Position	**Regional Development Officer – East Region (Eng Grade III)**
Contract	**Contract of Indefinite Duration**
Service Group	**Seafood Technical Services**
Location	**BIM Office**

Brief description of BIM:

BIM is a non-commercial semi-state body, which was formally established by statute (Irish Sea Fisheries Act 1952).   It is the Irish State agency responsible for developing the Irish seafood industry.

BIM's strategy aims to enhance the competitiveness of the Irish seafood sector focusing on the following five key strategic priorities:

1. Sustainability
2. Skills
3. Innovation
4. Competitiveness
5. Leadership

BIM is an agency of the Department of Agriculture, Food and the Marine (DAFM) and a network of other Government Departments, semi-state agencies, national and international marine partners.

The organisation has six business units: Seafood Technical Services, Skills Development Services, Corporate Services, Development and Innovation Services, Economic and Strategic Services, and Corporate Communications. BIM's head-office is in Dun Laoghaire, Co. Dublin. In supporting the seafood sector, BIM's staff are also strategically located in the coastal communities which they serve, including offices in Galway and Killybegs. In addition, BIM's two training colleges are located in Greencastle, Co. Donegal and Castletownbere, Co. Cork. Finally, BIM's SIH (Seafood Innovation Hub) is located in Clonakilty, Co. Cork where it supports innovation and sustainability among Ireland's seafood industry.

Our Mission
To support and enable an increase in value creation of an Irish sustainable seafood sector, across the supply chain, from catch to consumer.

Description of appropriate Service Group:

Seafood Technical Services (STS)

The STS business unit is made up of five sections, Fisheries Conservation, Aquaculture Technical, Sustainability & Certification, Regional Development North and Regional Development South. The teams are primarily based regionally and cover the entirety of Ireland's coastline. The work of the five STS teams is as varied and diverse as the Irish Seafood itself, covering everything from small scale fisheries, finfish, shellfish and seaweed aquaculture, selective fishing gears, environment, plastic reduction and processing efficiency.

Summary of the Role:

The Regional Development officer for the East is a key client facing role responsible for the development and maintenance of strong relationships with individuals and fishing groups in the East region. As a client facing team member the Regional development Officer will act as a conduit between the fishing industry and BIM ensuring they are well briefed and supported on any relevant grant aid support schemes, training, and any other relevant services that BIM offer to the industry. The Regional Development Officer will ensure that BIM is kept abreast of any issues or initiatives stemming from the fishing sector so that BIM can continue to offer relevant support and services to the industry and that its annual work plan reflects the needs of its clients.

The Regional Development Officer will help to develop and promote sustainable fishing practices and will play an active part in ensuring the economic, social and environmental sustainability of the sector. The role will also involve the implementation of EMFAF programmes such as the National V-Notch Scheme and the Inshore Fisheries Forums Initiative and will help to drive the effective and impactful implementation of the national inshore strategy. The Regional Development Officer will also support the fishing sector by providing assistance with licensing and registration of vessels as well as working with the local Regional Inshore Fisheries Forum and the National Inshore Fisheries Forum as required.

Background to Requirement:

BIM is the Irish State agency responsible for developing the Irish seafood industry. It supports the Irish seafood industry and communities in ensuring that aquatic and maritime resources are used sustainably.

The inshore sector plays a key role in sustaining Irelands fragile coastal communities, with the bulk of employment in the fishing sector made up of small-scale coastal vessels targeting inshore fish and shellfish stocks. Historically this sector has been underdeveloped and has lagged behind other parts of the seafood industry.

The key to maintaining healthy and vibrant coastal communities is having a healthy and vibrant inshore sector, which is sustainable economically, socially and environmentally. BIM and the regional development teams play a key part in this by providing the sector with the help, knowledge, financial supports that allows them to fish sustainably, build resilient businesses and seek out and develop new opportunities.

Principal Tasks:

- Provide funding information and guidance for the inshore fishing industry to improving operations, drawing down grant aid and increasing competitiveness, sustainability and resilience
- Support the inshore sector by stimulating projects to underpin sustainable fishing and business and market development
- Implement any Government or European led initiatives as required
- Act as first point of contact on the coast for any enquiries in relation to the fishing industry
- Facilitate Industry stakeholder groups as required (including but not limited to the FLAG, RIFF and NIFF)
- Promotion of relevant BIM services to the inshore fishing sector
- To perform any other related duties as might reasonably be required and which may be assigned from time to time

Reporting Structure:

Manager: Regional Development Manager

Director: Seafood Technical Services Director

Contacts:

Within BIM
- Regional Resource Development Manager(s)
- Other Regional Resource Development staff
- All staff in STS Business Unit
- All staff in Skills development Services Business Unit
- Key staff in D&I BU and in the other BIM Business Units
- Reception Staff within BIM

Outside BIM
- Fishers operating in the East region
- Other seafood operators as required
- Coastal community interests as dictated by the schemes and demand of BIM's work programme.
- External stakeholders and bodies within the fisheries and aquaculture sector
- DAFM and DAFM's Associated Programmes Marine Agencies and Programmes Division
- The Inshore Management Group (IMG)

- The National Inshore Fisheries Forum (NIFF), the National Inshore Fisheries Association (NIFA)and the National Inshore Fisheries Organisation (NIFO).
- MI, SFPA, LEADER Implementation Groups, Údarás na Gaeltachta, 3rd Level Institutes, FSAI, CIL, MSO, County Councils, EPA, Department of Environment.
- Other relevant external Regulatory Bodies
- Relevant fisheries aquaculture industry and NGO's.

Training

- Training needs will be identified through our Performance Management System.

Education, Professional or Technical Qualifications, Knowledge, Skills, Aptitudes, Experience and Training

Essential:

- A minimum of three years working in or with the seafood sector
- Educated to third level in a relevant subject area
- Full driving licence and access to own vehicle
- Demonstrable project management, organisational, administrative, interpersonal and communication skills
- Ability to work remotely and independently
- The ability to foster strong internal and external relationships
- 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.

Desirable:

- Fluency in spoken and written Irish.

Special personal attributes required for the position:

- Good personal organisational and priority-setting skills, with the ability to manage multiple priorities
- Proven track record of working with diverse partners to solve problems and achieve shared goals
- Capable of working independently as well as being an effective team player, with initiative and creativity
- Good interpersonal and communication skills, with the ability to effectively interact with people in a multidisciplinary and multicultural environment

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Eng Grade III, with a salary range of €33,149 - €68,795 (as at 1st February 2021) per annum pro-rated with time worked. You will become a member of the Single Public Service Pension Scheme if you are not currently a member of a public sector pension scheme (or have not been a member in the past six months). Salary and Pension Scheme are subject to public sector approved norms and take account of recent service in the public sector in lien with relevant circulars and rules.

Annual Leave:

Annual leave entitlement for this role is 25 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 BIM leave policies, 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 BIM 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 twelve/12 months.

How to Apply:

A full C.V. together with a letter of application and BIM Vacancy Application Form , summarising experience and skill sets applicable to the position should be emailed to jobs@bim.ie or posted to Human Resources of BIM, 12 Crofton Road, Dun Laoghaire, Co. Dublin.

Closing date for Applications: All applications for this post should be received by the BIM by **3 p.m. 11ᵗʰ July 2022**. Please note that late applications will not 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.

BIM is an equal opportunities employer