

## Marine Institute Job Description

Position	Full-Time, Temporary Fisheries Laboratory Analyst – Job Share Cover
Contract	Temporary Specified Purpose Contract for up to 12 months – providing Job Share Cover
Service Group	Fisheries Ecosystems Advisory Services
Location	Oranmore, Co Galway

### Brief description of the Marine Institute:

The Marine Institute (MI) 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.

The vision of the Marine Institute is

*“ a thriving maritime economy in harmony with the ecosystem and supported by the delivery of excellence in our services “*

In order to achieve this vision, the MI have six service areas; (1) Ocean Science 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 3 Year Strategic Plan (2015 to 2018) is available on; [http://www.marine.ie/Home/sites/default/files/MIFiles/Docs\\_Comms/MI%20Strategic%20Business%20Plan%20-%202015%20-%202018.pdf](http://www.marine.ie/Home/sites/default/files/MIFiles/Docs_Comms/MI%20Strategic%20Business%20Plan%20-%202015%20-%202018.pdf)

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

## Description of appropriate Service Group:

### **Fisheries Ecosystems Advisory Services**

The mission of FEAS is “to assess research and advise on the sustainable exploitation of marine fisheries resources”. FEAS currently consists of around 65 staff, under the directorship of Dr Paul Connolly.

The 9 goals of FEAS are:

- 1) To maximise the benefits of the new EU Data Collection Framework (DCF);
- 2) To build a strong working relationship with the fishing industry and the environmental NGO’s;
- 3) To build an effective working relationship with key Government Departments (principally DAFM) and other partner agencies;
- 4) To use ICES, NASCO, ICCAT, OSPAR and the EU system to support the delivery of excellence in our fisheries and ecosystems science and advisory services;
- 5) To engage in a suite of research activity that supports the evolution of scientific advice and that is in line with MI/FEAS mission, HOOW, FH2020, Horizon 2020, the new RTDI strategy and the objectives of the CFP;
- 6) To progress and incorporate the ecosystem approach to Fisheries Management (EAFM) into all aspects of our work;
- 7) To increase public awareness of the importance of the Ocean;
- 8) To Ensure a common understanding of the “ value chain” within the FEAS team and the MI;
- 9) To ensure FEAS is a rewarding place to work;

### **The Work of FEAS**

FEAS work programmes are focused on;

- (1) Data Collection and Data Management;
- (2) Fisheries Resources Assessment and Advice;
- (3) Modelling, Simulations and Management Plans;
- (4) Fisheries - Ecosystems Interactions;
- (5) Stakeholder Engagement;
- (6) Research that supports ecosystem understanding;

FEAS staff actively participate at many meetings of the International Council for the Exploration of the Seas (ICES). ICES organises many Expert Groups, Study Groups and co-ordination Groups related to provision of scientific advice on marine ecosystems. The ICES Strategic Plan (2014 to 2018) is 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 also participate at other international fora including STECF (Scientific, Technical and Economic Committee for Fisheries), NEAFC (North East Atlantic Fisheries Commission) and NASCO (North Atlantic Salmon Commission). FEAS provide scientific support for the DCMNR at various EU meetings (e.g. the EU Norway Agreements and the EU Council of Fisheries Ministers). FEAS produce the annual Stock Book which provides the latest scientific advice on those stocks of interest to Ireland. In addition FEAS is responsible

for the salmon National Coded Wire Tagging and Tag Recovery programme and work closely with IFI (Inland Fisheries Ireland) on the Standing Scientific Committees for salmon and eel.

<http://www.marine.ie/Home/site-area/about-us/fisheries-ecosystems-advisory-services>

<http://www.facebook.com/#!/marineinstituteireland?fref=ts>

### Summary of the Role:

The Fisheries Laboratory Analyst (LA) will work closely with the Analyst team on data delivery to our main client, DAFM (Department of Agriculture, Food and the Marine) and also to ICES (International Council for the Exploration of the Seas) in relation to provision of data for fish stock assessment and advice. The job will be focused on data collection on land and at sea on board research and/or commercial vessels, and the collation and validation of this data. These activities will deliver part of Ireland's obligations under the Data Collection Multi Annual Programme (DCMAP) funded under the European Maritime and Fisheries Fund (EMFF 2014 to 2020).

### Background to Requirement:

The M.I. has met Ireland's obligations under the Data Collection Framework (DCF) since 2002. The DCF programme involves at sea and port sampling of catch and landings, research vessel surveys (e.g. acoustic, egg, groundfish and underwater TV surveys), management and analyses of data, assessment and provision of scientific advice on the sustainable exploitation of fisheries resources. The new Data Collection Multi Annual Programme (DCMAP) will run over the period 2014 to 2020 and will provide the scientific data needed to support the new Common Fisheries Policy (CFP).

Ireland has secured funding under the EMFF (European Maritime and Fisheries Fund) to support the implementation of the new DCMAP and to build capacity in the areas of data collection to ultimately provide advice for fisheries stocks exploited by Ireland's commercial marine fisheries.

### Principal Tasks:

- Port sampling of Pelagic, Demersal, Nephrops and Shellfish species to fulfil the DCF sampling targets;
- Participate in a suite of research surveys at sea as required;
- Sea time on board commercial vessels as part of the DCF catch sampling programme;
- Assisting in the age preparation laboratory as required;
- Age reading of assigned demersal and pelagic fish species;
- Arranging / collection and work up of Nephrops samples from a variety of Functional Units in order to fulfil the DCF sampling targets, with specific responsibility for east coast sample coordination and sample collection;
- Data entry and quality control of data from a range of data sources, (e.g. commercial sampling events, discard data, Sentinel Vessel Programme data);
- Establish and maintain effective working relationships with fishermen, Co- Operatives and Fish Producers Organisations.
- Adhere to MI procurement policies regarding sample payments;
- Day to day management of Interns and Bursars;
- Any other duties assigned from time to time, appropriate to the position.

### Reporting Structure:

The successful candidate will report to a Senior Laboratory Analyst in FEAS.

## Contacts:

### Internal

FEAS Director, FEAS Section Manager & Staff of FEAS; and staff of the Marine Institute.

### External:

Regular liaison with Government Departments including Department of Agriculture, Food & the Marine, scientists and officials from other government organisations, and representatives from the Fishing Industry.

## 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).

## Education, Professional or Technical Qualifications, Knowledge, Skills, Aptitudes, Experience, and Training

### Essential:

- A minimum of a third level Certificate in a relevant biological or science subject.
- Relevant experience in the practical aspects of biological sampling of fish and shellfish both in the field and in a laboratory environment.
- Demonstrated ability to work at sea for extended periods of time.
- The ability to meet the requirements of a sea going medical (ENGII) and mandatory sea training.
- The ability to be well organised and work to deadlines identifying priorities and managing time effectively.
- A high level of computer literacy (Word, Excel, PowerPoint, Internet/Email, databases).
- The ability to communicate effectively both in writing and verbally at all levels.
- Proven ability to work accurately with data sets.
- Strong administration and organisational skills with good attention to detail.
- Ability to work safely in a laboratory environment.
- The ability to work unsupervised and to work well with others.
- A full clean driving licence and own transport.

### Desirable:

- Knowledge of the work programmes of Fisheries Ecosystems Advisory Services.
- Previous experience in the preparation of age reading structures.
- Experience with the age reading of fish species.
- Some familiarity with the Irish Marine industry.

### Special personal attributes required for the position:

- Dynamic and reliable.
- Self-sufficiency, while being a good team player.
- Excellent interpersonal skills.
- The ability to work to deadlines and manage time effectively.
- An ability to maintain work output under challenging & inclement conditions whilst at sea.
- Experience in collaborating with scientists and members of a technical team.
- Ability to work diplomatically in resolving issues with stakeholders.

#### Salary:

Remuneration is in accordance with the Public Sector, Department of Public Expenditure & Finance approved Salary Scale for the Laboratory Analyst, a scale that starts at €31,017 per annum pro-rated with time worked. You will become a member of the Single Public Service Pension Scheme.

#### Annual Leave:

Annual leave entitlement for a Laboratory Analyst is 23 working days per annum. Annual leave entitlement for this position will be pro-rated in accordance with the duration of the contract awarded. Annual leave entitlements are exclusive of Public Holidays.

#### Duration of Contract:

This temporary specified purpose contract of employment will be in place for up to 12 months, providing job-share cover. The successful candidate will be on probation for the first six months of this contract.

#### 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 FEAS/ LA-JS / Nov. 2016

#### Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon on Monday 19<sup>th</sup> December 2016**. Please note that late applications will not be accepted.

**Date of Interviews:** It is anticipated that interviews for this role will be on **Wednesday 11th January 2017** – candidates should make themselves available to attend.

The Marine Institute is an equal opportunities employer