

## Marine Institute Job Description

<b>Position</b>	<b>Scientific &amp; Technical Officer (STO) - Vulnerable Marine Ecosystems and Nephrops Assessment</b>
<b>Grade &amp; Contract</b>	<b>Scientific &amp; Technical Officer Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EUMAP – EMFAF funded)</b>
<b>Service Group</b>	<b>Fisheries Ecosystems Advisory Services (FEAS)</b>
<b>Location</b>	<b>Marine Institute, Rinville, Oranmore, Co. Galway (Noting that the Marine Institute has introduced a Blended Working Policy, which you may be able to apply for in due course in line with the Policy.)</b>

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

The Scientific and Technical Officers (STO) will work within the ecosystems assessment and integrated advice teams in the Fisheries and Ecosystems Advisory Services area (FEAS). These teams provide the ecosystem assessments, scientific evidence and advice which underpin the sustainable management of fisheries while safeguarding marine ecosystems. The job will be focused on data collation, data analysis, modelling and assessments of vulnerable marine ecosystem (VME) in Irish waters and the assessments of Nephrops stocks.

The Marine Institute 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, scientific surveys (e.g. acoustic, egg, groundfish, underwater TV surveys, shellfish and commercial vessel), management and analyses of data, assessment and provision of scientific advice on the sustainable exploitation of fisheries resources. The current DCF (EUMAP) will run over the period 2022-2027 and will provide the scientific data that supports implementation of the Common Fisheries Policy (CFP).

The aim of this new post is to build capacity and improve the knowledge base on the presence of vulnerable marine ecosystems (VMEs) in Irish waters and the impact of fishing activity on potentially sensitive species and habitats. This is on foot of obligations under the EU Deep Sea Fisheries Access regulation 2016/2336 requiring member states to collect information on the presence of VMEs and to make information available in a way that can facilitate designation of spatial closures to protect these taxa. This process will take place parallel to national initiatives set out in the Programme for Government to designate Marine Protected Areas (MPAs). The position further focuses on assessment of *Nephrops* stocks around Ireland owing to close linkage in data gathering processes using Under water TV.

### What Will You Be Doing Every Day?

#### Principal Tasks:

The STO will collaborate closely with FEAS ecosystems team and with the ICES community to achieve the following tasks, focusing on two areas VMEs and *Nephrops* stock assessments:

- Data preparation for ICES working groups and other data calls for VME data and *Nephrops* stock assessments (EU, ICES, OSPAR and NEAFC).
- Improve sampling protocol for collection of VME data from observed fishing trips under the DCF, including fisheries dependent and fisheries independent sources.

- Participating and reporting VME data and processing to relevant bodies (including ICES, STECF or other scientific or technical expert groups, including benchmark workshops).
- Participate and lead research surveys including underwater video/imaging surveys relating to VMEs and *Nephrops* stock assessments.
- Attending the ICES Working Group on Deep Sea Ecology (relating to VMEs) and Celtic Seas Ecoregion (relating to *Nephrops* stock assessments).
- Preparing reports for the Data Collection Framework on the work conducted

## 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 third level degree in science, engineering or a related field.
- Experience with the R statistical programming language.
- Demonstrated high level data management and data manipulation skills
- Spatial data analysis skills in GIS, R or other relevant platforms
- Experience in statistical modelling including habitat modelling
- Proven scientific report writing skills and / or published peer-reviewed papers
- High level of experience in the use of Microsoft Office or similar applications
- Good written and verbal communication skills
- Experience at collaborating with others through scientific expert groups or research projects
- Sufficiently fit to pass an ENG II Medical and Personal Survival Training Programme
- Highly organised and the ability to work under pressure in a dynamic environment to meet multiple deadlines

### Ideally Nice to Have / Desirable:

- Experience of the identification and taxonomy of Vulnerable Marine Ecosystems (VME) benthic species.
- A relevant post-graduate qualification
- Knowledge of how VMEs are currently assessed
- Experience with commercial and research vessel fisheries surveys and sampling programmes
- Sea going experience
- A full, clean drivers licence.

## What else do you need to know?

(Special personal attributes required for the role)

- Demonstrates dynamism, reliability and a positive attitude.
- Self-sufficient while being a good team player.
- Effective organisation and administration skills.
- Good time management and the ability to prioritise and meet deadlines.
- Ability to work diplomatically in resolving issues with stakeholders.
- The ability to work to deadlines and manage time effectively.

## Description of Service Group:

**FISHERIES ECOSYSTEMS ADVISORY SERVICES – The Wider Team**

Currently, FEAS consists of over 90 scientists, 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 headquarters in Oranmore, Co Galway with additional port based facilities and a major [research facility at Newport](#), Co Mayo. 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 Housing, Local Government and Heritage ([DHLGH](#)) to address the Marine Strategy Framework Directive ([MFSFD](#)) requirements through [OSPAR](#) and national reporting under an SLA ([service level agreement](#)). FEAS provide scientific services to Department of Environment, Climate and Communications ([DECC](#)) related to offshore renewable energy development.

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).

FEAS experts also carry out research and stock assessments on diadromous fish species (salmonids and eels) and is responsible for the salmon National Coded Wire Tagging and Tag Recovery programme and working closely with [IFI](#) (Inland Fisheries Ireland) on the Standing Scientific Committees for salmon and eel. 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:

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

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

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

The successful candidate will be based at the Marine Institute, Rinville, Oranmore. Direct reporting will be to the Team Leader responsible for ecosystem assessments.

### 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 which we hope will help them to develop professionally. These include training programmes to support personal and career

development, Work/Life Balance policies, Employee Assistance Programme, Buddy/Mentoring Programme, Bike to Work Scheme, Staff Medicals and Annual flu vaccination.

### **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).

### **Contacts:**

#### **Within the Marine Institute**

FEAS Director, FEAS Section Managers, FEAS Team leads and team members; Marine Institute colleagues across other service groups.

#### **Outside the Marine Institute**

Department of Agriculture Food and the Marine (DAFM), Department of Housing, Local Government and Heritage (DHLGH), The OSPAR Commission on the Marine Environment of the North Atlantic, International Council for the Exploration of the Seas (ICES), various stakeholders and academic institutions.

### **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 €37,583-€76,519 per annum pro-rated with time worked. You will commence on the first point of the scale €37,583 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 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:**

The maximum duration of this temporary specified purpose funded contract of employment will be up to December 31st 2027. The successful candidate will be on probation for the first six months of this contract.

### **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 Ireland’s scientific agency responsible for supporting the sustainable development of the state’s maritime area and resources. We do this through conducting applied research and providing scientific knowledge, advice and services to government, industry and other stakeholders and users. This policy advice capacity, our broad mandate, and the research programmes we fund and undertake, give us a unique insight into the science-policy interface and make us an exemplar in the provision of integrated ocean knowledge.

The Marine Institute provides a broad range of essential scientific support to its parent department, the Department of Agriculture, Food and the Marine (DAFM). There is an increasing demand from Government for the data and evidence that are essential to inform national policy and to underpin the state’s governance of our maritime area. Through laboratory, field and seagoing work, the Institute carries out statutory environmental, fisheries and aquaculture surveys, seafood testing and other monitoring programmes assigned by government. The Institute plays an important role in supporting the state’s response to the impacts of our changing seas and oceans, through working with the national and international scientific community to observe, study and understand our changing oceans. This essential scientific advice supports industry, protects consumers and underpins legislative and other obligations aimed at the protection and management of the marine environment.

**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.*

There are 6 broad service areas within the Marine Institute; (1) Ocean, Climate and Information Services, (2) Marine Environment & Fish Health Services, (3) Fisheries Ecosystems Advisory Services, (4) Irish Maritime Development Office, (5) Policy, Information 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](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/STO/VME/JUN24**

All applications for this post should be received by the Marine Institute in advance of **12:00 noon 1st of August 2024**. 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.



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*Foras na Mara*  
*Marine Institute*

**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.**