

## Marine Institute Job Description

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

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

There are a number of priority elements to the role of Scientific and Technical Officer (STO) as it relates to the important role the Marine Institute plays in the provision of scientific advice to the Department of Agriculture, Food and the Marine, in particular, as it relates to the support of licensing of aquaculture activities in the marine environment.

The STO for the Appropriate Assessment reporting for Aquaculture in the Aquaculture Advice and Benthos Ecology Team within MEFSS will be involved in the following:

- 1) Collating and provision of data and mapping services relating to aquaculture advisory services outputs.
- 2) Involvement in the preparation of AA reports for foreshore and Shellfish Aquaculture in Natura2000 sites. These tasks are expected to be numerous in number and cover both full AA assessments as well as AA Screening exercises.
- 3) In addition, the roles will be responsible for the preparation of ancillary assessment reports including ANNEX IV under Natura regulations, in addition to the assessment of proposed activities on the WFD status in relevant waterbodies.
- 4) Ongoing review of Article 17 (SAC) reporting results and methods published by NPWS and future reports as they are produced. These reports will inform risk assessment, validate AA conclusions, propose management recommendations, and develop monitoring programmes to measure likely interactions between conservation features and aquaculture operations.
- 5) Review of external AA guidance and risk assessment methodologies with the goal of ongoing improvement of the AA reporting process in both SPAs and SACs.
- 6) Review of technical and advisory reports for scientific robustness as well as accuracy, consistency, and clarity.
- 7) Apply an understanding of the environmental effects of marine aquaculture to inform assessments and advisory outputs.

## What Will You Be Doing Every Day?

### Principal Tasks:

- Using relevant risk analysis frameworks, assist in 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.
- Preparation of mapping and conducting analysis using appropriate spatial analysis and visualisation tools (GIS).
- Preparation of AA Screening and AA Stage 2 reports for DAFM
- 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.
- Attend regular MEFSS Team meetings, as required.
- Participate in relevant MI Matrix teams, as required.
- Provide regular activity reports to the Section Manager.
- Work in a safe manner, 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- Licencing and Policy Advice, Director of MEFSS, the CEO of the Institute, or its senior leadership team.

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 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 Degree in a relevant scientific area.
- Relevant experience in fisheries, including surveys, estimation of biological parameters, data management, and analysis of spatial data
- Proficiency with GIS software such as ArcGIS or QGIS.
- Demonstrated strong data handling skills, especially in spatial data.
- A high level of computer literacy, including the use of standard office software packages.
- Experience in effectively preparing scientific reports or peer-reviewed scientific publications.
- Excellent interpersonal skills and the ability to communicate effectively at all levels, both in writing and verbally, with technical and scientific and non-technical groups.
- Good time management, organisation, and administrative skills, and the ability to prioritise and meet deadlines independently and with the team
- A full, clean Driving License.

#### Ideally Nice to Have / Desirable:

- A qualification in risk assessment or environmental assessment.
- High level of proficiency in the R programming language.

- Experience in leading and managing research projects from proposal stage through to completion.
- 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.
- 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.
- Demonstrates 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 work in a multi-disciplinary team and shared resources working across multiple programmes and projects.
- A collaborative and open approach to project and programme success.
- Solutions orientated 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.

## 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 Scientific and Technical Officer Grade (STO), which runs from €39,474 - €79,618 on a full-time basis per annum, pro-rated with time worked. You will commence on the first point of the scale of €39,474 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 Scientific and Technical Officer Grade is 25 days per annum pro-rated to reflect time worked. 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 6-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](mailto:recruitment@marine.ie) or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference **MEFSS/STO/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.**