

Marine Institute Job Description

Position	Post-Doctoral Researcher (PDR) EAFM – OceanICU
Grade & Contract	PDR OceanICU, temporary specified purpose contract up to 31st October 2027 – OceanICU Project Funded Via Horizon Europe
Service Group	Fisheries Ecosystems Advisory Services (FEAS)
Location	Marine Institute, Oranmore, Co. Galway, Ireland (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 Ecosystem Approach to Fisheries Management Team Lead on delivering the research for the OceanICU project. The individual will work specifically on helping to develop ecosystem modelling approaches that will enable an understanding of the implications of fishing on the role of fish in the sequestration of carbon to the seabed. This will be done in collaboration with other experts in the field in the Marine Institute, and in the project partner institutions in the UK, Denmark and France. The individual will then apply the methods to construct fishing associated carbon budgets for the shelf seas around Ireland. You will also collaborate with a second PDR on this project who will be working on Connecting OceanICU to Society.

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:

- Gathering data and material for inclusion in the ecosystem models being developed by MI and partners for the project.
- Developing and then applying (with the wider project team) the modelling approaches developed for understanding the links between fisheries and the carbon budget.
- Developing scenarios for fisheries management (fish removals) that would be appropriate to maximise the carbon sequestration role of fish.
- Maintaining 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 articles in peer reviewed journals.
- Carry out any other duties assigned, 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 a marine ecological analysis, or a related field.
- Demonstrated experience of working in the arena of fisheries and/or marine ecosystem modelling or similar.
- Demonstrated experience of working in an interdisciplinary science context that focuses on the marine environment and advice on its management.
- Demonstrated skills in data analysis linked to marine ecological/fisheries science, and spatial data.
- Demonstrated excellent interpersonal skills and an ability to work with, organise and effectively communicate with people ranging from scientists and policy advisors to users of the sea (e.g. fishers) and the wider public.
- High level statistical analysis skills (ideally implemented in R).
- Proven Scientific Report and peer reviewed paper writing skills.
- Strong and 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.

Ideally Nice to Have / Desirable:

- Experience with working with one or more key specific issues such as: marine ecosystem modelling, marine carbon budgets, fisheries or related fields.
- Good data handling and data manipulation skills (e.g. experience of relational databases and/or GIS systems).
- Understanding of the issues surrounding Ecosystem Based Fisheries Management and Ecosystem Based Management more widely.
- A good theoretical and practical knowledge of the Irish Marine Ecosystem, fisheries and the challenges they face in a changing world.
- Experience in teaching and transferring skills in a range of environments, including on-line and in person

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

- This is an exciting opportunity to work in a major international project which aims to develop an understanding and advice for the links between fishing and carbon sequestration.

- It would suit an adaptable, enthusiastic, fast learner who is interested in widening their skills and experience.
- Within the project, there will be opportunities to make use of cutting edge methods of marine ecological analysis and to work in areas of high public and policy interest including fisheries management, maintaining the role of the oceans in mitigating CO2 and hence climate change, and providing advice based on the research.
- This research is of immediate and potentially critical importance over the next years of climate change, and you will be working in a trans-disciplinary international team to help achieve that.
- You should be:
 - Dynamic and reliable.
 - Able to work in an organised manner and progress work independently.
 - Self-sufficient while being a good team player.
 - Experienced in collaborating with scientists and members of a technical team.

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

The position will be based within the FEAS Service Group.

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 Celtic Voyager. 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 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) 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, H2020, 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 (2014 to 2018) 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 be based at MI Oranmore and will report to the Ecosystem Approach to Fisheries Management Team Lead.

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 a series of benefits that promote a healthy work-life balance which we hope will

help them to develop professionally. These include the provision of laptops, supporting blended working, provision of modern work spaces, training programmes to support personal and career development, Work/Life Balance policies, Employee Assistance Programme, Buddy/Mentoring Programme, Bike to Work Scheme, Staff Medicals and Annual flu vaccination, access to sports and social activities.

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

FEAS Ecosystem Approach to Fisheries Management Team Lead.

Outside the Marine Institute

DAFM, DHLGH, Project Partners, The European Commission, the Media, BIM, SFPA, Fishing Industry (National and International), Environmental NGO's, Third Level Higher Education sector.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale as of June 2026 for a Post Doctoral Researcher which starts at €47,273 to €53,925 on a full-time basis per annum, pro-rated with time worked. You will commence on the first point of the 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 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 and operating systems in place.

Duration of Contract:

This temporary specified purpose contract of employment will run for the duration of the OceanICU project up to 31st October 2027, subject to funding continuing and being available from the externally funded programme monies funding this role. 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 **FEAS/PDR/OeanICU/Aug2026**

Closing date for Applications:

All applications for this post should be received by the Marine Institute in advance of **12 noon, Tuesday, 4th of August 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.