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| <b>Position</b>      | <b>Regional Environmental Officer (Engineer Grade III)</b>   |
| <b>Contract</b>      | <b>Full-time; Indefinite Duration</b>  |
| <b>Service Group</b> | <b>Seafood Technical Services</b>  |
| <b>Location</b>      | <b>Based in BIM's Head Office, Crofton Road, Dun Laoghaire or in one of our regional offices (Application for Hybrid arrangement possible)</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 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:

This is a permanent position located in one of BIM's locations. STS is a key business unit within BIM that not only manages dynamic relationships with the Seafood sector but has heavily contributed to creating and promoting a sustainable, environmentally-friendly industry.

The role of Regional Environmental Officer feeds into this function, as the role supports two regional development teams working with the aquaculture and fisheries sectors to address a wide range of environmental and sustainability issues.

In addition to the above, the successful candidate for this position will also play a vital role in the promotion of sustainable activity within overarching strategies for the sectors including, *inter alia*, NSPEA, Inshore Fisheries Strategy and Seafood OP.

The successful applicant must be a highly motivated, talented communicator capable of adapting style and content to the target audience. Fundamental to the effectiveness of this role is the ability to create understanding of the policy and statutory obligations relating to sustainability and the environment so that the Regional Teams within BIM increase their fluency and effectiveness in dealing with complex situations arising for the seafood industry on the coast.

They will foster and maintain positive relationships with a wide range of internal and external stakeholders. The ability to relate and communicate successfully with industry members and with public servants is also a key attribute.

#### Principal Tasks:

- Provide assistance and support to the Regional Development team on environmental issues.
- Updating/drafting activity plans for the fisheries and aquaculture sector to inform assessments under the Birds and Habitats Directive.
- Forge collaborative relationships with local fisheries and aquaculture businesses, regulatory bodies, and NGOs.

- Horizon scanning for environmental policy changes and updates which affect the seafood sector and its sustainability profile.
- Reviewing and make accessible new directives, plans, and policies to inform the Regional Teams, and co-ordinating any necessary consultation responses.
- Provide support to industry groupings as required on a regional basis in support of the local officer

Regional travel will be required as part of this role, with an anticipated annual mileage of 10,000 Km - 15,000 Km.

**Other:**

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

**Reporting Structure:**

Director: Seafood Technical Services Director.

Line Manager: Regional Development Manager - North

**Contacts:**

**Within BIM**

- Regional Resource Development Officers
- Regional Resource Development Manager(s)
- 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**

- 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), the National Inshore Fisheries Organisation (NIFO) and the Regional Inshore Fisheries Forums (RIFFs).
- MI, SFPA, LEADER Implementation Groups, Údarás na Gaeltachta, 3<sup>rd</sup> Level Institutes, FSAI, CIL, MSO, County Councils, EPA, Department of Environment.

- Other relevant external Regulatory Bodies.
- Relevant fisheries aquaculture industry and NGOs.

### **Training**

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

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

#### **Essential:**

- A 3<sup>rd</sup> level degree in a relevant technical discipline (Life Sciences, Environmental).
- A minimum of 3 years' experience working within a similar role or relevant experience working within fisheries and aquaculture sector.
- Demonstrate the ability to think strategically together with creativity, drive, 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 Clean Driving licence and Car Owner.

#### **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 Engineer Grade III, with a salary range of €35,336 - €72,999 (as at 1<sup>st</sup> 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 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 be issued for this post 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 six months.

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, Crofton Road, Dun Laoghaire, Co. Dublin, Eircode: A96 E5AO.

**The closing date for Applications is 5 p.m. 3<sup>rd</sup> April 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](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***



Investors in  
**Diversity**

**BRONZE**