

Marine Institute Job Description

Position	Postdoctoral Researcher - Marine Beacon project
Grade & Contract	Postdoctoral Researcher - Temporary specified purpose contract for a maximum duration of up to 18 months, funded under the EU Horizon Europe funding programme
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Rinville, Oranmore, Co Galway. The Marine Institute has a blended working policy

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.

The Marine Institute recently completed reviews of its organisation and strategic achievement. The outcomes of these reviews are expected to affect 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 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

- Work closely with international project partners to compare species distribution models, synthesise findings, and help shape the application of innovative analytical approaches.
- Determine vulnerability of PETS in Irish waters, including for seabirds, based on existing risk assessment outputs
- Contribute to a dynamic, multidisciplinary research team, collaborating across multiple projects to deliver impactful outcomes for marine science and conservation.
- Support project leadership and coordination, helping to organise stakeholder meetings, workshops, and collaborative initiatives that drive project success.
- Present the work at local, national and international meetings, including project meetings.
- Publish regular articles in peer reviewed journals.
- Contribute to the core objectives of the project while having scope to develop and lead additional research activities, collaborations, and scientific outputs in line with your interests and expertise.
- Carry out 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 relevant PhD in fisheries science, marine or environmental science, zoology, quantitative ecology or a related field.
- An understanding of issues related to bycatch in European fisheries.
- Knowledge of Protected, Endangered and Threatened Species (PETS)
- Demonstrated experience of collating, managing, and analysing large ecological or biodiversity datasets.
- Experience with the use of statistical software and programming languages such as: R and GIS software (ArcGIS or QGIS)
- High level statistical analysis skills (ideally implemented in R).
- Evidence of scientific writing skills, including peer reviewed publications, reports or technical documents.
- Strong written and verbal presentation skills.
- Ability to work effectively in a multidisciplinary and international team.
- 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.

- 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.

Ideally Nice to Have / Desirable:

- Strong data handling and data manipulation skills (e.g. experience of SQL server, Access, or other relational databases).
- Experience of conducting species distribution modelling
- Experience with risk assessment methodologies
- Expertise in seabird ecology
- Understanding of the issues surrounding Ecosystem Based Fisheries Management.
- Familiarity with commercial and research vessel fisheries surveys and sampling programmes
- A good knowledge of the Irish fishing industry.
- Experience of data management.
- Sea going experience or sufficiently fit to pass an ENG II Medical.
- Full, clean driving license.

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

Fisheries Ecosystems Advisory Services (FEAS)

The mission of FEAS is “to assess, research and advise on the sustainable exploitation of marine fisheries resources”. 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. 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, RV Celtic Voyager and RV Tom Crean. 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. 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 but also DHLGH and DECC) 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 provide the highest standards of robust, impartial, transparent and timely advice and policy support to our many clients, but particularly to DAFM (Department of Agriculture, Food and the Marine) and other Government Departments collaborating with other partner agencies to do so;
- 2) To maximise the benefits of the EU Data Collection Framework (DCF) and EMFAF operational programme;
- 3) To build a strong working relationship with the fishing industry and the environmental NGO's;
- 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 Marine Institute Research Framework while addressing CFP and MFSD requirements;
- 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.

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.

Contacts:

Within the Marine Institute: Marine Beacon project co-ordinator

External: Marine Beacon Consortium partners, Fishing Industry

Salary:

Remuneration is in accordance with the Public Sector, Department of Public Expenditure / Department of Finance approved Salary Scale (as of June 2026) for a Post Doc Researcher, a scale that starts at €47,273-€53,925 per annum pro-rated with time worked. You will commence on the first point of the salary scale (€47,273) 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 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 18 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/AUG26**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12noon, Monday September 7th, 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 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.