**Marine Institute Job Description**

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**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.

**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 Irelands’ marine resources. The Institute undertakes, coordinate 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 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 S Year Strategic Plan (2018 to 2022) 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/)

Description of Service Group:

**Fisheries Advisory Ecosystems Services (FEAS)**

The FEAS’s mission is “to assess, research and advise on the sustainable exploitation of marine fisheries resources”. Currently, FEAS consists of over 70 scientists, technical, post graduate and administrative staff under the directorship of Dr. Paul Connolly. The Service group operates a significant part of their services from the headquarters in Oranmore, Co Galway with additional port based facilities and a major research facility at Newport, Co Mayo. FEAS staff spend a considerable amount of time at sea on commercial fishing vessels and on research vessel surveys carried out on the RV Celtic Explorer and RV Celtic Voyager. A key output of FEAS is the annual Stock Book, the annual Shellfisheries Stock Review which include ecosystem advice relating to the exploitation of marine fisheries. These provide the latest assessment and scientific advice for the fisheries resources exploited by Irish vessels and is a key reference for the Fisheries Management Authority (Department of Agriculture, Food and the Marine – DAFM) and for the Governments fisheries sustainability assessment. FEAS also publish much of its work in peer reviewed scientific journals. FEAS also provide assessments and advice on the implementation of EU Directives in Irish waters. This work includes assessing effects of fisheries on Natura 2000 habitats and species and reporting on various indicators defined under the Marine Strategy Framework Directive.

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
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. ICES 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 DAFM 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.facebook.com/#!/marineinstituteireland?fref=ts

Summary of the Role:

The Scientific and Technical Officer (STO) will work closely with the Inshore Fisheries Team Lead (TL) on service delivery to our main client DAFM (Department of Agriculture, Food and the Marine) in relation to advice on impacts of fisheries on habitats and species in coastal European Marine Sites or so called Natura sites. The job will be focused on collection and management of data on fishing activities, developing fishing pressure indicators, environmental impact assessment of fisheries especially where such fisheries occur within European Marine Sites, designing field research to evaluate the impact of fisheries on marine habitats and species where required, designing mitigations to reduce the impact of fisheries on habitats and species, provision of ecosystem based advice on management of fisheries in coastal waters. These activities will assist in ensuring Ireland is compliant with the requirements of the Habitats and Birds Directives and the Marine Strategy Framework Directive as they apply to the coastal marine environment.

Background to Requirement:

The M.I. has carried out 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, shellfish and underwater TV surveys), management and analyses of data, assessment and provision of scientific advice on the sustainable exploitation of fisheries resources. The current DCF will run over the period 2014 to 2020 and will provide the scientific support to implement 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 DCF, which emphasises fisheries interaction with the ecosystem.
The M.I. is responsible for undertaking Appropriate Assessment and Risk Assessment of fishing activities in Natura 2000 sites, as required under Article 6 of the Habitats Directive and as transposed to Irish Law in the European Communities (Habitats and Birds) (Sea Fisheries) Regulations. These assessments provide information and guidance to DAFM on the environmental risks associated with different fishing activities which they licence. MI also works with other agencies (BIM, SFPA, NPWS) in the design of mitigations to reduce environmental risk of fisheries, undertakes monitoring of fishing impacts and undertakes research to evaluate the impacts of activities where such additional research is required. This work is coupled to advice on the sustainable exploitation of fish stocks in Natura 2000 sites.

**Principal Tasks:**

- Collection and management of fishing activity data / information in coastal waters.
- Risk assessment and appropriate assessment (*sensu* Article 6 of the Habitats Directive) of the effects of fisheries on protected habitats and species (These are mostly now completed).
- Designing, undertaking and evaluating field research/monitoring programmes to assess effects of fisheries on protected habitats and species.
- Resource assessment of inshore shellfish stocks in collaboration with FEAS Inshore Fisheries Team.
- Spatial (GIS) and statistical analysis and modelling of data.
- Designing of fishery management measures with industry to reduce environmental impact of fisheries and to conserve fish stocks.
- Production and publication of articles, reports and research papers in peer reviewed journals.
- Presentation of work at local, national and international meetings.
- Participation in fisheries surveys where required.
- Carry out any other duties assigned from time to time, appropriate to the position.

**Reporting Structure:**

The successful candidate will be based at M.I. Oranmore and will report to the Inshore Fisheries Team Lead.

**Contacts:**

**Within the Marine Institute**

FEAS Inshore Fisheries Team Lead and Inshore Team; Management and Staff of FEAS and the wider Marine Institute.

**Outside the Marine Institute**

Department of Agriculture Food and Marine (DAFM), Industry representative groups (Regional and National Inshore Fisheries Forums), National Parks and Wildlife Service (NPWS), The Irish Sea Fisheries Board (BIM), Inland Fisheries Ireland (IFI), Environmental NGOs.

**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 relevant degree in a science/marine science or related field.
- Demonstrated experience in relevant marine environmental field research and experimental design.
- Demonstrated strong experience in management and analysis of marine data, including spatial data, using GIS software, R programming language and SQL query language.
- Knowledge of data modelling using methods such as GLMMs, GAMs, and related methods.
- Demonstrated experience in the use of MS Software to include Word, Excel, PowerPoint and Outlook at a high level.
- An understanding of relevant EU Directives (e.g. Habitats and Birds Directives).
- Demonstrated experience in Environmental Risk Assessment and methods.
- Knowledge and/or experience in marine benthic ecology and benthic habitat classification systems and methods for benthic (sea floor) community assessment.
- Proven Scientific Report Writing Skills.
- Excellent interpersonal skills and an ability to work with and effectively communicate both verbally and in writing with colleagues, clients, the fishing Industry and stakeholders.
- Effective organisation and administration skills.
- Good time management and the ability to prioritise and meet multiple deadlines.
- The ability to work unsupervised and as part of a team.

#### Desirable:

- A third level degree with strong emphasis on marine environmental science, marine resource management, marine ecology.
- Understanding of or demonstrated experience of resource assessment methods in fisheries.
- Sea going experience or sufficiently fit to pass an ENG II Medical.
- Full, clean driving license.

#### Special personal attributes required for the position:

- Effective organisation and administration skills.
- Dynamic and reliable.
- An ability to work in an organised manner and progress work independently.
- Self-sufficient while being a good team player.
- Self-sufficiency, while being a good team player.
- Highly organised and the ability to work under pressure in a dynamic environment.
- The ability to work unsupervised.
- Demonstrated ability to use initiative.
- Experience in collaborating with scientists and members of a technical team.
- Ability to work diplomatically in resolving issues with stakeholders.
- The ability to manage time and resources effectively to meet deadlines.
- Good interpersonal skills.
- Good written and verbal communication skills in addition to effective numeracy skills.

#### Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for the Scientific & Technical Officer (Engineer III grade) with a salary of €30,987 - €64,981 per annum prorated with time worked. You will become a member of the Single Public Service Pension Scheme if you...
are not currently a member of a public sector pension scheme (or have not been a member in the past six months).

**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, 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 31st December 2020. 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 / STO Natura / July 2019.

**Closing date for Applications:**

All applications for this post should be received by the Marine Institute in advance of 12 noon, 8th August 2019. Please note that late applications will not be accepted.

The Marine Institute is an equal opportunities employer