

Marine Institute Job Description

Position	Section Manager – Fisheries resources & Assessments
Grade & Contract	Temporary Specified Purpose Contract for a duration up to 30th of November 2026 (Providing Redeployment Cover)
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co. Galway (The Marine Institute has a blended working policy in place)

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

A major service delivery for the Marine Institute is the advice to government clients on Fisheries resources. This forms a key support for the implementation of the Common Fisheries Policy (CFP). FEAS undertakes this service delivery for the MI providing scientific advice to DAFM. This work is delivered by the Fisheries resources and Assessment team, who are at the cutting edge of fisheries science in Europe and provide an accurate relevant and timely advisory service to government. The Fisheries resources and assessments section manager will manage this team, supporting development of scientists, planning the delivery of work and ensuring that the quality of outputs remains an excellent level. The section manager will work closely with the fisheries Impacts section manager, co-ordinating service delivery between these teams to DAFM and other clients and ensure effective communication & planning with other service areas across the institute. The section manager will also work closely with the FEAS Director briefing them on relevant matters and supporting the senior management team of FEAS to implement the annual workplan. In addition to overseeing the delivery of recurrent fisheries advice, the section manager will be responsible for co-ordinating MI involvement with ICES ACOM, for engagement with strategically aligned research and for the delivery of key outputs including the Stockbook.

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:

- Support FEAS Director in strategic planning and engage in cross services senior management support at an Institute level.
- Manage, develop capacity and support service delivery of the fisheries resources and advice teams.
- Co-ordinate, develop and support the delivery of fisheries advice to government.
- Implement relevant aspects of the FEAS annual work plan
- Establish and foster effective working relationships with stakeholders including National and international fisheries agencies, the fishing industry and ENGO's
- Co-ordinate and manage external communication of the work of the fisheries resources team to the public.
- Develop and evolve FEAS products and services, integrating with other service areas, to support service delivery to DAFM and other government clients.
- Co-ordinate and manage FEAS input to ICES and represent Ireland on the ACOM.



- Oversee the delivery of all fisheries related scientific requests from DAFM and other government departments. Responsible for client satisfaction with FEAS services.
- Manage scientific support DAFM in fisheries negotiations and stakeholder meetings.
- Provide support to DAFM with technical and scientific fisheries related meetings
- Oversee organisation and support stakeholder meetings and advice briefings.
- Work closely with fisheries impacts section manager to ensure effective advice delivery
- Liaise closely with H.R. on FEAS staff issues.
- Responsible for the impact of the fisheries resources and advice teams in delivering the M.I. strategy.
- Ensure the Implementation of PMDS within FEAS, promoting training and staff development.
- Ensure effective tracking and Monitoring of staff Lieu Leave and Leave in line with agreed policies, managing absence effectively.
- Ensure the Implementation of M.I. Procurement Policy.
- Ensuring adherence to M.I. Health and Safety Policy.
- Ensure M.I. Staff Handbook and related policies and guidelines are followed by direct reports and their teams.
- Informal & frequent meetings with FEAS Director (Follow up Action Points).
- Sign off and monitor Invoices.
- Any other duties as relevant to position and grade.

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. With well-established scientific credibility through a publication record.
- Performance oriented and the demonstrated ability to deliver successful outcomes in high pressure situations.
- The soft skills to manage to manage a large high performance team with demonstrated experience of identifying and resolving conflict situations in early course.
- Demonstrated ability to think strategically, to be able to quickly assimilate complex information and deliver a narrative without using jargon or technical terms.
- Capacity to deliver scientific advice and manage credible relationships with government departments and officials.
- Demonstrated knowledge of the science behind resource assessment and advice.
- At least five years' relevant work experience to include direct experience of people, project and budgetary management.
- Higher level of experience in the use of Microsoft Word, Excel, PowerPoint.
- Proven Report Writing Skills.
- Proven ability to work with and effectively communicate with a diverse range of people at all levels both nationally and internationally
- Demonstrated ability to represent organisations at international meetings and fora.
- Excellent Interpersonal Skills.

Ideally Nice to Have / Desirable:

- A general knowledge of and interest in the fishing industry.
- Full clean driver's licence.

What else do you need to know?

(Special personal attributes required for the role)

- Dynamic and reliable.
- Decisive and solution focused.
- Self-sufficiency while being a good leader.
- To take responsibility, be accountable and hold team to account.
- Ability to get on with people and possessing a diplomatic manner with the ability to resolve issues before conflict occurs with stakeholders.
- Experience in managing and collaborating with scientists and/or members of a technical team.
- Highly Effective communicator.
- The ability to assimilate information, objectively analyse and evaluate complex information to identify key issue(s).
- Solutions orientated with excellent initiative and problem-solving skills.
- Good attention to detail whilst also being able to identify 'big picture' requirements.
- Experience of working in a role with decision making responsibility and the need to apply sound judgement.
- An ability to work in an organised manner and progress work independently, balancing multiple important deadlines with resilience.
- Sound judgement.

Description of Service Group: FISHERIES ECOSYSTEMS ADVISORY SERVICES (FEAS) – The Wider Team

Currently, FEAS consists of over 90 scientific, technical, postgraduate 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. 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 resource assessments and impacts. A key output of FEAS is the annual Stock Book and the annual Shellfish Stocks and Fisheries Review. 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 Communications Energy & Environment (DCEE) to address the interactions of fisheries with marine spatial planning considerations such as DMAPS, MPA’s and ORE and undertake reporting on the Marine Strategy Framework Directive (MSFD). FEAS participates in a number of fora on fisheries advice and management with DAFM and the marine agencies, with the regional and national inshore fisheries representative groups and with the Irish Fisheries Science Research Partnership (IFSRP).

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). FEAS provide scientific support for DAFM at various EU meetings (e.g. the EU Norway Agreements and the EU Council of Fisheries Ministers).

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 M.I. Headquarters in Oranmore and will report to Director of 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 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. Training is important and we prioritise and invest in learning and development for all of our staff.

Contacts:

Within the Marine Institute

FEAS Director, Chief Executive Officer, Board of Institute, Corporate Services, Staff of the M.I.

Outside the Marine Institute

DAFM, ICES, BIM, Fishing Industry (National and International), SFPA, Environmental NGO's, Media, Third Level, other government departments and agencies.

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 M.I. Performance Management Development System (PMDS).

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Section Manager (ENG I) which runs from €85,786 to €107,064 gross per annum based on full time role. This role will commence on the first point of €85,786 per annum pro-rated with time worked. You will become a member of the Single Public Service Pension Scheme if you are not currently a member of a public sector pension scheme (or have not been a member in the past six months).

Annual Leave:

Annual leave entitlement for a Section Manager is 30 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 providing redeployment cover for the post holder up to the end of November 2026. There will be a 9/nine-month probationary period for the duration 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 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.

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/SM/Dec2025**.

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon Monday, 8th of December 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.**