

Marine Institute Job Description

Position	Aquatic Pathology & Shellfish Health Team Lead
Grade & Contract	Team Lead (Engineer Grade II), Contract of Indefinite Duration
Service Group	Marine Environment & Food Safety Services (MEFSS)
Location	Marine Institute, Oranmore, Co. Galway, Ireland We have a Blended Working Policy in Place which may apply to this role

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

This important role supports our organisation in the delivery of its essential work programmes. This role provides candidates with the opportunity to work in a diverse organisation which invests in and celebrates its people.

The Fish Health Unit is Ireland's NRL for finfish, mollusc and crustacean diseases. The laboratory monitors listed and emerging diseases, ensuring compliance with *Regulation (EU) 2016/429* and *Commission Implementing Regulation (EU) 2018/1882*.

The NRL is responsible for developing, validating and implementing appropriate methods for the testing of fish, mollusc and crustacean diseases; monitoring for the diseases specified in *Commission Implementing Regulation (EU) 2018/1882*, as well as for diseases of national importance. The laboratory is accredited to ISO 17025 standard. The FHU is also engaged in a number of research programmes related to diseases of significance for the fish and shellfish aquaculture industry in Ireland

The successful candidate will be a key member of the Fish Health Unit, providing specialist histopathology expertise in the diagnosis and investigation of diseases affecting finfish, Mollusc and crustacean species. This role involves leading histopathological services within the National Reference Laboratory for aquatic animal diseases, supporting statutory testing, disease surveillance, and research. The successful candidate will develop and apply advanced histological techniques, contribute to method development, quality assurance, and collaborate with national and EU partners to ensure compliance with regulatory requirements. The Histopathologist will play a vital role in safeguarding aquatic animal health and supporting the sustainability of Ireland's aquaculture and wild fisheries. The position also involves managing the FHU team and overseeing health programmes to ensure Ireland's compliance with EU aquatic animal health regulations.

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:

- Provide specialist histopathology expertise for the diagnosis and investigation of diseases in finfish, mollusc and crustacean

- Develop and apply advanced histological techniques; train and mentor staff in histopathology for finfish, mollusc and crustacean
- Provide technical support and advice on shellfish disease diagnostics to the Fish Health Unit and Competent Authority.
- Manage and report all statutory testing programme for listed mollusc diseases including *Bonamia ostreae*, *Bonamia exitiosa*, *Marteilia refringens*, *Perkinsus marinus*, and *Mikrocytos mackini*.
- Introduce diagnostic methods for aquatic diseases as required by EU regulation or WOAH standards.
- Oversee pre-movement health checks, investigate mortality events, and coordinate diagnostic testing for aquatic animals.
- Contribute to research projects in aquatic animal disease and identify funding opportunities.
- Preparation for, and participation in ring test for mollusc and crustacean
- Advise DAFM and stakeholders on mollusc and crustacean disease issues and contribute to communications materials.
- Support project development with external partners and research organisations.
- Publish research findings and represent Ireland at scientific meetings.
- Act as Technical Manager for the full scope of ISO 17025-accredited testing for mollusc and crustaceans, overseeing all associated test methods and ensuring compliance with all ISO 17025 requirements.
- Submit freedom-from-disease applications to the EU and coordinate related testing programmes.
- Support the Competent Authority in implementing EU aquatic animal health legislation and contingency plans.
- Participate in stakeholder communications at national and international meetings, ensuring effective engagement with industry, regulators, and research partners
- Provide support to scientific and technical DAFM veterinary inspectors undertaking risk-based surveillance inspections at shellfish sites.
- Assist with National Crayfish plague monitoring programme.
- Any other duties appropriate to the role 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 qualification degree in biology science or a related field.
- At least three years of post-qualification professional experience in histopathology within the aquaculture sector including the interpretation of tissue samples for disease identification in finfish, mollusc and crustacean.
- Demonstrate a thorough knowledge of the aquaculture sector.
- Demonstrates extensive experience with ISO 17025 and QMS responsibilities.
- High-level IT skills, project management, and scientific reporting.
- An understanding of relevant national and EU legislation and other standards which relate to aquatic animal health.
- A track record of effectively preparing scientific reports and publications.
- A proven ability to manage people effectively, in particular technical teams and ideally in an accredited, quality focused laboratory environment.
- High levels of I.T. skills to include MS Office and an ability to work with quality, document, financial, safety and people related databases and management information systems.

- Experience in digital data recording, decision-making and reporting of laboratory operations
- The ability to build professional relationships and communicate effectively both verbally and in writing with a range of audiences.
- A proven ability to manage people, projects and budgets.
- The ability to manage time effectively and work to deadlines.
- A full clean Driving License.

Desirable:

- A post graduate qualification in a relevant scientific discipline.
- At least five years of experience working in an aquatic diagnostic laboratory.
- Proven record of sourcing external funding for research projects.
- Knowledge and experience of dealing with the aquaculture industry.
- Experience providing advice to competent authorities and other government agencies.

What else do you need to know?

(Special personal attributes required for the role)

- Strong interpersonal skills and the ability to communicate and present effectively at all levels.
- Enthusiasm and dedication to science.
- Demonstrates energy, dynamism reliability and a positive attitude
- 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.
- A collaborative and open approach to project and programme success.
- Self-sufficiency, while being a good team player.
- Willing to travel for international project meetings.
- Possesses sound, balanced judgement and strong analytical abilities.
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs with stakeholders.
- Strong leadership qualities.
- The ability to remain focused and deliver quality outputs when multiple important deadlines coincide.
- Solutions orientated with excellent initiative and problem-solving skills.

Description of Service Group and the Wider Team

Marine Environment & Food Safety Services

Marine Environment & Food Safety Services (MEFSS) is a service area of the Marine Institute that plays a pivotal role in ensuring the safety of seafood, preserving environmental health, providing a variety of policy supports and safeguarding fish health. Operating as an integral part of the Institute, MEFSS undertakes multifaceted responsibilities primarily through the execution of scientific monitoring and research programs, coupled with offering expert scientific interpretation and regulatory guidance to government.

1. Shellfish Safety

Shellfish Safety in MEFSS involves rigorous monitoring and testing to ensure the safety and quality of shellfish products, contributing to the protection of public health. This includes

adherence to established standards and regulations while actively collaborating with relevant authorities to maintain Ireland's superior shellfish health status. Collaborating with organisations such as the Food Safety Authority of Ireland and the Sea Fisheries Protection Authority, MEFSS actively monitors seafood safety, upholding the reputation of the Irish seafood industry for high-quality products while adhering to national and international regulatory standards.

2. Fish Health Unit

The Fish Health Unit in MEFSS serves as the national competent authority responsible for implementing EU and national aquatic animal health legislation, overseeing and monitoring the movement of finfish and shellfish into, out of, and within Ireland. Through comprehensive testing and disease surveillance, the unit aims to maintain Ireland's superior fish and shellfish health status, providing crucial support to the aquaculture industry and fisheries sectors.

MEFSS collaborates with various departments and agencies, including the Department of Housing, Local Government and Heritage, Environmental Protection Authority, Department of Environment, Climate and Communications, Bord Iascaigh Mhara, Sea Fisheries Protection Authority, National Parks and Wildlife Service, and the Food Safety Authority of Ireland. This collaborative approach underscores the organisation's commitment to ensuring comprehensive and effective support across diverse domains. MEFSS ensures the highest quality standards with our laboratories accredited under EN ISO/IEC 17025:2017 for food safety, environmental monitoring, and fish health work. Furthermore, the Fish Health Competent Authority is ISO 9001:2015 certified, emphasising the organisation's commitment to excellence.

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

The successful candidate will report directly to the Fish Health Unit Section Manager or whomever the Director of MEFSS designates as appropriate from time to time.

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:

Fish Health Unit team members, MEFSS Director, other MEFSS colleagues, colleagues across all service groups within the Marine Institute, the aquaculture and fisheries industries, BIM, EU Reference laboratory.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale of August 2025 for Team Leader Grade which runs from €74,701 -€91,100 on a full-time basis per annum pro-rated with time worked. You will commence on the first point of the scale €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 Grade 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 role comes with the offer of a Contract of Indefinite Duration that will be issued subject to successful completion of a nine-month probationary period and consistent satisfactory performance.

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 the 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 **MEFSS/Aquatic&ShellfishTL/Feb26**.

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon, Wednesday, 11th of February 2026**. Unfortunately, we cannot accept late applications.

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.