

Marine Institute Job Description

Position	Scientific & Technical Officer (STO) Seafloor Integrity and Benthic Habitats Impacts
Grade & Contract	Scientific & Technical Officer Temporary specified purpose contract for a maximum duration of up to 31st December 2029 (DCEE funded)
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
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?

The successful candidate be responsible for the Marine Institute's assessment outputs which support its capacity to deliver across the Marine Strategy Framework Directive Descriptor 6 (Seafloor Integrity), Criterion D1C6 (benthic habitats) and those aspects of Descriptor 4 (marine foodwebs) relating to benthic flora and fauna under the Service Level Agreement (SLA) with DCEE and ensure accountability to DCEE and the Marine Institute Senior Leadership Team (SLT). You will report to directly to the Section Manager - Biodiversity MSFD / who will manage the Marine Institute's reporting to the Department of Climate, Energy and the Environment (DCEE) for the EU's Marine Strategy Framework Directive and the OSPAR Commission.

The Marine Institute is supporting implementation by the Department of Climate, Energy and the Environment (DCEE) of Ireland's obligations under the EU Marine Strategy Framework Directive (MSFD) and the OSPAR Convention for the Protection of the Marine Environment of the North-East Atlantic. DCEE is the competent authority with statutory responsibility in Ireland for marine environmental policy, for marine planning, for nature conservation and for the protection/maintenance of biological diversity. The impact of human pressures on the marine environment, including biological and chemical pressures, is an important consideration in the implementation of the Common Fisheries Policy, the MSFD and the EU Habitats and Birds Directives, the OSPAR Commission. Through a Service Level Agreement with the Department of Climate, Energy and the Environment, the Marine Institute coordinates a team of assessment scientists working on MSFD Descriptors 1 (biodiversity), 3 (commercial fisheries), 4 (marine food-webs), 5 (eutrophication) 6 (seafloor integrity), 8 (contaminants) and 9 (contaminants in seafood).

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:

- Carrying out data collation, data preparation and scientific assessments under Marine Strategy Framework Directive Descriptor 6 (Sea-floor integrity) and Descriptor 1 (Biological diversity: Benthic habitats) and benthic aspects of Descriptor 4 (marine food-webs).
- Development of benthic habitat indicators and threshold value proposals for Good Environmental Status (GES) characterisation.
- Contributing to the design and execution of monitoring programmes for marine benthic habitat status and condition going forward.
- Working to integrate the various benthic habitat datasets in the Marine Institute.
- Completing data calls in support of Ireland's obligations under the MSFD and OSPAR.

- Analysis of pressure and state layers for benthic habitats.
- Attending relevant ICES and OSPAR working groups covering benthic ecology, fisheries benthic impacts and benthic trade-off analyses, in support of Ireland's obligations under the MSFD and OSPAR as led by DCEE.
- Any other duties relevant to the role, grade and project as appropriate 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 degree in science, engineering or another related numerical field.
- High levels of I.T. skills to include Microsoft Office.
- Experience in the management and analysis of data, ideally scientific or environmental datasets
- Experience in data collation and the standardisation and merging of datasets to create new marine habitat mapping data products
- Knowledge of marine habitat classification systems and the ability to translate from one typology to another.
- Proven scientific/technical report writing skills.
- High level of proficiency with the R statistical programming language.
- Spatial data analysis skills in GIS, R or other relevant platforms.
- Database skills, preferably in MS SQL Server or similar enterprise-scale DBMS
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs.
- The ability to work unsupervised and to work well with others.

Ideally Nice to Have / Desirable:

- A higher degree in scientific, technical or numerical discipline.
- Demonstrated understanding of seafloor habitats.
- Knowledge on sources of marine habitat maps in Irish waters.
- Demonstrated experience in statistical modelling especially habitat modelling.
- Experience of developing and delivering scientific advice to clients.
- Experience of data catalogues, metadata and making data discoverable through online services.

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

This is an exciting opportunity to work on benthic habitats and seafloor integrity in support of Ireland's obligations under the Marine Strategy Framework Directive (MSFD). This position is one of 11 posts funded under a Service Level Agreement (SLA) between the Marine Institute and the Department of Climate, Energy and the Environment (DCEE). The current SLA runs from 2024 to 2029. This position would suit an adaptable, enthusiastic, and diligent person. You should be:

- Dynamic and reliable.
- Able to work in an organised manner and progress work independently.
- Self-sufficient while being a good team player.
- Adept at collaborating with scientists and members of a technical team.

Description of Service Group: FISHERIES ECOSYSTEMS ADVISORY SERVICES – The Wider Team

Fisheries Ecosystems Advisory Services (FEAS)

Currently, FEAS consists of over a 90 scientific, technical, post graduate 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 and Cashel, Co. Galway. 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 ecosystems related issues. A key output of FEAS is the annual [Stock Book and the annual Shellfisheries Stock Book](#). 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 of Climate, Energy and the 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 ([MFS](#)) requirements through [OSPAR](#) and national reporting under an service level agreement (SLA).

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) and [NASCO](#) (North Atlantic Salmon 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:

<https://www.marine.ie/site-area/areas-activity/fisheries-ecosystems/fisheries-ecosystems>

<https://www.marine.ie/site-area/areas-activity/aquaculture/aquaculture>

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

The successful candidate will be based at Marine Institute Oranmore, in the Fisheries Ecosystems Advisory Services (FEAS) and will report to the Section Manager - Biodiversity MSFD /OSPAR.

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.

Contacts:

Within the Marine Institute

Section Manager - Biodiversity MSFD /OSPAR, MEFS Benthic Team Leader, FEAS team members.

Outside the Marine Institute

The Department of Climate, Energy and the Environment, relevant OSPAR, ICES and EU-MSFD working groups.

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).

Salary:

Remuneration is in accordance with the Public Sector, Department of Public Expenditure / Department of Finance approved Salary Scale as of February 2026 for a Scientific Technical Officer, a scale that starts at €39,974 – €80,414 per annum pro-rated with time worked. You will commence on the first point of the salary scale (€39,974) 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 or are a member of another Public Sector Scheme.

Annual Leave:

Annual leave entitlement for a Scientific & Technical Officer is 25 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 and using time and leave management system in place, by your manager or their authorised representative.

Duration of Contract:

This temporary specified purpose contract of employment will be for the period up to the end of December 2029. The successful candidate will be on probation for the first six months of this contract.

What 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](#)

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 **FEAS/STO-SEAFL&BEN/FEB26**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon, Thursday the 19th of February 2026**. Please note that late applications will not 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.

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.

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.