

Marine Institute Job Description

Position	Temporary Laboratory Analyst - Fisheries Assessment Analyst, (Cod Tagging)
Contract	19 month Up to 31 st August 2018 - Temporary Specified Purpose Contract – funded under EASME programme
Service Group	Fisheries Ecosystems Advisory Services
Location	Howth, Co. Dublin

Brief description of 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.

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

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/>)

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 (L.A.) will be one of two dedicated tagging personnel working on the EASME cod tagging project (the other will be working with AFBI in Belfast). The L.A. will work closely with the existing M.I. Analyst and STO teams as well the AFBI project team to plan and carry out the cod tagging programme. The job will be focused on tagging at sea on board commercial, chartered commercial, recreational and survey vessels and the collation and validation of this data, ashore. The L.A. will implement the project tagging protocols and required experiments to assess condition and post-tagging survivorship. The L.A. will also be involved in developing promotional material for the project and an outreach programme in Irish ports and with sea anglers.

Background to Requirement:

The M.I. is a partner in a consortium led by Agri-Food and Biosciences Institute (AFBI) who successfully obtained funding from the European Commission to carry out a cod tagging project in the Irish Sea and adjacent areas (EASME/EMFF/2015/010). The principle aim of the project is to provide empirical data that describes the biology, structure and functioning of the stock of cod in the Irish Sea. These data will provide input to spatially structured stock assessment models to identify management targets that will help rebuild cod spawning stock biomass, and form the basis of recommendations for an effective multi-annual management plan for the mixed fishery of the Irish Sea. The main objectives of the project are to:

- a) Review available knowledge to design and implement a tagging programme for cod in the Irish Sea;
- b) Engage with the fishing industry and recreational fishing sector to achieve the highest possible tag reporting rates;
- c) Analyse cod movements and migration patterns in the Irish Sea and neighbouring areas to identify population structure and the extent of mixing between populations of cod in the Irish Sea and neighbouring areas;
- d) Identify and analyse the influence of environmental or other factors and parameters in the cod movements and migration patterns;
- e) Use tagging data to determine fishing mortality, natural mortality and growth rates of the cod stock in the Irish Sea and identify the importance of this information for the assessment of the stock;
- f) Provide management advice regarding elements to be considered in a multiannual management plan.

The results will be communicated through publications and appropriate fora, such as attendance of key project personnel at relevant ICES Working and Study Groups, STECF, publication of project progress at regular intervals via the internet, presentations of key results at ICES and other conferences, organisation of EU-wide workshops, and dissemination of important scientific results in peer review publications.

Principal Tasks:

- Sea time on board commercial and angling vessels as part of the cod tagging programme.
- Participate in a suite of research surveys at sea as required.
- Data entry and quality control of data from a range of data sources.
- Establish and maintain effective working relationships with fishermen, Co- Operatives and Fish. Producers Organisations, anglers and angling charter vessel owners.
- Promote the project and tag returns through outreach and publicising the project.
- 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 Team Leader in FEAS.

Contacts:

Internal

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

External:

Regular liaison with AFBI in Northern Ireland, Government Departments including Department of Agriculture, Food & the Marine, Department of Communications, Environment and Natural Resources, Sea Fisheries Protection Authority, Bord Iascaigh Mhara 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 certificate in a relevant biological science.
- The ability to meet the requirements of a sea going medical (ENGII) and mandatory personal sea survival training.
- Demonstrated ability to work at sea for extended periods of time.
- Experience in the practical aspects of relevant biological sampling of fish and shellfish.
- The ability to be well organised and work to deadlines identifying priorities and managing time effectively.
- Strong administration and organisational skills with good attention to detail.
- A high level of computer literacy (Word, Excel, PowerPoint, Internet/Email).
- The ability to communicate effectively both in writing and verbally at all levels.
- The ability to work unsupervised and to work well with others.
- A full clean driving licence and ideally your own transport.

Desirable:

- Knowledge of the work programmes of Fisheries Ecosystems Advisory Services.
- Previous experience of fish tagging programmes.
- Experience of data entry, quality control and assurance procedures.

Special personal attributes required for the position:

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

Salary:

Remuneration is in accordance with the Public Sector, Department of 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:

The maximum duration of this temporary specified purpose contract of employment will be for 19 months up to 31st August 2018. 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 or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway. All correspondence for this post should quote reference FEAS / LA EASME Cod Tag / Dec 2016

Closing date for Applications:

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

Interviews for this role will be held **Thursday 22nd December 2016** and candidates should be available to attend for interview on this date.

The Marine Institute is an equal opportunities employer