

## Marine Institute Job Description

Position	<b>Temporary Postdoctoral Researcher – CoCoMar Project</b>
Grade & Contract	<b>Postdoctoral Researcher - Temporary specified purpose contract up to the 31<sup>st</sup> of October 2028, funded as part of a UCC-led research project</b>
Service Group	<b>Fisheries Ecosystems Advisory Services (FEAS)</b>
Location	<b>Marine Institute, Rinville, Oranmore, Co Galway. The Marine Institute has Blended Working Policy in place</b>

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

The Post-Doctoral Researcher (PDR) will work as part of the Ecosystem Approach to Fisheries Management Team as well as with colleagues in the wider Fisheries Ecosystem Advisory Services team to deliver research for the CoCoMar project.

The CoCoMar (Co-existence and Co-location in shared island marine governance) project aims to use co-existence and co-location as a unifying lens in which to approach the themes of fisheries management in a post-Brexit world; cross compliance of marine sectors governed by Maritime Spatial Planning; expanding Marine Protected Area networks; and implementing nature restoration.

At the Marine Institute, the focus of the work contributing to CoCoMar will be to ensure good ocean governance by promoting sustainable fisheries practice in light of the best and most up-to-date scientific knowledge, contributing solutions to protect and rebuild healthy and productive marine ecosystems, while supporting a thriving maritime economy. This will involve collation and analysis of Irish fisheries catch data and vessel activity data and to engage with fisheries groups with a view of helping inform ocean spatial management and governance approaches.

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 main tasks for this role will include:

- Collating and analysing Irish fisheries catch data and vessel activity data in Irish waters, based on logbook, Vessel Monitoring Systems [VMS] and observer data to better

determine the footprint and intensity of fishing activity and how this varies at different temporal scales and within different fisheries within Irish waters

- Understanding fishing dynamics in relation to interactions with unwanted catches and discarding activities
- Exploring the design of 'Priority Fishing Areas' based on areas currently subject to high fishing intensity, to ensure fisheries are included in marine spatial planning decision-making processes
- Evaluate how 'Priority Fishing Areas' could be used in an ecosystem-based fisheries management approach
- Examine how marine spatial planning and ecosystem-based fisheries management can be operationalised for managing shared resources
- Collect and utilise experiential knowledge from the fishing industry to optimise potential management solutions through the use of interviews and participatory workshops
- Maintain an overview of the published and grey literature related to the project.
- Help work on the project where the MI is involved, and collaborate on other project work as appropriate
- Present the work at local, national and international meetings, including project meetings
- Publish regular articles in peer-reviewed journals
- Carry out any other duties assigned from time to time, appropriate to the position.
- Other outputs to ensure delivery of the project, appropriate to the grade and role 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 PhD in fisheries science, marine science, statistical ecology, environmental management, spatial analysis or a related field
- An understanding of issues related to fisheries management in European fisheries
- Demonstrated skills in statistics and data analysis linked to marine ecological/fisheries science (ideally implemented in R)
- Demonstrated experience of handling large datasets
- Experience with analysing spatial data, including GIS and mapping experience
- Excellent interpersonal skills and an ability to work with and effectively communicate with scientists, the fishing industry and other relevant stakeholders
- High level of experience in the use of Microsoft Office applications
- High-level statistical analysis skills (ideally implemented in R)
- Proven Scientific Report and peer-reviewed paper writing skills
- Good written and verbal communication skills
- Effective numeracy skills
- Effective organisation and administration skills

- Good time management and the ability to prioritise and meet deadlines
- The ability to work unsupervised and as part of a team.

### Ideally Nice to Have / Desirable:

- Strong data handling and data manipulation skills (e.g. experience with SQL Server, Access, or other relational databases).
- Understanding of the issues surrounding Ecosystem-Based Fisheries Management.
- Experience with commercial and research vessel fisheries surveys and sampling programmes
- A good knowledge of the Irish fishing industry.
- Experience with participatory mapping approaches.
- Experience in conducting interviews or running workshops with industry stakeholders.

### What else do you need to know?

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

This is an exciting role to work as part of an international project that is focused on the evolving marine governance frameworks that apply around the island of Ireland. The role would suit an adaptable, enthusiastic, fast learner who is keen to explore spatial fisheries data to determine how best we can protect marine resources while maintaining the socio-economic viability of fisheries. The work of the project is aimed to produce outputs that can be utilised by multiple different stakeholder groups related to European fisheries, including by providing advice to policy makers, managers and fishing communities. You should be;

- Able to collaborate with a wide range of individuals and organisations
- Organised and reliable
- Ambitious
- Self-sufficient while being a good team player

### Description of Service Group: Fisheries Ecosystem Advisory Services – The Wider Team

#### **Fisheries Ecosystems Advisory Services (FEAS)**

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 MI Oranmore and will report to a Team Lead within the Fisheries Service Group as assigned by the Director.

### **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:** Director, Managers and Staff within FEAS and the wider Marine Institute.

**External:** CoCoMar partners, Fishing Industry.

### Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for a Post-Doctoral Researcher (as per HEI University appointments), a scale that starts at €46,305-€52,863 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 Post-Doctoral Researcher is 24 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, by your manager or their authorised representative.

### Duration of Contract:

This temporary specified purpose contract of employment is up to the 31<sup>st</sup> of October 2028. The successful candidate will be on probation for the first 6 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 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](#)

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.

#### 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/PDR/CoCoMar/JAN26**

#### **Closing date for Applications:**

All applications for this post should be received by the Marine Institute in advance of **12 noon on Monday, 2nd of February 2026**. 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.**