# Marine Institute Job Description

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| **Position** | **Scientific & Technical Officer (STO): CLIRAQUA Project** |
| **Grade & Contract** | **Scientific & Technical Officer Grade**<br>**Specified purpose contract for a maximum duration of 14 months (up to 31st March 2028) - funded by Interreg Atlantic Area** |
| **Service Group** | **Marine Environment & Food Safety Services (MEFSS)** |
| **Location** | **Marine Institute, Oranmore, Co. Galway**<br>**(The Marine Institute has a Blended Working Policy in Place)** |

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

The successful candidate will work within the Aquaculture Section of MEFSS as a Scientific and Technical Officer (STO), with responsibility for delivering the Marine Institute inputs to the Interreg Atlantic Area funded CLIRAQUA project (Climate resilience and adaptation in Aquaculture), a European project with partners from Spain, Portugal, France and Ireland and coordinated by the University of La Coruna. The project aims to investigate the resilience of Atlantic aquaculture to climate change through advance technologies and ecosystem-based solutions. The project will promote climate adaptation and risk prevention, promoting climate governance and adaptation strategies within the Atlantic Area region.

Within the project, the Marine Institute is leading task 2.1 'development of adaptive management protocols' which aims to design practical strategies to optimize production under new environmental conditions imposed by climate change. Furthermore, within this work package, the Institute will utilise its research facilities to conduct integrated multi-trophic aquaculture (IMTA) trials to demonstrate their use as a climate mitigation strategy for resilient aquaculture production. The Marine Institute is also co-ordinating work package 3 'Strengthening governance and participation in climate change adaptation for Atlantic aquaculture'. The Institute will also lead task 3.1 'development of climate governance policies' which aims to provide technical assistance to state and regional authorities for the integration of climate change adaptation strategies into public policies related to coastal management and aquaculture.

The successful candidate will oversee the completion of the trials at Lehanagh Pool and contribute to the development of project reports on adaptive management strategies and climate adaptation policies for aquaculture, in conjunction with project partners. Additional tasks will include liaising with the project co-ordinator at the University of La Coruna, and the research office at the Marine Institute, to ensure all administrative requirements for the project are completed.

The Marine Institute recently completed reviews of its organisation and strategic achievement. The outcomes of these reviews are expected to effect the roles and duties of employees and to bring about other organisational changes. Any impacts or changes will be communicated.

## What Will You Be Doing Every Day?

Principal Tasks:

The candidate will be responsible for carrying out a range of duties consistent with the work programme of the project. These include:

- Rearing and related husbandry of the cultured species at the Lehanagh Pool Marine Research Site.
- Management of data collection and synthesis for the project, including administration in collaboration with the Principal Investigator.
- Undertaking a programme of sampling and data collection for CLIRAQUA milestones and deliverables to ensure samples and *in situ* data collected are fit for purpose.
- Assist the CLIRAQUA Principal Investigator in ensuring all project tasks and deliverables are completed on time.
- Assist in the development of the experimental design of the IMTA field trials at Lehanagh Pool.
- Assist with the development of technical reports and stakeholder engagement activities within the project.
- Ensuring all procedures and activities are integrated into the Aquaculture Section SOP's
- Participate in data collection, analysis and publish in the scientific literature.
- Attend relevant project and section meetings.
- Liaise with project partners and staff involved in delivering the programme.
- Any other duties relevant to the position, project and grade as required 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 Degree in a relevant scientific area.
- Relevant post qualification work experience in a scientific or technical environment including field work, data collection and biological sampling.
- Experience of working safely in a laboratory/field environment and the use of standard operating procedures (SOPs).
- Sea going experience and sufficiently fit to pass an ENG II Medical and participate in appropriate mandatory safety related training.
- Strong data handling skills.
- A high level of computer literacy including the use of standard office software packages.
- Excellent interpersonal skills and the ability to communicate effectively at all levels both in writing and verbally with technical and scientific and non-technical groups.
- Proven track record in effectively preparing scientific reports or peer-reviewed scientific publications.

- Good time management and the ability to prioritise and meet deadlines.
- The ability to work unsupervised and to work well with others.
- Effective organisation and administration skills.
- A full clean Driving License.

## Ideally Nice to Have / Desirable:

- A postgraduate qualification in marine science or an equivalent.
- Work experience in aquaculture related management and/or research, experience in integrated multi-trophic aquaculture would be an advantage.
- Knowledge on the potential impacts of climate change on the marine environment and aquaculture.
- Experience in the use of database, mapping, statistical and graphing software.
- Experience with stakeholder engagement activities such as workshops and seminars.
- Power boat handling experience.

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

- It is essential that the successful candidate is a good communicator and works well with colleagues.
- Flexible as the position may involve husbandry duties as part of a weekend rota.
- Dynamic and reliable.
- Self-sufficient, while being a good team player.
- Highly organised and the ability to work under pressure in a dynamic environment.
- Excellent interpersonal skills and an ability to work with and effectively communicate with the marine stakeholders.
- Effective organisation and administration skills.
- Good written and verbal communication skills in addition to effective numeracy skills.
- Demonstrated ability to use initiative.

## Description of Service Group and the Wider Team

**Marine Environment & Food Safety Services**

Marine Environment & Food Safety Services (MEFSS) is a service area of the Marine Institute that plays a pivotal role in ensuring the safety of seafood, preserving environmental health, providing a variety of policy supports and safeguarding fish health. Operating as an integral part of the Institute, MEFSS undertakes multifaceted responsibilities primarily through the execution of scientific monitoring and research programs, coupled with offering expert scientific interpretation and regulatory guidance to government.

1. Shellfish Safety
   Shellfish Safety in MEFSS involves rigorous monitoring and testing to ensure the safety and quality of shellfish products, contributing to the protection of public health. This includes

adherence to established standards and regulations while actively collaborating with relevant authorities to maintain Ireland's superior shellfish health status. Collaborating with organisations such as the Food Safety Authority of Ireland and the Sea Fisheries Protection Authority, MEFSS actively monitors seafood safety, upholding the reputation of the Irish seafood industry for high-quality products while adhering to national and international regulatory standards.

2. Fish Health Unit

   The Fish Health Unit in MEFSS serves as the national competent authority responsible for implementing EU and national aquatic animal health legislation, overseeing and monitoring the movement of finfish and shellfish into, out of, and within Ireland. Through comprehensive testing and disease surveillance, the unit aims to maintain Ireland's superior fish and shellfish health status, providing crucial support to the aquaculture industry and fisheries sectors.

3. Aquaculture Section:
   The 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.

MEFSS collaborates with various departments and agencies, including the Department of Housing, Local Government and Heritage, Environmental Protection Authority, Department of Environment, Climate and Communications, Bord Iascaigh Mhara, Sea Fisheries Protection Authority, National Parks and Wildlife Service, and the Food Safety Authority of Ireland. This collaborative approach underscores the organisation's commitment to ensuring comprehensive and effective support across diverse domains. MEFSS ensures the highest quality standards with our laboratories accredited under EN ISO/IEC 17025:2017 for food safety, environmental monitoring, and fish health work. Furthermore, the Fish Health Competent Authority is ISO 9001:2015 certified, emphasising the organisation's commitment to excellence.

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

The successful candidate will report directly to the Aquaculture Section Manager and be supported by the Senior Laboratory Analyst and researchers in the Aquaculture Section.

## 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 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, an employee assistance 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:**

Aquaculture Section Manager & Staff of the Aquaculture Section and MEFSS Division. The Senior Laboratory Analyst and wider fish rearing team in Newport.

**External:**

All CLIRAQUA project partners. Contracted staff responsible for the daily operation of the Lehanagh Pool Marine Research Site.

## Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale as of June 2026 for a Scientific & Technical Officer, a scale that starts at €40,374 - €81,218 on a full time basis per annum, pro-rated with time worked. You will commence on the first point of the scale (€40,374) 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:

The contract will be issued on a specified purpose basis for a maximum duration of 14 months up to 31st March 2028, subject to funding. The successful candidate will be on probation for the first 6-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 or posted to Human Resources at the Marine Institute, Rinville, Oranmore, Galway, H91 R673. All correspondence for this post should quote reference **MEFSS/STO/CLIRAQUA/NOV26**

**Closing date for Applications**:

All applications for this post should be received by the Marine Institute in advance of **12 noon, Wednesday 18th of November 2026**. Unfortunately, late applications cannot be accepted.

**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; or
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.

**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 (GDPR) Policy and data retention schedule. All information will be treated with the strictest confidence and accessed only by those involved directly in the campaign.

**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.**