

## Marine Institute Job Description

Position	<b>Temporary Team Leader - Fisheries resources and assessment</b>
Contract	<b>Temporary Specified Purpose Contract - for a duration up to the November 2026 (Career Break Cover)</b>
Service Group	<b>Fisheries Ecosystems Advisory Services (FEAS)</b>
Location	<b>Marine Institute Headquarters, Rinville, Oranmore, Co. Galway</b> <b>(The Marine Institute has a blended working policy in place)</b>

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

A core service provided by the Marine Institute is delivering scientific advice on fisheries resources to government clients, which is essential for implementing the Common Fisheries Policy (CFP). This advisory function is carried out by FEAS through the Fisheries Resources and Assessment section, a team recognized as being at the forefront of fisheries science in Europe. Their work ensures accurate, relevant, and timely advice to government, supporting sustainable fisheries management.

The Team Leader role is integral to this process. Positioned within the Fisheries Resources and Assessment section, the Team Leader will lead and develop a team of scientists, working closely with the section manager and other teams to deliver the annual work programme, support government clients, and advance the science underpinning fisheries advice. This role demands excellent interpersonal skills to maintain collaboration, resolve conflicts quickly, and ensure service delivery under pressure.

Beyond team leadership, the Team Leader will contribute to the development of scientific methodologies, represent the Marine Institute at international fora, and participate in scientific and technical meetings. Building and maintaining professional networks nationally and internationally is a key aspect of the role, as is contributing to peer-reviewed publications. The position also involves engagement with strategically aligned, externally funded projects, requiring a sound understanding of Marine Institute policies on research and procurement, as well as strong project and people management skills.

The Team Leader will be accountable for the output of their team and will play a critical role in delivering key outputs such as the Data Collection Framework Multiannual plan (DCMAP) work programme and the Stockbook, which are central to the sustainable management of Ireland's fisheries resources.

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:

The Team Leader will be responsible for delivery of the following:

- Undertaking assessments and developing solutions for fisheries management advice through relevant expert and advice drafting groups.
- Participating in and chairing scientific or technical expert groups.
- Support the Irish ACOM member as an alternate.
- Clearly communicating scientific advice and evidence to a range of users (e.g. DAFM, eNGOs, Fishing Industry).
- Leading a team to produce service delivery to DAFM, DCEE and other government departments and agencies in line with FEAS annual Plan and MI Strategy.
- Delivering the current years work programme, and with FEAS Managers and /Director, developing this programme to deliver emerging assessment and advisory needs.
- Participate and actively contribute to the FEAS management meetings, team meetings and staff meetings.
- Developing and effectively managing research projects, maximising available resources.
- Ensuring adherence of team to various MI policies and procedures (e.g. Staff Handbook, Health and Safety Policy, Procurement Policy etc.)
- Any other duties as relevant to FEAS work programmes, position and grade as required from time to time.

## 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 FETAC level 8 qualification / Degree in science/engineering or a related field.
- A minimum of three years of relevant post qualification work experience.
- Demonstrated ability to lead a high-performance scientific team delivering a dynamic workload.
- Demonstrated strong interpersonal skills to foster teamwork, resolve conflicts constructively, and maintain collaboration under pressure while promoting inclusivity.
- High levels of I.T. skills to include Microsoft Word, Excel, PowerPoint, Outlook and database skills.
- Ideally some level of proficiency with the R statistical programming language.
- Excellent knowledge of fisheries data analysis, statistical modelling, sampling designs and spatial data analysis, with demonstrated experience in fish stock assessment and quantitative methods relevant to fisheries.
- A strong track record in scientific report writing, scientific papers and ability to contribute to public outreach materials.
- Excellent communication skills and an ability to work effectively

with colleagues within the Marine Institute and external to the organisation.

- An ability to work in an organised manner and progress work independently.
- An ability to, travel to meetings workshops and conferences nationally and internationally (as required to represent the Marine Institute)

#### **Ideally Nice to Have / Desirable:**

- A relevant FETAC level 9 or 10 qualification.
- Proven track record of developing and managing research projects including financial management and reporting.
- Knowledge of how fisheries are assessed and managed in Europe under the CFP.
- A high level of fisheries data management experience.

#### **What else do you need to know?**

##### **(Special personal attributes required for the role)**

The role provides an opportunity for someone to operate and gain a broad range of experience in delivering a range of Fisheries Programme supports. Candidates should be interested in the Purpose and Programmes detailed for Fisheries and the Wider Marine Institute and should be able to demonstrate the following:-

- You should possess a sound, balanced judgement and strong analytical abilities.
- You should demonstrate energy, dynamism, reliability and a positive attitude.
- You should have a collaborative and open approach to achieving project and programme success.
- You should be an excellent communicator, both orally and in writing, to diverse audiences.
- You should possess strong leadership qualities, including mentoring and knowledge transfer skills.
- You should be highly organised, have the ability to progress work independently and have the ability to work under pressure in a dynamic environment to meet multiple deadlines to the standards and quality required.
- Adept at collaborating with scientists and members of a technical team.
- Strong level of technical aptitude and problem-solving skills.
- An ability to use initiative and to drive results.
- Ability to communicate with impact and in an accessible way to multiple audiences.

#### **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 Section Manager Fisheries Resources and Assessments.

### 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

Fisheries resources and assessments teams, FEAS fisheries impacts team, Fisheries data and programmes teams and collaborating experts across the MI. Managers, teams and directors in FEAS and other Service groups.

#### Outside the Marine Institute

DAFM, ICES, BIM, Fishing Industry (National and International), SFPA, Environmental NGO's, Media, Third Level,

#### 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 Team Leader (ENG II) which runs from €74,701 to €91,100 gross per annum based on full time role. This role will commence on the first point of €74,701 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 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 providing temporary cover for the post holder up to the 30<sup>th</sup> 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](mailto:recruitment@marine.ie) or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference **FEAS/TempTL/Dec2025**.

### Closing date for Applications:

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