

Marine Institute Job Description

Position	Permanent Laboratory Analyst – Fisheries Assessment Analyst
Grade & Contract	Laboratory Analyst Grade Contract of Indefinite Duration
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Oranmore, Co. Galway, Ireland. 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.

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

The Fisheries Assessment Analyst (LA) will work closely with the Analyst team and the Industry Liaison Team Leader on data delivery to our main client DAFM (Department of Agriculture, Food and the Marine) and ICES (International Council for the Exploration of the Seas) in relation to provision of data for fish stock assessments and advice. The job will focus on fisheries data collection at sea on board commercial and research vessels, on land in co-ops and processors and will also include the collation, data entry and validation of this data.

The Laboratory Analyst will have a focus on demersal and pelagic species age reading, in particular herring and mackerel and will work closely with the pelagic team to ensure these ages and the associated data extractions are delivered on time to the stock coordinators. These activities will contribute to the delivery of Ireland's obligations under the multiannual Union programme for the collection, management and use of data in the fisheries and aquaculture sectors (EUMAP) funded under the European Maritime, Fisheries and Aquaculture Fund (EMFAF 2021 to 2027).

What Will You Be Doing Every Day?

Principal Tasks:

- Sea time on board commercial vessels as part of the DCF at-sea sampling programme.
- Participate in a suite of research surveys at sea as required.
- Port sampling of Pelagic, Demersal, Nephrops and Shellfish species to fulfil the DCF sampling targets.
- Age reading of assigned fish/shellfish species.
- Collection and work up of samples from the 'Self Sampling' programme.
- Provide assistance with the work up of shellfish species in Oranmore post shellfish surveys as needed.
- Data entry and quality control of data from a range of data sources, (e.g. Commercial Sampling events, At-sea sampling Data, Sentinel Vessel Programme data, Inshore data).
- Establish and maintain effective working relationships with fishermen, Co-Operatives and Fish Producers Organisations.
- Participate in outreach events and meetings related to the fishing industry.
- Day to day management of Summer bursars as required.
- Any other duties assigned from time to time, appropriate to the position.

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 minimum of a certificate in a relevant biological science.
- Demonstrated ability to work at sea for extended periods of time on various types of vessels.
- Familiarity with the Irish Fishing industry.
- Experience in the practical aspects of biological sampling of fish and shellfish.
- The ability to meet the requirements of a sea going medical (ENGII) and mandatory sea going training.
- A high level of computer literacy (Word, Excel, PowerPoint, MS Teams, Internet/Email).
- Experience with data entry and quality control of scientific data.
- The ability to communicate effectively both in writing and verbally at all levels.
- A full clean driving license and own transport.

Ideally Nice to Have / Desirable:

- Knowledge of the work programmes of Fisheries Ecosystems Advisory Services.
- Previous experience or training in the age reading of fish or shellfish.

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

- An ability to maintain work output under challenging & inclement conditions whilst at sea.
- 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 and communication skills.
- Experience in collaborating with scientists and members of a technical team.
- Ability to work diplomatically and capable of resolving issues with stakeholders.
- The ability to work to deadlines and manage time effectively.

Description of Service Group: Fisheries Ecosystems Advisory Services (FEAS) – The Wider Team

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. 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. 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 Tom Crean.

A key output of FEAS is the annual Stock Book and the annual Shellfisheries Stock Book. These provide the latest assessment and scientific advice for the resources exploited by Irish vessels and is a key reference for the Government's sustainability assessment presented annually to the Oireachtas. A key element of FEAS work is the provision of scientific support for the Irish government (principally the Department of Agriculture, Food and the Marine – DAFM) on marine fisheries ecosystems related issues. FEAS also publish much of its work in peer reviewed scientific journals.

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](#) (2019 to 2023) 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>

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

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

What we offer

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:

Internal

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

External:

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

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).

Salary:

Remuneration is in accordance with the Public Sector, Laboratory Analyst approved Salary Scale for Laboratory Analysts which runs from €36,283-€60,887 on a full time basis per annum pro-rated with time worked. You will 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 Laboratory Analyst is 23 days per annum. Annual leave entitlements are exclusive of Public Holidays and are managed using the Time & Leave Management System in Place in the organisation. All leave must be approved by your manager or their authorised representative; in advance of being taken and in line with Marine Institute leave policies.

Duration of Contract:

An employment Contract of Indefinite Duration will issue for this role at the discretion of the Marine Institute subject to satisfactory performance at the required level and completion of the required probation period. The successful candidate will be on probation for the first six / 6 months.

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 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 Ireland’s marine resources. The Institute undertakes, coordinates 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, Climate 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 5 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/>)

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/CID/Feb23**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon 13th of February 2023**. Unfortunately, late applications cannot 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.

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.**