

Marine Institute Job Description

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| Position | Temporary Postdoctoral Researcher - EMFAF Project Pollack Population Structure – Marine Fish Population Genomics |
| Grade & Contract | Postdoctoral Researcher - Temporary specified purpose contract for a maximum duration of up to 22 months, funded under the EMFAF funding scheme |
| Service Group | Fisheries Ecosystems Advisory Services (FEAS) |
| Location | Marine Institute HQ – Rinville, Oranmore, Galway The Marine Institute has a Blended Working Policy in Place |

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

The Post-Doctoral Researcher (PDR) will work closely with the Marine Institute’s project lead in FEAS based in Oranmore, as well as project collaborators based in Newport. The successful candidate is also expected to engage with the wider Fisheries and Ecosystems Advisory Service (FEAS) network.

Sustainable management of fisheries resource can be hampered by the lack of ecological and biological knowledge of the resource. In recent years, commercial catches of pollack *Pollachius pollachius* have been declining. In this context, this project aims at using genomics to explore spatio-temporal structure of pollack in Irish waters using mainly low coverage whole genome sequencing (lcWGS). Results will be compared with a parallel tagging investigation. The findings will be used to inform management of this resource in Irish waters. Two teams collaborate on this project: a team based in the MI offices in Newport will fulfil the tagging work package, while the team based in Oranmore will carry out the genomics investigation.

The main objectives are:

1. To identify current spatiotemporal distribution and structure of *P. pollachius* populations in Irish waters
2. To investigate genetic differences in response to environmental conditions
3. To lead the drafting of reports and scientific publications that might arise from this work

The role will be based in Ireland, although there will be opportunities for collaboration and exchange with European partners in England and France who are working on similar projects.

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 PDR will be in charge of carrying out laboratory work as needed, set up and share a database of samples and relative metadata and carry out the bioinformatics analysis involved, from raw data to SNP dataset. It is envisaged that sequencing will be outsourced. In particular, the candidate will:

1. Be involved in gathering, sorting, and organising tissue samples that are collected
2. Perform laboratory work as needed (DNA extraction and library preparation)
3. Carry out bioinformatic analysis using a HPC (Unix based) server
4. Draft reports and scientific publications that might arise from this project

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:

In line with [Recruitment Requirements by Grade](#)

- A relevant PhD in fisheries science, marine science, statistical ecology or a related field.
- Demonstrated experience in population genomics applied to marine fishes
- Demonstrated experience in laboratory procedures involved in preparing genomics libraries
- Direct experience with statistical analysis of genomic data in connection with various population genetic analyses. In particular:
 - o Demonstrated experience in R coding
 - o Demonstrated experience in Unix-based coding and working on HPC servers
- Ability to work with and effectively communicate with scientists and any relevant stakeholders
- Proven record in scientific peer-reviewed publishing
- 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:

- Experience working in a Microsoft365 environment
- Knowledge of best practices for data management and coding
- Knowledge of North Atlantic fisheries management mechanisms
- Experience of supervision of postgraduate students (PhDs)

What else do you need to know?

(Special personal attributes required for the role)

This is an exciting opportunity to work on a project that is highly applied, aiming to better understand the dynamics of an important fish species in Irish waters, to improve its management while ensuring access to this resource. The position would suit an adaptable, enthusiastic, fast learner who is keen to widen their skills and experience. The work of the project is aimed at producing 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.

The Marine Institute offers the unique opportunity of working closely with fisheries scientists from across a wide range of fields, from modellers to lab analysts and oceanographers, and the ideal candidate should be:

- Able to collaborate with a wide range of individuals and organisations
- Organised and reliable
- Ambitious
- Willing to get involved in a wide range of projects.
- Demonstrates dynamism, reliability and a positive attitude.
- Self-sufficient while being a good team player.
- Ability to work diplomatically in resolving issues with stakeholders.
- The ability to work to deadline, priorities tasks and manage time effectively to meet multiple deadlines often coinciding.
- The ability to remain focused and deliver when multiple important deadlines coincide.
- Ability to get on with people.
- Experience in collaborating with scientists and/or members of a technical team.
- The ability to assimilate information, objectively analyse and evaluate complex information to identify key issues.
- A demonstrated ability to take responsibility and both be accountable.

Description of Service Group and the Wider Team

Fisheries Ecosystem Advisory Services (FEAS)

Fisheries and Ecosystems Advisory Services is one of six service areas within the Marine Institute. Its' work focuses on researching, assessing and advising on the sustainable exploitation of marine resources, working through international fora and reporting to the Department of Agriculture, Food and the Marine (DAFM) and the Marine Environment section currently with the Department of Climate, Energy and the Environment (DCEE) as its primary clients.

FEAS work programmes are focused on;

- (1) **Fisheries, Aquaculture & biodiversity assessment & advice** including undertaking and developing resource and impact assessments in support of CFP & MSFD and support DAFM fisheries & aquaculture management & policy development through "on demand" advisory service
- (2) **Implementation of National programmes** including the DCF, the EMFAF biodiversity and marine knowledge schemes, sea lice monitoring programme
- (3) **Research to support future advice** including managing the delivery of an extensive externally funded research portfolio, and undertaking long term ecosystem research.

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

The successful candidate will be based at the Marine Institute in Galway, Ireland and will report to the project lead.

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:

FEAS Director, FEAS Section Managers, FEAS Team leads, Project Coordinators and team members, Marine Institute colleagues across other service groups.

External to the Marine Institute:

Stakeholders and project collaborators.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for a Post-Doctoral Researcher, which runs from €46,305 to €52,863 per annum pro-rated with time worked. You will commence on the first point of the scale €46,305 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 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 specific purpose contract of employment will be for a 22-month period from commencement. 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 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 the 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 cover 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 **FEAS/PDR/Pollack/Feb26**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon on Monday, 16th 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 (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.