



Position	Fisheries Conservation Officer
Contract	Full-time; Contract of Indefinite Duration
Service Group	Seafood Technical Services
Location	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.

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.

Fisheries Conservation Section

The Fisheries Conservation Section aims to:

- Provide technical support to the Irish fishing sector
- Help the sector make best use of available resources
- Develop technical solutions to meet environmental and regulatory challenges
- Develop technical solutions to improve carbon efficiency
- Promote and communicate work that builds societal support for the Irish fisheries sector and BIM

Sustainability & Certification Section

The Sustainability & Certification Section works with the Irish Seafood Industry to ensure the sustainable production of Irish seafood by minimising impacts, improving production efficiencies and achieving the highest standards in food safety, quality and environmental management

Marine Spatial Planning

Marine Spatial Planning (MSP) assesses marine area use and plans how best to use it into the future. MSP tries to balance the different demands for using the sea including the need to protect the marine environment. It's about planning when and where human activities take place at sea. It's about ensuring these activities are as efficient and sustainable as possible. Marine spatial planning involves stakeholders in a transparent way in the planning of maritime activities. Ireland's Marine Spatial Plan is known as the National Marine Planning Framework.

Fishery Improvement Projects

For wild fishery products, sustainability programmes such as the BIM backed Fishery Improvement Projects (FIPs) demonstrate Ireland's commitment to achieving and maintaining sustainable fisheries. FIPs are a science-based approach to making continual improvements in the sustainability of specific fisheries with a view to achieving Marine Stewardship Council (MSC) certification. FIPs are a globally recognised means of assessing fisheries and identifying actions to improve the management and sustainability of these fisheries.

Summary of the Role:

The Fishery Conservation Officer will work with the Fishery Conservation Section and Sustainability and Certification Section on developing and promoting sustainable fisheries. Key objectives of the role will be as follows:

- Developing new approaches and links between Fisheries Conservation technical work and MSP
- Development of BIM capabilities and provision of advice on fisheries integration in MSP
- Coordination and project management of the Fisheries Improvement Projects towards sustainability certification of Irish fisheries

Principal Tasks:

- Work with the Fisheries Conservation section on developing gear and area-based technical solutions which address challenges raised by Marine Spatial Planning
- Development of BIM capabilities and policy on aspects of Marine Spatial Planning relevant to the fisheries sector including the National Marine Planning Framework and Marine Strategy Framework
- Co-ordinate and project manage existing FIPs and develop new Irish FIPs according to industry and market needs
- Provide advice to fishers, processors, and retailers on FIPs and sustainability certification
- Ensure FIP work plans are delivered and monitor, record and report on activities as part of the work plans
- Provide reviews and updates to FIP benchmarking bodies such as Fishery Progress
- Develop links between Fisheries Conservation work and FIPs
- Participate in the development of 3rd party certification schemes
- Forge collaborative relationships with fishers, processors, retailers, scientists, regulatory bodies, and NGO's.
- Horizon scanning for policy changes and updates which affect the seafood sector and its sustainability profile.

Other:

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

Reporting Structure:

Reporting Manager: Fisheries Conservation Section Manager

FIPS and Sustainability Certification: Sustainability and Certification Section Manager

Director: Seafood Technical Services Director

Contacts:

Within BIM

- All staff in STS Business Unit
- Key staff in ESSU Business Unit
- Key staff in D&I BU and in the other BIM Business Units

Outside BIM

- Fishers, co-ops, processors and retailers
- DAFM
- DHLGH
- Fishery Producer Organisations and groups
- Marine Institute
- External stakeholders and bodies within the fisheries sector.
- Other relevant external Regulatory Bodies.

Training

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

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

Essential:

- A 3rd level post-graduate degree in a relevant technical discipline (fisheries or marine environmental science)
- A minimum of 3 years' experience working within a similar role or relevant experience working within fisheries sector
- Knowledge of marine spatial planning
- Demonstrate the ability to think strategically together with creativity, drive and commitment and energy to achieve results.
- Strong writing skills and the ability to generate and edit scientific and other reports as evidenced by published examples.
- Excellent communication and interpersonal skills with the ability to foster and maintain strong relationships with internal and external stakeholders
- Possess strong team working skills
- Full Driver's licence

Desirable:

- Proven ability to successfully engage and disseminate information to a non-scientific audience
- Safety at Sea (however, BIM will provide training on this if necessary)

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 p.a. (as at 1st February 2022) 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 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:

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 6 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.

The closing date for Applications is 5 p.m. 17th November 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.

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

