

Candidate Briefing Pack

Economic & Strategic Services Unit Section Manager (AP)

**Closing date for applications:
27th September 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 four business units: **Corporate Services, Development and Innovation Services, Economic and Strategic Services, Seafood Technical Services**, and these are supported by the office of the CEO. 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 National Fisheries 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: Economic & Strategic Services Unit Section 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: ESSU Director

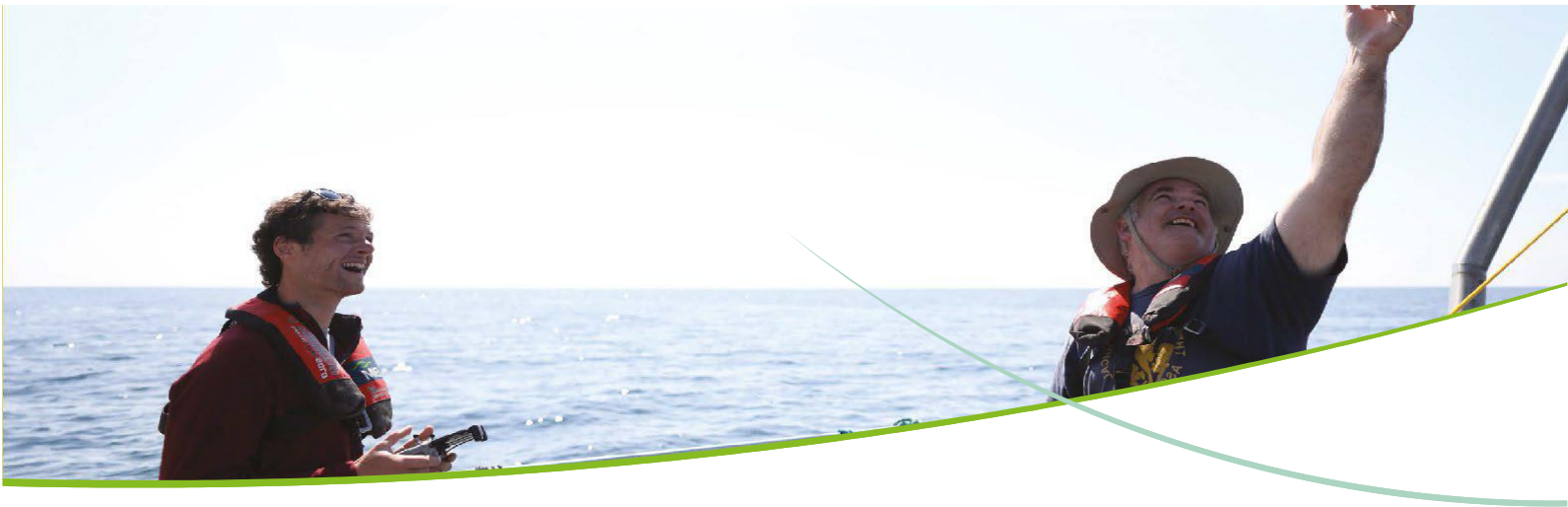
Business Unit: Economic and Strategic Services Unit

Overview of Business Unit:

Economic and Strategic Services Unit

The Economic and Strategic Services Unit (ESSU) is responsible for global seafood economic data collection, assessment, and analysis to provide valuable commercial guidance to the Irish Seafood Industry, as it faces evolving trends and challenges. The ESSU supports BIM in the creation of strategies for industry development based on robust analysis of data, information, and global trends to address challenges and identify opportunities as well as building BIM's capability in the use of data to deliver insights that inform decision-making at an organisational level.

The Unit also provides technical support and insights to Department of Food Agriculture and the Marine (DAFM), the Irish seafood industry, the Marine Institute and the Sea Fisheries Protection Agency (SFPA) on fisheries policy areas.



Overview of Role

The ESSU Section Manager is a key leadership role within BIM's Economic and Strategic Services Unit. This position reports directly into the ESSU Director and is responsible for assisting the ESSU Director in providing expert insight and advice in key areas affecting the seafood sector. This includes the provision of economic evaluation and advice on the Irish Seafood Sector relating to Brexit, the Common Fisheries Policy, and general reporting for BIM's parent department, the Department of Agriculture, Food and the Marine (DAFM) and the European Commission. The manager will also lead a team of technical and data experts and will provide leadership and direction to that team in their day-to-day work. The team of seven staff members are based across a number of BIM's regional offices and collaborate on the delivery of key objectives and tasks as set out by the EU Data Collection Framework and National Policy Framework.

In addition to the above, the ESSU Manager will also provide economic advice, where appropriate, to working groups such as STECF EWG- Annual Economic Report – Fleet (I and II), Aquaculture, and Processing, STECF Fleet Capacity – November, Planning Group on Economics (PGECON) and ICES working group on economics. Excellent stakeholder management and communication skills are important attributes for this role.

There will be occasional travel associated with the role due to business requirements. This will mainly involve domestic travel to the various BIM offices, to DAFM and/or industry meetings. There is also a requirement to occasionally visit fishing vessels to facilitate at sea data gathering associated with BIM trials.



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 ESSU Section Manager is a key leadership role within BIM's Economic and Strategic Services Unit and is vital in providing expert analysis and advice on Brexit, the Common Fisheries Policy and key reporting to DAFM and the European Commission.

Key Responsibilities

Policy Support and Advice

- Provide support to the Director to carry out policy and/or socio-economic analysis for DAFM, the Irish fishing industry, the Marine Industry, and BIM on EU and national policy areas.
- Provide and analyse socio-economic data to support the development and implementation of funding programs under the EMFAF.

Data Management, the National Seafood Survey, and Knowledge Management

- Support BIM in creating strategies for industry development based on robust analysis of data, information, and global trends to address challenges and identify opportunities.
- Provide oversight and support to the National Seafood Survey under the EU's Data Collection Framework.
- Provide oversight to the development of a Data Centre to manage BIM's data centrally.

Management of the Unit

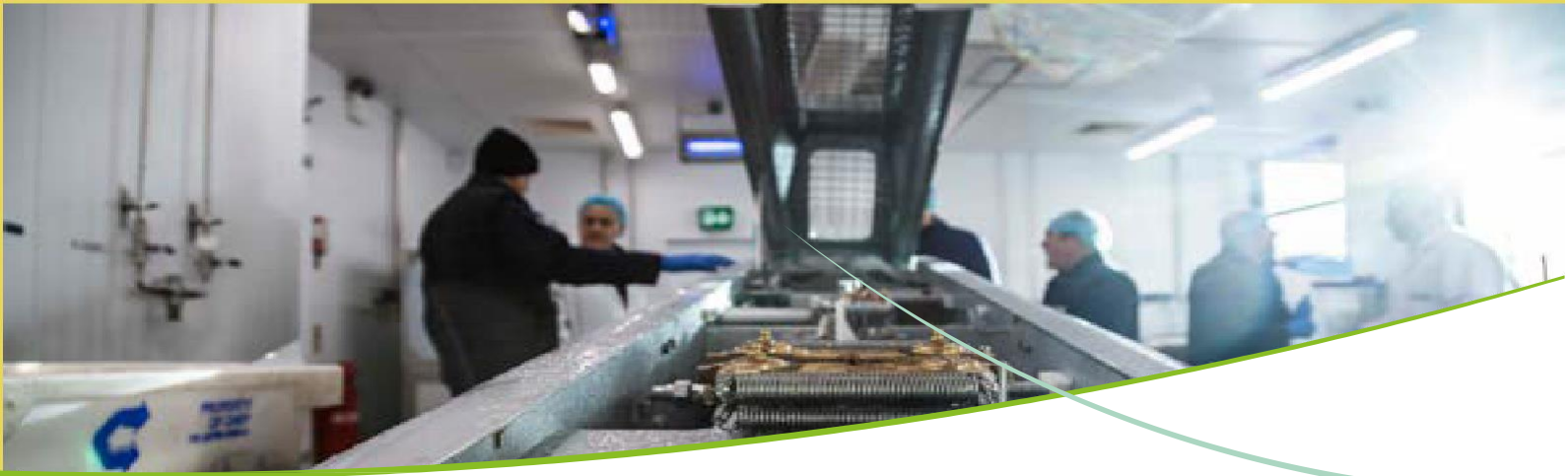
- Management of a team, providing leadership, direction, and guidance.
- Leadership of the Unit's work plan through the management and provision of technical support to relevant strategic projects as and when required.

Stakeholder Engagement

- Providing expert and analytical advice to a broad range of significant external stakeholders.
- Facilitate and support stakeholder groups as required.
- Input into the design and rollout of stakeholder events (e.g., Seafest, Skipper Expo).

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

- Demonstrates experience of managing in demanding, complex situations with the ability to withstand short-term pressures to focus on the delivery of significant strategic targets.
- Demonstrated ability to apply innovative solutions to challenges; excellent problem solving and negotiation skills.
- Minimum of 5 years' experience in a similar role, ideally within fisheries, aquaculture or a marine-related sector.
- A third-level qualification within the Marine Sector, Business, or Economic sphere.
- Detailed working knowledge of relevant fisheries policy.
- Understanding of the relevant macro-trends and other strategic challenges (e.g., Brexit) and their impact on the industry – an international mindset.
- High level of analytical capability and in-depth understanding of relevant concepts, principles, and modelling tools.
- Demonstrates excellent ability to manage and work alongside significant stakeholders, key industry relationships, the Department, and other agencies.
- Highly effective and articulate communication skills, both verbal and written, demonstrating influence and impact at all levels.
- Proven experience in building and strengthening teams, fostering a collaborative and high-performance work environment.
- Experience in delivering high-level strategic projects, particularly those focused on data and insights, ensuring alignment with organizational goals and strategic priorities.
- High proficiency in statistical analysis, econometrics, or other advanced analytical methods relevant to the seafood or marine sectors.
- Ability to conduct in-depth analyses of economic and industry trends, providing strategic insights that inform policy and operational decisions.
- Demonstrated experience in managing large-scale data-centric projects, including the development and implementation of data infrastructure and analytics platforms.
- Proven ability to leverage organisational data to identify performance gaps, develop improvement plans, and track progress towards achieving strategic objectives.
- Experience in using data to foster a culture of continuous improvement and operational excellence within the organization.



Desirable Experience and Qualifications

- Strong demonstrated leadership qualities in motivating and developing a team to reach ambitious performance levels.
- Experience of managing a diverse team of people.
- Public sector experience.

Personal Attributes Required for the Position

Leadership:

- Takes long-term view of own work and considers beyond the day to day.
- Adopts an agile approach to change.
- Models excellent work practices and educate others through coaching, mentoring and feedback.
- Sets clear direction and goals for the team.

Results Orientated:

- Takes responsibilities and goal setting seriously and consistently meets expectations and goals set.
- Constructively challenges existing approaches to focus on delivery.
- Prepared to and equipped to make tough decisions to achieve the end results.

Agility & Adaptability:

- Willing and able to adapt to changing tasks and situation.
- Uses judgement to adapt to specific and changing requirements of the organisation.
- Leads others by displaying flexibility and agility in the workplace.

Technical Expertise and Knowledge:

- Keeps themselves and their team well informed of latest advances in their professional field.
- Demonstrates sufficient knowledge and completes most tasks/projects with minimum support from others.
- Supports and implements the development of technical and professional expertise within the team.

Contacts

Within BIM	ESSU & wider BIM Team.
Outside BIM	Marine Institute, SFPA, DAFM, catching sector, Joint Research Centre (JRC), DCF Planning Group on Economics (RCGEcon) and EU Commission’s Scientific, Technical and Economic Committee (STECF (Scientific, Technical and Economic Committee for Fisheries)).



Terms and Benefits
Salary
<p>Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Assistant Principal with a salary range €78,303 to €97,583 (as of 1st June 2024) per annum pro-rated with time worked.</p> <p>Appointment will be at the first point of the pay scale unless the candidate is currently employed within the public services.</p> <p>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.</p>
Annual Leave
<p>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.</p>

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

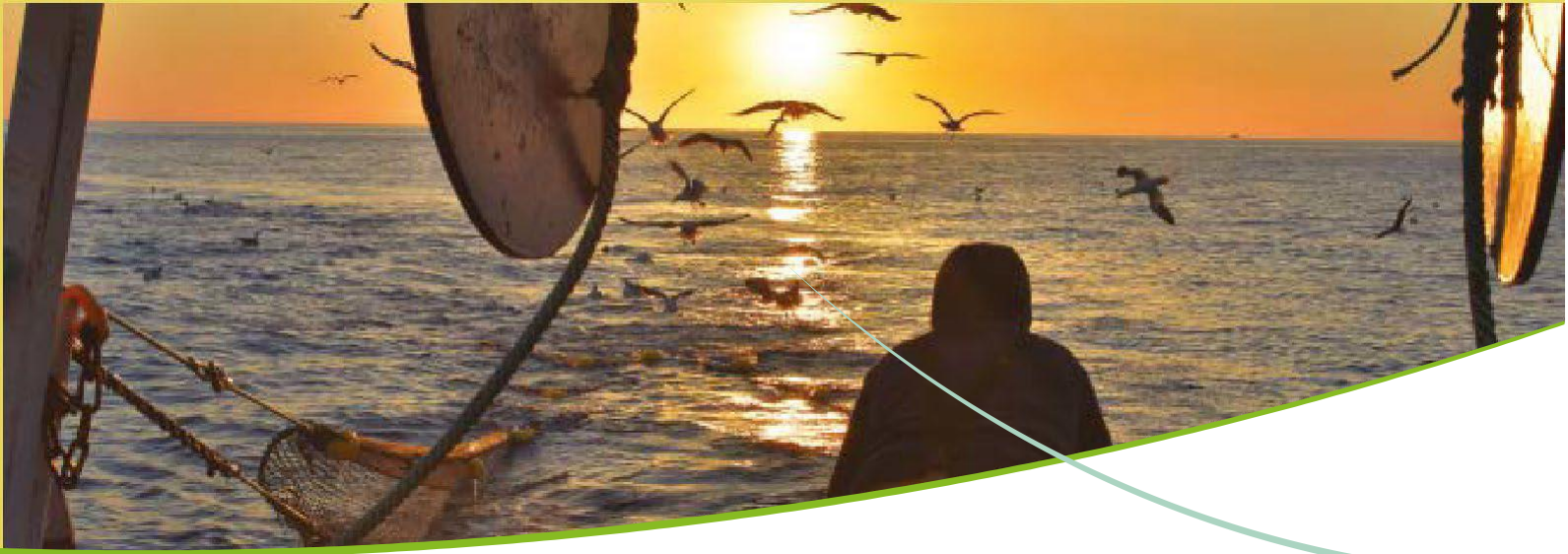
Travel and subsistence expenses for work are paid to employees required to travel for work, in accordance with approved rates.

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:

27th September 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 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