

Marine Institute Job Description

Position	Temporary Laboratory Analyst – Water Framework Directive
Grade & Contract	Laboratory Analyst – Temporary specified purpose contract up to 31st December 2027 (DHLGH funded)
Service Group	Marine Environment and Food Safety Services
Location	Marine Institute HQ, Oranmore, Co. Galway The Marine Institute has a Blended Working Policy in Place

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

You will work as a key part of the Water Framework Directive Team (6 people) within the busy Marine Chemistry section (~24 people), based at our headquarters in Oranmore, County Galway.

You will primarily be responsible for undertaking analysis of environmental contaminants, such as trace metals, mercury and other parameters in environmental matrices (e.g. saline and non-saline water, sediments and biota) using, for example, Inductively Coupled Plasma-Mass Spectrometry (ICP-MS) and Cold-Vapour Atomic Fluorescence Spectrometry (CV-AFS). New method development, optimisation and validation will also form a key aspect of the role.

These analyses support national monitoring under the European Water Framework Directive and ultimately contribute to ensuring Irish coastal and transitional waters are clean and of good quality. The Marine Institute implements a strong laboratory quality management system with test methods accredited to ISO 17025 standard and you will actively contribute to maintaining this standard.

Working in our very well equipped chemistry laboratories, within our purpose-built headquarters overlooking Galway Bay, you will receive comprehensive training relevant to this role, and the Marine Institute implements a wider training and development programme for its staff in line with relevant opportunities.

Water Framework Directive

The Water Framework Directive (WFD Directive 2000/60/EC) came into force in December 2000 and establishes a framework for the protection of inland surface waters, transitional waters, coastal waters and groundwater. The Marine Institute carries out monitoring of certain quality elements in transitional and coastal waters; specifically, phytoplankton, benthic invertebrates, relevant pollutants and priority substances. There are strong links to other directives and marine monitoring requirements such as those required of shellfish waters (Directive 2006/113/EC) and under the Marine Strategy Framework Directive 2008/56/EC.

The Marine Institute recently completed reviews of its organisation and strategic achievement. The outcomes of these reviews are expected to effect the roles and duties of employees and to bring about other organisational changes. Any impacts or changes will be communicated.

What Will You Be Doing Every Day?

Principal Tasks:

The candidate will be responsible for carrying out a range of duties consistent with the work described above. These include:

- Carry out chemical analysis of substances such as trace metals in marine samples (biota, sediment and seawater).
- Analytical method development, optimisation and validation for the analysis of environmental contaminants such as trace metals in relevant matrices.
- Develop and implement ISO17025 procedures and best quality practices in the laboratory and field.
- Contribute to all aspects of the Institute's quality system as required, for example undertaking of internal audits.
- Contribute to assessment of data and assist with preparation of reports as required.
- Assist in the oversight of sample analysis schedules and management of relevant lab consumables.
- Procurement and oversight of laboratory consumables.
- Assisting the Team Leader/sampling team in providing technical support for the WFD sampling and field measurement programme.
- Any other duties (e.g. fieldwork) as appropriate may be 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 minimum of a Certificate (third level) in a relevant Science in which Chemistry is a key element or an equivalent, relevant qualification.
- Demonstrated relevant post-qualification work experience in a laboratory, ideally to include analysis of chemical substances in complex matrices.
- Excellent working knowledge of modern analytical instrumentation, such as ICPMS, and atomic fluorescence spectroscopy.
- A high level of computer literacy, including proficiency in the use of standard Microsoft Office software packages.
- Excellent interpersonal and communication skills, and the ability to manage time effectively and work to deadlines.
- Demonstrated experience with scientific and technical report writing.

Ideally Nice to Have / Desirable:

- A degree, or post-graduate qualification, in analytical chemistry, marine science or an equivalent.
- Knowledge of marine/environmental science and biogeochemical processes.
- Three years of relevant analytical experience, preferably in analysis of environmental contaminants.
- Experience of using instrumentation for analysis of environmental contaminants such as ICPMS, CV-AFS or other hyphenated mass-spectrometric or spectroscopic techniques.
- Demonstrated experience in working in a formal quality system such as an ISO17025 accredited laboratory environment, and track record in undertaking accredited analysis
- Highly skilled in analytical troubleshooting.
- Proven scientific & technical report writing skills.
- Experience in field sampling for environmental monitoring programmes.
- A full driving license.

- Willingness to work at sea on board research vessels and sufficiently fit to pass an ENGII/Seafarers medical.

What else do you need to know? (Special personal attributes required for the role)

It is essential that the successful candidate is a good communicator and works well with colleagues. Additionally, this person should be industrious, decisive, and have a proven ability to use his/her own initiative while at the same time working well as a team player. Excellent organizational, time management and problem-solving skills are prerequisites, as is a strong attention to detail.

Description of Service Group: Marine Environment & Food Safety Services – The Wider Team

Marine Environment & Food Safety Services

Marine Environment & Food Safety Services provide government agencies, industry and other clients with food safety, environmental and fish health scientific services, primarily through the implementation of monitoring and applied research and the provision of scientific advice. The successful candidate will primarily be based within the MI Marine Chemistry Section.

Overview of M.I. Marine Chemistry Section

Within MEFS, the Marine Chemistry section is a team of 24 chemists, analysts, researchers and support staff engaged in a wide variety of scientific work including statutory monitoring and complementary research activities relating to the health of the marine environment and the quality of marine foodstuffs. This monitoring is required to fulfil obligations under National and EU legislation and commitments under the Oslo and Paris and other international Conventions. The work typically involves sample collection, field and laboratory analysis, data assessment and reporting to clients and international data centers. A fundamental requirement for all research and monitoring programmes is the production of data of the highest quality. In this regard, a quality system is in operation with accreditation awarded by the Irish National Accreditation Board (INAB) to ISO17025 standard.

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

The successful candidate will directly report to WFD Programme Coordinator (Team Leader) with further day-to-day supervision from the Senior Laboratory Analyst in chemistry (trace metals laboratory).

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. The Marine Institute also supports its staff with many training and development opportunities.

Contacts:

Within the Marine Institute:

WFD Team Leader and WFD Team, Senior Lab Analyst, Chemistry Section Manager, Director MEFS, Section manager – Phytoplankton, Chemistry Section and Management Team & Staff of MEFS, Colleagues, CEO, Directors, Section Managers and Staff of all Service Groups.

External:

Suppliers, Auditors, Customers, Government Departments, and State Agencies and other relevant business / organisations including subcontracted laboratories, scientists, and officials from other government organisations, in particular the EPA.

Salary:

Remuneration is in accordance with the Public Sector, Laboratory Analyst approved Salary Scale runs from €41,681 - €68,414 on a full-time basis per annum pro-rated with time worked. You will commence on the first point of the scale 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 Laboratory Analyst is 23 days per annum. Annual leave entitlements are exclusive of Public Holidays and are managed using the Time & Leave Management System in Place in the organization. All leave must be approved by your manager or their authorized 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 31st December 2027. 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 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, as a global leader in ocean knowledge, empowering Ireland and its people to safeguard and harness ocean wealth.

Our Mission - The Marine Institute, provides government, public agencies and the maritime industry with a range of scientific, advisory and economic development services that inform policy-making, regulation and the sustainable management and growth of Ireland's marine resources. The Institute undertakes, coordinates and promotes marine research and development, which is essential to achieving a sustainable ocean economy, protecting ecosystems and inspiring 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

Harnessing our Ocean Wealth (HOOW) is an Integrated Maritime Plan (IMP) for Ireland. HOOW sets out a roadmap for the Irish Government's vision, high level goals and integrated actions across policy, governance and business to enable our marine potential to be realised. Goal 2 of HOOW focuses on healthy marine ecosystems and specifically; to protect and conserve our rich marine biodiversity and ecosystems; manage our living and non-living resources in harmony with the ecosystem; implement and comply with environmental legislation (see <http://www.ouroceanwealth.ie/>)

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 **MEFS/LA/WFD/MAY26**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon, Friday 8th of May 2026**. Unfortunately, late applications cannot be accepted.

Eligible Candidates must be:

1. A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway.
2. A citizen of the United Kingdom (UK); or
3. A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
4. A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 or a Stamp 5 visa.

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.

