

Marine Institute Job Description

Position	Laboratory Analyst - Fisheries & Ecological Analyst
Grade & Contract	Laboratory Analyst – Contract of Indefinite Duration
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Furnace, Co. Mayo (The Marine Institute has a Blended Working Policy in Place)

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

This role supports the delivery of key elements of the FEAS work plan and will be based at the MI Long Term Ecological Research (LTER) Facility in, Newport, Co. Mayo. The successful candidate will be responsible for delivering the key tasks outlined below and have the opportunity to engage and assist with the development of future programmes. The successful candidate will work closely with the Newport Research team in delivery of a range of tasks required to achieve our Core deliverables, both in wild fish science and in the aquaculture stocks. The job will have a strong support emphasis in all areas and assist with the collection and recording of data and in the sharing and tracking of samples with in-house and 3rd party research collaborators. Along with the day to day core tasks, role includes providing support for collaborative research programmes with 3rd parties, long-term ecological research, particularly in the light of changing climate and oceans. These programmes require a quality assured approach to the collection of data and in support for the delivery of high quality research.

What Will You Be Doing Every Day?

Principal Tasks:

- Provide general support for fish trap sampling, laboratory sampling and the ecological survey programme, including fish age analysis, plankton, and macroinvertebrates
- Organise and implement the MI scale and otolith archive (IFBA – the Irish Fish Biochronology Archive). Manage the collection and input of new samples and data and provide support to the ecological surveys
- Undertake digitisation and cataloguing of historical archived samples in the IFBA as time permits.
- Undertake real-time age analysis to support data requirements for national and international databases.
- Assist with design and implementation of a system for tracking of all samples, including scale, tissue and DNA samples, both in-house and between external research partners
- Provide supplementary support for rearing and tagging duties (tagging duties may involve seetime).

- Assist with weekend duties as per Staff Rota.
- Outreach activities as required.
- Any other duties as may be required from time to time, as appropriate to the grade.

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 a methodological approach to archiving and record keeping (such as service records).
- A high level of computer literacy (Word, Excel, PowerPoint, Internet/Email).
- Demonstrated experience with data entry.
- The ability to communicate effectively at all levels.
- Willingness to work in boats and at sea
- A full clean driving licence and own transport.
- Experience of sampling and biological laboratory skills

Ideally Nice to Have / Desirable:

- Experience with quality control of scientific data.
- Experience with handling of boats.
- A knowledge of quality assurance processes
- A knowledge of the work programmes carried out at Marine Institute Newport.
- Experience in fish scale and/or otolith preparation and fish age determination
- Any experience in museum curatorship or similar
- Digital imagery

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

- Demonstrates energy, dynamism, reliability and a positive attitude.
- Possess a diplomatic manner, with the ability to resolve issues before conflict occurs with stakeholders.
- Takes ownership of tasks and is determined to see them through to a conclusion.
- An ability to work in an organised manner and progress work independently, managing time effectively to deliver multiple outputs on time.
- A collaborative and open approach to project and programme success.
- Self-sufficiency, while being a good team player.
- The ability to remain focused when multiple important deadlines coincide

Description of Service Group: FEAS – The Wider Team.

Currently, FEAS consists of over 100 scientific, 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 Marine Institute 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 Shellfish Stocks and Fisheries Review. 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 (MSFD) requirements through OSPAR. FEAS provide scientific services to Department of Environment, Climate and Communications (DECC) related to offshore renewable energy development. FEAS participates in a number of fora on fisheries advice and management with DAFM and the marine agencies, with the regional and national inshore fisheries representative groups and with the Irish Fisheries Science Research Partnership (IFSRP).

The Newport facilities comprise of a laboratory, administration block, freshwater hatchery, fish rearing facilities, fish census trapping stations, a salmonid angling fishery and a comprehensively monitored freshwater lake and river catchment. The freshwater fish rearing facilities comprise a broodstock holding pond, two isolated hatchery units for egg incubation and hatching and indoor and outdoor rearing tanks for on-growing in biosecure locations as well as a new recirculating aquaculture system (RAS). The rearing facilities have supported a wide range of both commercial and research and development projects on brown trout, rainbow trout and Atlantic salmon. The fish trapping facilities have been in operation since 1958, with a full record of all fish movements upstream and downstream since 1970. The fish traps are situated at installations lying between Loughs Furnace and Feeagh, possess the unique advantage of being able to monitor all movements of fish to and from freshwater enabling a full census to be carried out on wild salmon, ranched salmon, sea trout and eels. Other long-term ecological monitoring in the catchment includes juvenile fish stock assessments, nutrients, plankton and macro-invertebrates

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

The successful candidate will be based at the Marine Institute, Furnace, Co. Mayo. Direct reporting will be to the Senior Lab Analyst at Newport.

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.

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

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

Salary:

Remuneration is in accordance with the Public Sector, Dept of Finance approved Salary Scale for a Laboratory Analyst which runs from €39,773-€65,751 on a full-time basis per annum pro-rated with time worked. You will commence on the first point of the scale €39,773 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 laboratory analyst is 23 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:

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 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 (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. All correspondence for this post should quote reference **FEAS/NP/ECO/DEC24**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **Tuesday 10th December 2024 at 12.00 Noon**. 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.