

Marine Institute Job Description

Position	Postdoctoral Researcher - Marine Beacon Project
Grade & Contract	Postdoctoral Researcher - Temporary specified purpose contract for a maximum duration of 48 months, funded under the EU Horizon Europe Marine Beacon Project.
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co Galway. The Marine Institute has a Blended Working Policy in Place

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

The Post-Doctoral Researcher (PDR) will work closely with the Marine Beacon project co-ordinator in the Ecosystem Approach to Fisheries Management Team as well as with colleagues in the wider Fisheries Ecosystem Advisory Services team to deliver research for the Marine Beacon project.

The Marine Beacon project aims to improve knowledge and understanding and produce the tools and technology to reduce the discarding of protected, endangered and threatened species (PETS), in European waters. The PDR will work specifically on tasks related to; identifying and overcoming bycatch related knowledge gaps for fish, marine mammals and sea birds, and evaluating the risk of fisheries bycatch and determining the vulnerability of PETS in European waters.

A focus of the work will be on Irish waters, although there will be opportunities for collaboration with European partners to improve understanding of bycatch risk across large geographic areas. There will also be opportunities to work with wider fisheries stakeholders.

What Will You Be Doing Every Day?

Principal Tasks:

The main tasks will be linked to the overall project work, and the research in Irish waters in particular. This will include:

- Collate species occurrence and abundance data from multiple data sources including national monitoring programmes and fisheries independent surveys
- Produce spatial and temporal distribution maps of PET elasmobranch species in Irish waters
- Produce robust species-level estimation of bycatch, generating new and improved bycatch rates and total bycatch estimates for Irish fisheries
- Map and identify high risk bycatch areas in Irish waters
- Determine vulnerability of PETS in Irish waters, including for seabirds
- Validate bycatch risk and vulnerability methods using fisher's knowledge through the use of interviews and participatory workshops
- Maintain an overview of the published and grey literature related to the project.

- Help work on the project where the MI is involved, and collaborate on other project work as appropriate.
- Present the work at local, national and international meetings, including project meetings.
- Publish regular articles in peer reviewed journals.
- Carry out any other duties assigned from time to time, appropriate to the position.
- Other outputs to ensure delivery of the project, appropriate to the grade and role 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 relevant PhD in fisheries science, marine science, marine ecological analysis or a related field.
- An understanding of issues related to bycatch in European fisheries.
- Demonstrated experience of working in the arena of fisheries and/or marine ecosystem modelling or similar.
- Demonstrated skills in statistics and data analysis linked to marine ecological/fisheries science, with particular experience of analysing spatial data (ideally implemented in R).
- Experience with spatial data analysis and GIS, or other task appropriate statistical and data handling skills.
- Excellent interpersonal skills and an ability to work with and effectively communicate with scientists, the fishing industry and other relevant stakeholders.
- High level of experience in the use of Microsoft Office applications.
- High level statistical analysis skills (ideally implemented in R).
- Proven Scientific Report and peer reviewed paper writing skills.
- Effective organisation and administration skills.
- Good time management and the ability to prioritise and meet deadlines.
- The ability to work unsupervised and as part of a team.
- Good written and verbal communication skills in addition to effective numeracy skills.
- Sea going experience or sufficiently fit to pass an ENG II Medical.
- Full, clean driving license.

Ideally Nice to Have / Desirable:

- Strong data handling and data manipulation skills (e.g. experience of SQL server, Access, or other relational databases).
- Understanding of the issues surrounding Ecosystem Based Fisheries Management.
- Experience with commercial and research vessel fisheries surveys and sampling programmes
- A good knowledge of the Irish fishing industry.
- Experience of data management.

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

This is an exciting role to work as part of a large international project that aims to improve knowledge and understanding and produce the tools and technology to reduce the discarding of PETS in European waters. This will involve working with leading scientists in the field from 21 institutes and companies across 9 European countries. It would suit an adaptable, enthusiastic, fast learner who is keen to widen their skills and experience. The work of the project is aimed to produce outputs that can be utilised by multiple different stakeholder groups related to European fisheries including by providing advice to policy makers, managers and fishing communities. You should be;

- Able to collaborate with a wide range of individuals and organisations
- Organised and reliable
- Ambitious
- Self-sufficient while being a good team player

Description of Service Group: Fisheries Ecosystem Advisory Services – The Wider Team

Currently, FEAS consists of over 90 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 and particularly on the effects of fisheries in Natura 2000 sites. 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 ([MFSD](#)) 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 forums 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).

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 are responsible for the salmon National Coded Wire Tagging and Tag Recovery programme and working closely with [IFI](#) (Inland Fisheries Ireland) on the Technical Expert Group on Salmon and the Technical Expert Group on 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 MI Oranmore and will report to the Project Co-ordinator for the Marine Beacon project.

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: Marine Beacon project co-ordinator, FEAS Director, FEAS Section Managers and the wider MI Team.

External: Marine Beacon Consortium partners, Fishing Industry

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for a Post-Doctoral Researcher (as per HEI University appointments), a scale that starts at €43,908-€50,302 per annum pro-rated with time worked. You will commence on the first point of the scale €43,908 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 Post-Doctoral Researcher is 24 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 specific purpose contract of employment will be for up to 48 months period from start date. 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 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/PDR/BEACON/MAY24**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon, Wednesday 22nd May 2024**. 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.