



Position	<b>National FLAG Network Officer (HEO)</b>
Contract	<b>Temporary specified purpose contract for a maximum duration of up to 31<sup>st</sup> December 2027 (EMFAF)</b>
Service Group	<b>Seafood Technical Services</b>
Location	<b>BIM Office</b>

#### 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, 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 includes small scale fisheries, finfish, shellfish and seaweed aquaculture, selective fishing gears, environment, plastic reduction and processing efficiency.

## Summary of the Role:

The National FLAG Network Officer will have responsibility for the FLAGs nationally but mainly in the South-West, South and South-East of Ireland.

They will work within the Seafood Technical Services team to support the FLAG boards in developing local development strategies across the FLAGs for the EMFAF programme; providing administrative support to FLAG boards in implementing the EMFAF Community Led Local Development (CLLD) schemes and coordinating the regional and national promotion of the outcomes and impacts of the grants under this Scheme. The successful applicant will have responsibility for liaising with BIM on the activities of the boards as they relate to the EMFAF programme.

This role will be in direct support of Ireland's obligations under the European Maritime, Fisheries and Aquaculture Fund (EMFAF 2021 to 2027).

## 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.

Ireland has secured funding under the EMFAF (European Maritime Fisheries and Aquaculture Fund) to support the implementation of EMFAF which will lead to:-

- healthy, safe and sustainably managed seas and oceans
- Food security through the supply of seafood products
- Growth of a sustainable blue economy

The Marine Programmes Division of the Department of Agriculture, Food and the Marine (DAFM) will be responsible for the development and implementation of the Seafood Development Programme 2021 -2027. The European Maritime, Fisheries and Aquaculture Fund (EMFAF) 2021-2027 is a successor to the European Maritime, Fisheries Fund (EMFF) 2014-2020.



Ireland is to receive €142 million of EU funds from the new EMFAF which will be combined with co-funding from the Government of Ireland. These funds will be allocated for the management of fisheries, aquaculture and fishing fleets, and also cover measures such as scientific advice, controls and checks, market intelligence, maritime surveillance and security. The EMFAF will particularly support small-scale coastal fisheries and vessels up to 24 meters as well as promote aquaculture.

Local development will be a key instrument within the European Maritime, Fisheries and Aquaculture Fund to support the sustainable development of fishing communities. Priority 3 under Article 3 of the EMFAF regulations is enabling a sustainable blue economy in coastal, island and inland areas, and fostering the development of fishing and aquaculture communities. These two roles are directly in support of the implementation of these EMFAF objectives.

Articles 31-34 of the Common Provisions Regulation (EU) No 2021/1060 set out the means by which Community Led Local Development (CLLD) must be undertaken for the European Maritime and Fisheries Fund. CLLD is a specific tool for use at sub-regional level, which is complementary to other development support at local level. The methodology places the community living in the fisheries and aquaculture dependent area at its core. Groups of people representing defined geographical areas in the form of Fisheries Local Action Groups (FLAGs) are charged with identifying the challenges to development in their own communities and developing initiatives to address these challenges. Through local development strategies, FLAGs seek to facilitate participation by all parties who wish to contribute to this process, thus ensuring that each local development strategy is as representative of the community view as possible.

In the fishery and aquaculture sector, FLAGs are established to encourage innovative approaches to create growth and jobs, in particular by adding value to fishery products and diversifying the local economy towards new economic activities, including those offered by 'blue growth' and the broader maritime sectors. The sustainable development of the fishery and aquaculture sector should contribute to promoting social inclusion and poverty reduction, creating jobs and fostering innovation, at local level. It should also contribute to achieving territorial cohesion.

Each coastal region in Ireland has a FLAG board (there are currently seven FLAG boards) each of which has been established following a formal procurement process and comprise volunteers who are charged with assessing grant applications before passing them to BIM for assessing eligibility, issuing letters of offer, verification and payment of claims.

#### Principal Tasks:

The National FLAG Network Officer will support the FLAG boards in both administering the schemes and coordinating the promotion of the outcomes and impacts of the CLLG grants.

The day to day duties associated with this role are as follows:

- Facilitating local development strategy development across the FLAGs for the EMFAF programme
- Promotion of the FLAG programme to prospective grantees
- Promotion of successful outcomes and projects and working with the BIM Communications Team to promote these through BIM's communications channels
- Facilitate the animation of the FLAG programme in the FLAG regions



- Developing guidance and providing assistance across the FLAGs for the project application process
- Providing support to the FLAG Boards in formalising project selection decisions for approval by BIM
- Liaising with BIM on the activities of the boards as they relate to the EMFAF programme

**Other:**

To perform any other related duties as might reasonably be required and which may be assigned from time to time.

**Reporting Structure:**

Resource Development Manager/Seafood Technical Services Director.

**Contacts:**

**Within BIM**

Seafood Technical Services Director

**Outside BIM**

DAFM, ICES, project partners, The European Commission, Marine Institute, SFPA, fishing industry (national and international), environmental NGO's, third level higher education sector.

**Training**

There are no mandatory training requirements for this role.

Training needs will be identified through our Performance Management System.

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

**Essential:**

- A relevant third level qualification in business studies, communications, administration or a relevant field.
- Three years experience of relevant administrative experience.
- Good interpersonal skills and an ability to work with and effectively communicate with clients and stakeholders.
- Ability to work effectively with the fishing industry and local communities.
- 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.
- Full clean driving licence.



#### Desirable:

- Experience of working in or with a Communications team
- Media skills
- Financial management experience

#### Special personal attributes required for the position:

- Good personal organizational 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
- Excellent facilitation and team-building capacity

#### Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for HEO with a salary range of €50,848- €64,038 (as at 1<sup>st</sup> February 2022) per annum pro-rated with time worked. Appointment will be at the first point of the pay scale unless the candidate is currently employed within the public services.

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 29 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:

This temporary specified purpose contract of employment will be for the period up to the end of 31st December 2027. The successful candidate will be on probation for the first six months of this contract.



## 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](mailto: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 **5 p.m. 22<sup>nd</sup> August 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***