

Candidate Briefing Pack

Aquatech Business Manager (AP)

Closing date for applications:
22nd March 2024



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. It 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 five business units: **Corporate Services, Development and Innovation Services, Economic and Strategic Services, Seafood Technical Services, Skills Development Services**, and these are supported by a Corporate Communications Team. BIM's Head Office is in Dún 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 Clonakilty, Galway and Killybegs. In addition, BIM's two training colleges are located in Greencastle, Co. Donegal and Castletownbere, Co. Cork.

BIM's strategy aims to enhance the competitiveness of the Irish seafood sector focusing on the following key strategic priorities:

- Lead and nurture leadership.
- Deliver results with solutions that effect change.
- Invest for long-term growth.
- Protect our environment and our sector.

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.

Our Vision

We will partner with the Irish seafood sector in every possible way, with intent and urgency, to identify and drive the changes needed to ensure its sustainable future.

Our Values

Trust
Partnership
Teamwork
Inclusion
Integrity



Role Profile	
Job Title:	Aquatech Business Manager (AP)
Contract:	Contract of Indefinite Duration
Location:	May be based in BIM Head Office, Dún Laoghaire, Co. Dublin, or any of BIM's Regional Offices (Hybrid may also be applied for)
Reporting to:	D&I Services Director
Business Unit:	Development & Innovation
Overview of Business Unit:	<p>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.</p> <p>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.</p> <p>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.</p>



Overview of Role

The Aquatech Business Manager reports into the Development and Innovation Services Director and is a key member of BIM's Development & Innovation Team who will lead the implementation of the business development and innovation components of BIM's strategic plan.

BIM's Aquatech Programme - The aquatech sector refers to companies that are not directly involved in the primary production of aquaculture products but provide the auxiliary technology and services that support it both domestically and internationally. Aquaculture is the fastest growing protein sector globally and this has led to a dramatic increase in companies servicing the industry.

The range of aquatech activities includes genetics, pharmaceutical industries, aquaculture infrastructure, information technology, financial services and many more.

Ireland is fast emerging as an innovation and new technology hub for a pioneering generation of aquaculture entrepreneurs. BIM want to develop and harness this potential. This has been the focus of the Innovation Studios which BIM has been running since 2019.

BIM are in the unique position to have extensive knowledge of the global aquaculture business and are therefore ideally positioned to evaluate and look at growth opportunities in the area of aquaculture innovation. BIM wants to capitalise on the success of recent Innovation Studios and to take a longer-term approach to cater for these developing companies as well as attracting new ones. The overall objective will be to create Ireland as a global centre for aquaculture innovation and provide an environment for companies to grow and develop in this sector. This is in line with the Government's Food Vision 2030, as stated in Action 35:

'Attract global investment in aquaculture technology and promote Ireland as a knowledge base for technology and research to attract investment in our knowledge base'.

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 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. It is focused 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.



Accountabilities

Key Responsibilities

- Lead the implementation of the business development and innovation components of BIM's strategic plan.
- Development of an aquatech sector within Ireland and the integration of Irish aquatech companies into the global aquatech opportunity.
- Development and delivery of the BIM Innovation Studio program.
- Development of partnerships and collaboration with other relevant State agencies and partners such as Bord Bia, Enterprise Ireland and private equity partners.
- Support on relevant grant schemes; aligning investments towards the development of the aquatech and aquaculture sector.
- Participate in D&I decision making, meetings and strategy development.
- 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.
- Provide business support services with the D&I team to the aquaculture sector.
- Maintain and develop key projects in BIM's role of 'Social License' with projects such as the Aquaculture Remote Classroom and Taste the Atlantic.
- Work on other related projects within the D&I Management Team.

Service the requirements of DAFM and other stakeholders

- Provide reports and advice as required (including speaking notes as required).
- Assist in dealing with aquatech and aquaculture 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 Director from time to time.



Essential Experience and Qualifications

- Minimum of 5 years' experience in strategic role, ideally within aquatech and or aquaculture industry.
- 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 aquatech and aquaculture sector.
- Experience of working in or closely with the public sector at 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 aquatech value projects.
- Track record in managing, motivating and developing startup companies.
- Effective planning of projects, maximising available resources and setting achievable timeframes.
- Highly effective and articulate communications skills, both verbal and written, demonstrating influence and impact at all levels.

Desirable Experience and Qualifications

- Public sector experience.
- Aquatech or aquaculture sector experience.
- Business/aquaculture development qualification.
- Demonstrated experience of working with startup companies.



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.

Contacts

Within BIM	<ul style="list-style-type: none">• All staff in D&I Business Unit.• Key staff across BIM.
Outside BIM	<ul style="list-style-type: none">• Irish and International Aquatech Companies.• Irish aquaculture industry.• Private equity and related companies.• Department of Agriculture, Fisheries and Marine (DAFM).• Other state agencies including but not limited to Enterprise Ireland, Bord Bia, Marine Institute.
Training	<ul style="list-style-type: none">• Training needs will be identified through our Performance Management System.



Terms and Benefits

Salary

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Assistant Principal Officer with a salary range €75,822 to €94,491 (as of 1st October 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.

Employee Assistance Programme (EAP)

BIM provides an independent, confidential EAP service, delivered through an external expert provider, offering professional and impartial advice, information and counselling on a range of issues including legal, financial, and health matters. This service is free to employees and is also available to immediate family members.

Occupational Health Service

BIM works with an independent occupational health service provider, who provides support and advice for employees who have an illness or a medical condition affecting their ability to work.

Visual Display Unit

Employees can avail of up to €117 back on an eye test.

Travel and Subsistence

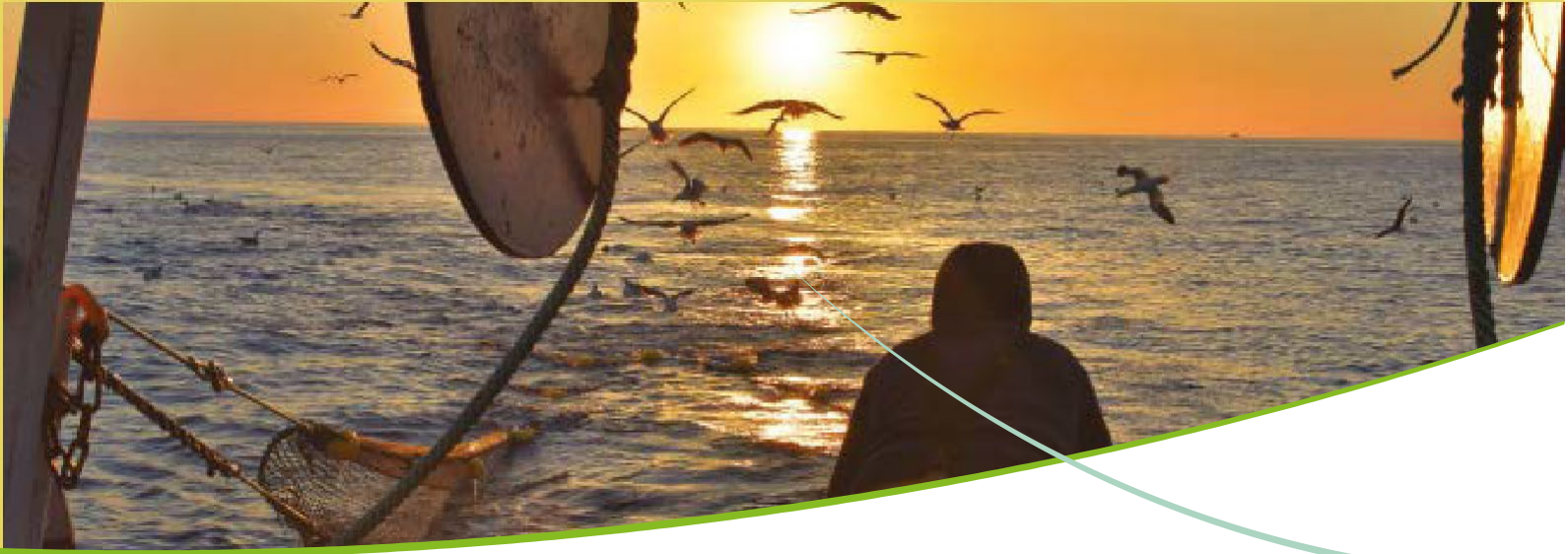
Travel and subsistence expenses for work are paid to employees required to travel for work, in accordance with approved rates.

Taxsaver Commuter Scheme

Employees who travel to work using public transport can avail of an annual Taxsaver ticket which provides significant savings on travel costs.

Cycle to Work Scheme

Employees who cycle to work or use a bicycle on part of their journey can avail of the Cycle to Work Scheme.



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

The closing date for applications:

22nd March 2024

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.

This is an Assistant Principal Officer Grade and BIM is aligned with the Public Appointment Service Competency Model [PAS Competencies](#).

Use of Data

All personal data and information submitted for this application will be solely for the purpose of this campaign, after which it will be deleted in line with BIM's General Data Protection Regulation Policy and Data Retention Schedule.

All information will be treated with the strictest confidence and accessed only by those directly involved in the campaign.

Any queries in relation to this role should be emailed to jobs@bim.ie

BIM is an equal opportunities employer.



Investors in
Diversity

SILVER