

<b>Position</b>	<b>Pelagic Development Officer (HEO)</b>
<b>Contract</b>	<b>Contract of Indefinite Duration</b>
<b>Service Group</b>	<b>Development &amp; Innovation</b>
<b>Location</b>	<b>Can be based in our Killybegs Fisheries Harbour Centre, Co. Donegal, our BIM Head Office, Dun Laoghaire, Co. Dublin or our office in New Docks, Galway.</b>

#### Description of appropriate Service Group:

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.

#### Summary of the Role:

The Pelagic Development Officer is a client facing role that will support the pelagic sector to enhance competitiveness within its core commodity focus whilst also diversifying into higher value product opportunities. Integrating new commodity processes, extending the processing season through market led value-add opportunities, enhancing value from established and under-utilised resources and adopting green and sustainability initiatives will be key elements. The Pelagic Development Officer will liaise closely with processors and fishers to provide the necessary services and co-develop appropriate support projects.

The Officer will also have the capacity to analyse trends and insights to determine and apply best-fit opportunities for the sector.

The Officer will also ensure that BIM is kept abreast of any issues or initiatives stemming from the fishing and processing sectors so that BIM can continue to offer relevant supports and services to the industry and that its annual work plan reflects the needs of its clients. The role will also involve the implementation of BAR and subsequent EMFAF programmes and focused sectoral support to assist in the administration of funding schemes will be important.

#### 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 pelagic sector's focused activity in the northwest is a key economic driver for the region, offering vital direct and indirect employment throughout its supply chain. In addition, smaller scale operations help sustain many coastal communities along the west coast. The sector's commodity focus has been successful, however reduced raw material availability due to Brexit and escalating supply chain costs are impacting performance.

The key to maintaining healthy and vibrant coastal communities is having a healthy and vibrant pelagic 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:

- Engage closely with pelagic fishermen and processors to enhance competitiveness and create value.
- Act as a coordinating interface for BIM's technical, training, sustainability and innovation services.
- Enable the creation of linkages along the supply chain for fishers and processors to reduce carbon footprints, costs, and build provenance and value.
- Take responsibility for managing designated projects with their associated budgets and reporting through to completion whilst reporting on progress to the line manager.
- Support their line manager by performing initial analyses and interpretation of data and insights as relevant to their area of responsibility.
- Identify trends and emerging opportunities for the sector to develop and innovate and to use these to inform project proposals and BIM activities and services.
- Work across BIM and other state agencies to maximise and leverage all supports and services available to the sector.
- Implement any Government or European led initiatives as required.
- Promote relevant BIM services to the sector.
- Perform any other related duties as might reasonably be required and which may be assigned from time to time.
- Provide the Department of Agriculture, Fisheries and Marine (DAFM) with on the ground insights and assist with policy questions that may arise.

### Reporting Structure:

Manager: Sector Manager - Pelagics  
Director: Development and Innovation Services Director

### Contacts:

#### Within BIM

- Sector Manager Pelagics
- All staff in D&I Business Unit
- Key staff in STS BU and in the other BUs
- Reception Staff within BIM

#### Outside BIM

- Pelagic vessel owners/skippers
- KFO
- ISWFPO
- IFPO
- IFPEA
- Pelagic Processors
- Fisheries Producer Organizations
- Department of Agriculture, Fisheries and Marine (DAFM)
- Other state agencies including but not limited to Enterprise Ireland, Bord Bia, Marine Institute

#### 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 within the food sector with a comprehensive understanding of the dynamics of the seafood sector.
- Educated to third level in a relevant subject area.
- 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.
- Full driving licence and access to own vehicle.

#### Desirable:

- A broad understanding of BIM and the Irish seafood sector.
- Qualification in Project Management.

#### 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 Higher Executive Officer with a salary range €50,848 - €64,038 (as of 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 line 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:

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.



**The closing date for Applications is 5 p.m. 26<sup>th</sup> September 2022.**

Please note that there may be more than one interview stage in the recruitment process for this role and that BIM may request the selected candidates to present a short presentation on a pre-selected topic at the final interview stage. Please note that late applications will not be accepted.

Any queries in relation to this role should be emailed to [jobs@bim.ie](mailto:jobs@bim.ie).

**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***