

Position	Development & Innovation Services Director - PO Grade
Contract	Contract of Indefinite Duration
Service Group	Development & Innovation
Location	May be based in BIM Head Office, Dun Laoghaire, Co. Dublin, Galway Office, Killybegs Office or BIM's Seafood Innovation Hub, Clonakilty, Co. Cork. (With a requirement to attend our Head Office as required)

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 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:

Development & Innovation Services (DIS) supports the sustainable growth of the seafood sector through practical business development services and market led innovation through BIM's Seafood Innovation Hub.

The DIS business unit consists of a diverse team of business advisors and innovation technical staff who are committed to supporting the growth of the Irish seafood sector in the home and export markets. The DIS team has responsibility for the development, implementation and measurement of BIM's business development services across the seafood sector.

Business Development – BIM's client account managers provide business development advice and support to assist clients in planning and identifying new market opportunities, as well as advice on funding. This team is assisted by BIM's regional officers who provide frontline contact and coordinate access to a range of BIM services to clients. The team is developing a client engagement model for the seafood sector that is based on a partnership approach and is working to develop actionable market-led insight to inform and drive the seafood sector's expansion into new niches in the global market.

BIM's Seafood Innovation Hub provides industry with the opportunity to test and trial innovative product and process ideas in our test facilities, before committing to full commercialisation and capital investment costs. The Innovation Hub provides seafood business and innovation training to graduate students. BIM intends to establish a multi-campus seafood innovation 'Centre of Excellence' to encourage investment in Research and Development, directed by BIM in partnership with the sector, research and third level institutions. This Centre will embed and promote the widespread use of the methodologies developed specifically for seafood by BIM to drive commercial growth across the sector in the quickest and most efficient way possible.

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 Irish seafood sector is experiencing a period of significant adjustment post-Brexit with the sector facing change on a scale that is without precedent. The UK/EU Trade and Co-operation Agreement of 2020 had a unique and disproportionate impact on Irish seafood with a significant loss of quota; disruption of supplies and imports and the need to establish new routes to market. This is compounded by supply chain challenges and increased operating costs (particularly fuel costs) as a result of the war in the Ukraine.

The Development & Innovation Services Business Unit is a key team in providing the necessary skills and expertise to lead the transformation of the long-term potential of the sector, focusing on adding value and accessing new markets; providing solutions to the challenges the sector faces; delivering and encouraging progress, assisting the sector in accessing grant and other practical supports and providing innovation supports and services that result in commercial impact.

Principal Tasks:

Strategic Responsibilities within BIM Senior Management Team

- Lead the implementation of the business development and innovation components of BIM's strategic plan.
- Development of an innovation Centre of Excellence in the Seafood Innovation Hub.
- Manage and report on the implications of global issues on seafood trade including Brexit and the Ukraine.
- Development of actionable market insights for clients, in conjunction with Bord Bia, Enterprise Ireland and commercial market insight providers.
- Provide leadership and act as scheme owner on relevant grant schemes; aligning investments towards competitiveness and resilience and securing the long-term future of the sector.
- Participate in Senior Leadership Team (SLT) decision making, meetings and strategy development.
- Report to BIM Board on D & I performance on strategic initiatives.
- Develop partnerships and collaborations with other agencies to harness synergies and to deliver better outcomes for clients.
- Communicate and network effectively with key stakeholders in industry, Government, partner Agencies, media and suppliers.
- Present and/or speak at domestic or international meetings or conferences.

Manage the Development & Innovation Services Business Unit

- Set vision and oversee work programmes, budgets and KPIs for DIS Business Unit, allocating budget, expenses and organisational resources for best impact.
- Develop internal capability and development within the DIS team and manage staff performance.
- Maintain and develop effective industry relations.
- Benchmark and develop best practice innovation in BIM's Seafood Innovation Hub
- Develop scaling, co-opetition and consolidation in industry.

Service the requirements of DAFM and other stakeholders

- Provide reports and advice as required (including speaking notes as required).
- Assist in dealing with processing companies and issues as required.
- Provide material for DAFM as required.
- Chair or participate in various committees or groups as required.
- Liaise with industry at all levels to ensure relevance of service delivery.

General

- Carry out, manage and/or deliver tasks or projects which may be set by the CEO from time to time.

Reporting Structure:

Manager: CEO

Contacts:

Within BIM

- All staff in D&I Business Unit
- Key staff across BIM

Outside BIM

- Processors
- Fisheries Producer Organisations
- 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, Experience and Training

Essential:

- Minimum of 5 years' experience in a senior management strategic role, ideally within marine or a food related sector.
- A level 8 or higher postgraduate degree or equivalent professional qualification in a business, technical or industry related third level degree.

- A strong understanding of the seafood sector.
- Experience of working in or closely with the public sector at senior management level.
- Experience delivering innovation-led services resulting in commercial impact.
- Evidence of having made significant impact through business development initiatives.
- Experience of delivering services to industry and other clients and stakeholders.
- Clear strategic vision to formulate and evolve a strategic plan for the seafood sector, and an ability to translate that plan into meaningful objectives.
- Proven track record in the delivery of complex high value projects.
- Track record in managing, motivating and developing a team of high performing individuals.
- Effective planning of projects, maximising available resources and setting achievable timeframes.
- Proven negotiation and conflict resolution skills.
- Highly effective and articulate communications skills, both verbal and written, demonstrating influence and impact at all levels.

Desirable:

- Public sector experience.
- Marine or seafood sector experience.
- Business development qualification.
- Demonstrated experience of budgeting and financial management.

Special personal attributes required for the position:

- Delegates appropriately, shows leadership and challenges others to perform to their potential.
- Initiates and drives change.
- Can build and develop relationships with customers and key contacts.
- Develops new insights into situations and provides innovative solutions to make organisational improvements.
- Can deal effectively under pressure; maintaining focus and composure in adverse or challenging situations.
- Demonstrates energy, dynamism and a positive mental attitude.
- Possesses sound, balanced judgement and strong analytical abilities.
- Experience in supervising and collaborating with members of a diverse team.
- The ability to manage time effectively and work to deadlines delivering on time and in budget.
- Willing to change and adapt to changing situations.
- Good personal organisational and priority-setting skills, with the ability to manage multiple priorities.
- Strong analytical skills.
- Ensures that objectives are met by translating overall strategy into objectives.

- Initiates and takes personal responsibility for delivering results on key work activities.
- Values the sharing of information and continuous improvement in a cooperative atmosphere of constructive evaluation and learning.

Salary:

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Principal Officer with a salary range €97,207 - €120,237 (as of 1st March 2023) 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 30 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 or posted to Human Resources of BIM, Crofton Road, Dun Laoghaire, Co. Dublin.

The closing date for Applications is 5 p.m. 31st March 2023.

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

