

Marine Institute Job Description

Position	Temporary Team Leader in Appropriate Assessment reporting for Aquaculture in Natura 2000 sites
Grade & Contract	Team Leader Grade: Temporary Specified Purpose - Funded for up to the end of December 2029 via the EMFAF MBS
Service Group	Marine Environment & Food Safety Services (MEFSS)
Location	Marine Institute, Oranmore, Co. Galway, Ireland (The Marine Institute has a Blended Working Policy in Place)

Who will you work with and what will the role involve?

There are a number of priority elements to the role of Team Leader (TL) for the Appropriate Assessment reporting for Aquaculture and Fisheries in the Aquaculture Advice and Benthos Ecology Team within MEFSS. The TL will provide advisory services to the Department of Agriculture Food and the Marine (DAFM) for aquaculture licensing. The following are specific tasks required of the position:

- 1) The role will be primarily responsible for the production of appropriate assessment reports (Screening and Full AA -Stage 2) on behalf of the Marine Institute in support of DAFM aquaculture licensing deliberations. These reports must be sufficiently robust from a scientific and technical perspective.
- 2) Project management is an important component as the Team is responsible for executing several advisory functions relating to shellfish aquaculture licensing on the foreshore and in Natura 2000 sites.
- 3) Ongoing understanding of the Natura 2000 network of sites and species, conservation objectives and Article 6(3) reporting requirements, (i.e., Appropriate Assessments), including review of Article 17 (SAC) reporting results and methods published by NPWS and future reports as they are produced. The outputs of these reviews will inform risk assessment, validate AA conclusions, propose management recommendations, and develop monitoring programmes to measure likely interactions between conservation features and aquaculture and fisheries operations.
- 4) Review of external AA guidance and risk assessment methodologies with the goal of ongoing improvement of the AA reporting process for aquaculture licensing.
- 5) Review of ongoing case law and best practice as it relates to aquaculture and Natura 2000 features assessment.
- 6) In addition to managing the processes listed above, the TL will be responsible for procuring and managing monitoring and research, and overseeing contracts which may be required for monitoring and research questions relating to conservation features subject to interactions with shellfish aquaculture. The TL will be responsible for working with

contractors and assisting with data and information provision as required, and for ensuring the final drafts of these reports meet the appropriate standards.

- 7) Understanding and tracking current knowledge of the environmental effects of marine aquaculture.
- 8) Technical familiarity of environmental risk assessment methodologies and frameworks is required for the effective management of the programme. Strong technical capabilities and proactive research of developments in relevant best practices from the grey and primary literature are also integral to the management of these projects.
- 9) Ability to produce rigorous, high-quality reports. This role involves the production of a number of report types ranging from Appropriate Assessment (AA) reports (i.e., risk assessments relating to Natura 2000 SCI marine habitats and species), to internal memorandums, to grey literature reports, to scientific publications. The TL is responsible for ensuring final drafts are of a sufficient technical standard and defensible.
- 10) Provision of general environmental advisory support to the MEFSS team and the MI broadly, and participation in relevant MI Matrix teams established to fulfil MI strategic and operational goals.

The delivery of technical advice requires an experienced marine scientist with a good working knowledge of a range of marine sectors and their environmental interactions. A good working knowledge of relevant National and EU legislation including, the Fisheries (Amendment) Act, 1997 (as amended) and associated Regulations; EIA regulations, Habitats Directive 92/43/EEC, European Communities (Birds and Natural Habitats) Regulations 2011, relevant marine data sources as well as strong analytical skills and the ability to communicate clearly and concisely both in writing and verbally is also required.

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:

- Using relevant risk analysis frameworks, oversee the preparation of Appropriate Assessment reports of aquaculture (and fisheries) operations in Natura 2000 sites, as requested by DAFM and with a particular emphasis on shellfish aquaculture and Natura feature interactions.
- Carry out site visits in relation to Natura assessments and aquaculture and/or fisheries licencing, as necessary.
- Advise DAFM on the production of Natura AA Conclusion statements.
- Attend meetings with DAFM, as required.
- Development of relevant monitoring programmes, as required.
- Prepare and evaluate tenders for research projects and/or monitoring interactions between aquaculture activities and Natura features (habitats and species).
- Liaise with contractors in relation to the production of Natura assessments, particularly as they relate to Special Areas of Conservation (SAC) habitats and species.
- Attend regular MEFSS Team meetings, as required.
- Participate in relevant MI Matrix teams, as required.

- Provide regular activity reports to the Section Manager.
- Work safely, adhering to all required safety policies and practices in place.
- Perform other duties as relevant to the position and grade, as assigned by the Section Manager, Director of MEFSS, the CEO of the Institute, or its senior leadership team.

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:

- Minimum of a level 8 honours Degree in the area of marine, environmental, or biological sciences.
- A minimum of three years of post-qualification work experience in the area of environmental monitoring, research, or advice with particular emphasis on environmental interactions with aquaculture.
- A proven ability to manage people, projects and budgets.
- Demonstrated knowledge of Environmental Risk Analysis Frameworks.
- Experience of working with relevant environmental data sources and technical documents, which form the basis of risk analysis.
- Demonstrated knowledge of relevant National and EU legislation; to include, Fisheries (Amendment) Act, 1997 (as amended) and associated Regulations; Environmental Impact Directive 2014/15/EU, Habitats Directive 92/43/EEC, Birds Directive 79/409/EEC and, European Communities (Birds and Natural Habitats) Regulations 2011.
- Demonstrated ability to communicate science-based knowledge effectively to a range of audiences in both written and oral formats.
- Experience in project development, implementation, management, and delivery – including financial management with effective governance, procurement, budgeting, and reporting.
- A high level of computer literacy, including the use of standard MS Office software packages.
- Report writing skills to include a demonstrated ability to review technical documents.
- A demonstrated ability to organise and conduct field work, including research at sea on board a variety of boats and research vessels.
- A full clean Driving License.
- Ability to attend meetings in Ireland and abroad.

Ideally Nice to Have / Desirable:

- A postgraduate qualification in risk assessment or environmental assessment.
- Experience in leading and managing research projects from proposal stage through to completion.
- Experience in applied research or collaborations between industry, scientific, and development bodies.
- Familiarity with the Irish aquaculture industry and other relevant marine sectors e.g., Inshore Fisheries, Offshore Renewable Energy, Seaweed Harvesting.
- Familiarity with ecosystem service frameworks.
- A publication record in field of marine ecology.
- An understanding of the importance of communications in project development and results dissemination with demonstrated excellence in both written and spoken English with a range of audiences.

- Understanding of available marine data as a basis for improved ecosystem-based advice and decision-making tools.

What else do you need to know?

(Special personal attributes required for the role)

- Demonstrates energy, reliability, and a positive attitude
- Demonstrated analytical skills and the ability to review and disseminate high volumes of data and information in a timely manner.
- 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.
- The ability to remain focused when multiple important deadlines coincide.
- Solutions-oriented with excellent initiative and problem-solving skills.
- Self-sufficiency, while being a good team player.
- Excellent interpersonal skills.
- Possesses balanced judgement and strong analytical abilities.
- Possesses the ability to resolve issues before conflict occurs with stakeholders.
- Ability to effectively communicate in written and audio-visual formats.
- Strong leadership qualities.

Description of Service Group and the Wider Team

This position will be based in Marine Environment & Food Safety Services (MEFSS) but will have interactions with other service areas within the Marine Institute, particularly, Fisheries Ecosystems Advisory Services.

Marine Environment & Food Safety Services (MEFSS)

MEFSS provides government agencies, industry and other clients with food safety, environmental, and fish health scientific services, primarily through the implementation of monitoring programmes and research programmes and the provision of advice and regulation. These services are largely in support of the remit of our parent department, the Department of Agriculture Food and the Marine (DAFM). The services provided are focused on scientific support to key marine policy areas such as Marine Aquaculture, NATURA 2000, WFD. In addition, support of and collaboration with other departments and agencies are provided such as, the Department of Housing, Local Government and Heritage (DHLGH), the Environmental Protection Authority (EPA), the Department of Environment, Climate and Communications (DECC), Bord Iascaigh Mhara (BIM), the Sea Fisheries Protection Authority (SFPA), the National Parks and Wildlife Service (NPWS), and the Food Safety Authority of Ireland (FSAI)—amongst others.

Fisheries Ecosystem Advisory Services (FEAS)

FEAS scientific services are focused on the Seafood Sector which makes a significant contribution to the Ireland's Ocean Economy. Our key client is the Department of Agriculture Food and the Marine (DAFM). The services provided are focused on scientific support to key marine policy areas such as the Common Fisheries Policy, the MSFD, NATURA 2000 and Marine Aquaculture. FEAS also undertake

a wide range of research focused on ecosystem understanding that will inform the advisory needs of the future.

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

The successful candidate will report to the Section Manager Aquaculture Advice and Benthos Ecology in MEFSS.

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

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:

Chief Executive Officer, Director of MEFSS, Directors, Managers, and Teams within the Institute.

Outside the Marine Institute:

External contacts including Government Departments – DAFM (parent department), DHLGH (NPWS), DCEE, Agencies (BIM), contractors and other experts and stakeholder, other partner agencies and Departments, 3rd level research organisations. International contacts will likely include the ICES, EU Commission and other European and International Networks.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Team Leader (Engineer II 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 of €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 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 and will run up to December 2029. There will be a 9-month probationary period.

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](#)

Organisation Review - 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 or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference **MEFSS/TL/Nov25**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon on Monday the 1st of December**. 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.**