information to identify key issue(s).
- You should be:
 - Solutions-oriented with good initiative and problem-solving ability.
 - Impact / end-user focussed

- Self-sufficient while being a good team player.
- Able to work in an organised and manner and progress work independently.
- Demonstrate energy and a positive attitude.
- Bring a solutions focus, initiative and ideas.
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs.
- Dynamic, innovative and reliable.
- Resilient with the ability to remain focused and calm under pressure when multiple important deadlines coincide.
- Ability to effectively prioritise multiple outputs and manage time to deliver outputs on schedule (including multiple equally important deliverables).
- Approaching work in a careful and methodical manner.
- Highly effective communicator.
- Strong leadership qualities.

Description of Service Group and the Wider Team

PIRS provides a range of services, promotional and coordination activities linked to MI, national and international research and innovation across several programme areas including:

- Competitive Marine Research Funding Programme.
- MI Research Coordination and Support Services
- Research & Innovation Coordination, Policy and Strategy (national and international)
- Policy Support and Socio-economics, Data and Evidence Programme
- Sustainable Blue Economy Partnership and Blue Bioeconomy Programme
- Our Shared Ocean Programme (DFA funded programme on Small Island Developing States, SIDS)
- Horizon Europe Coordination and Support Actions (OKEANO and BlueMission AA)

The overall aim of PIRS is to increase national coordination, promotion and support for marine research & innovation and also raise the capacity and research performance of the Marine Institute, positioning Ireland as a leader in ocean knowledge, and enhancing our international impact through Atlantic Ocean research initiatives. PIRS also provides analysis, advice and services in integrated maritime policy and marine socio-economics supporting national governance goals in marine management and sustainable development of the blue economy.

Policy, Innovation and Research Support (PIRS) plays a key role in supporting and promoting marine research and innovation within the Marine Institute, and at national and international level. PIRS works collaboratively to implement key aspects of the MI Strategy, Building Ocean Knowledge, Delivering Ocean Services, with relevance across all parts of the strategy and particularly focused on achieving the goals of Strategic Focus Areas 3 (Research & Innovation).

At the national level, PIRS coordinates the development of advice and input on behalf of the MI to national research strategies and policies.

PIRS leads and coordinates MI participation in a range of international science policy fora aimed at advancing the MI and Ireland's international research collaborations and influencing the international research agenda. On behalf of the MI, PIRS provides a range of services to the Irish marine and maritime research community to maximise the national success rate in winning international research funding.

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

The successful candidate will report directly to PIRS Director. The successful candidate will be based at either MI Oranmore or MI Newport.

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:

Marine Institute: PIRS Director, PIRS team members, MI Senior Management Team and liaison with other teams throughout the Marine Institute (as required)

External:

European Commission, BlueActionAA project partners, BlueActionAA High Level Board and Steering Committee, Mission Secretariat, Coordinators of the other lighthouse cascade grant projects, Lighthouse CSAs coordinator & partners, OKEANO coordinator, researchers based in Higher Education Institutes, Non- Governmental Organisations, Non-Profit Organisations, Public Research Bodies, Companies (both National & International) in the marine sector.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale in August 2025 for Team Leader (Engineer II grade) which runs from €74,701 to - €91,100 on a full-time basis per annum pro-rated with time worked. You will commence on the first point of the scale at €74,701 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 Team Leader is 27 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:

This temporary specific purpose contract of employment will be for a 4-year period up to the 31st of August 2029, aligned with the external EU project funding for this post. The successful candidate will be on probation for the first nine 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 Ireland’s scientific agency responsible for supporting the sustainable development of the state’s maritime area and resources. We do this through conducting applied research and providing scientific knowledge, advice and services to government, industry and other stakeholders and users. This policy advice capacity, our broad mandate, and the research programmes we fund and undertake, give us a unique insight into the science-policy interface and make us an exemplar in the provision of integrated ocean knowledge.

The Marine Institute provides a broad range of essential scientific support to its parent department, the Department of Agriculture, Food and the Marine (DAFM). There is an increasing demand from Government for the data and evidence that are essential to inform national policy and to underpin the state’s governance of our maritime area. Through laboratory, field and seagoing work, the Institute carries out statutory environmental, fisheries and aquaculture surveys, seafood testing and other monitoring programmes assigned by government. The Institute plays an important role in supporting the state’s response to the impacts of our changing seas and oceans, through working with the national and international scientific community to observe, study and understand our changing oceans. This essential scientific advice supports industry, protects consumers and underpins legislative and other obligations aimed at the protection and management of the marine environment.

Our vision - *The Marine Institute is a national and international leader in ocean knowledge that benefits people, policy and planet.*

Our Mission - *The Marine Institute provides scientific, research and development services to government, agencies, industry and society that support the sustainable use of our maritime area, the protection and restoration of marine ecosystems, and promote a shared understanding of the ocean.*

There are 6 broad service areas within the Marine Institute; (1) Ocean, Climate and Information Services, (2) Marine Environment & Fish Health Services, (3) Fisheries Ecosystems Advisory Services, (4) Irish Maritime Development Office, (5) Policy, Information 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, H91 R673. All correspondence for this post should quote reference **PIRS/TL/BlueActionAA**.

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon on Friday the 16th of January**. 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 (GDPR) 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.