

Candidate Briefing Pack

Fisheries Advisory Manager (AP)

Closing date for applications:
23rd October 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

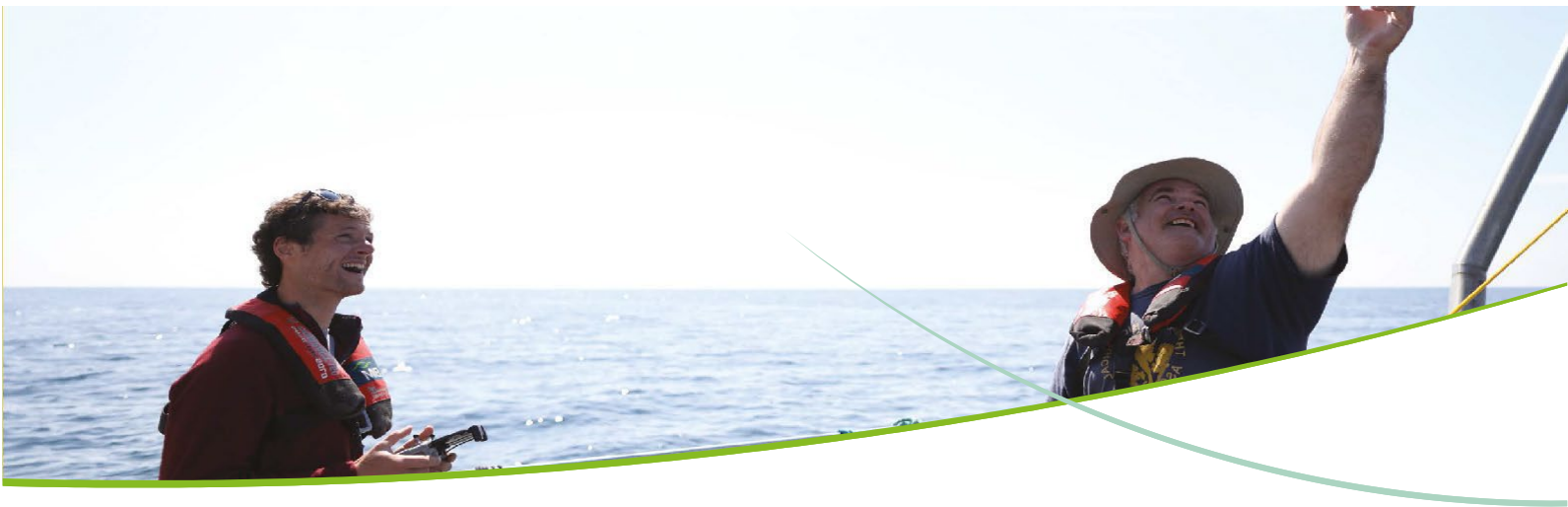
We will partner with the Irish seafood sector in every possible way, with intent and urgency, to identify and drive the changes needed to ensure its sustainable future.

Our Values

Trust
Partnership
Teamwork
Inclusion
Integrity



Role Profile	
Job Title:	Fisheries Advisory 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:	<p>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.</p> <p>The Unit also provides technical support and insights to Department of Food Agriculture and Marine (DAFM), the Irish seafood industry, the Marine Institute and the Sea Fisheries Protection Agency (SFPA) on fisheries policy areas such as fishing opportunities, technical measures, the landing obligation, multi-annual plans and fleet policy as well as any challenges on the seafood sector.</p>



Overview of Role

The Fisheries Advisory Manager will assist the ESSU Director in the delivery of technical support and expert advice for DAFM and the wider Irish seafood sector on EU and national policy issues. This includes guidance that will inform negotiating positions to support fisheries policy advice, with an emphasis on the Common Fisheries Policy, the Trade and Cooperation Agreement between the EU and the UK as well as other policy areas relevant to the CFP and the catching sector.

In addition, the Fisheries Advisory Services Manager will be responsible for providing technical support to assist in the delivery of projects relating to capture fisheries funded under the European Maritime Fisheries and Aquaculture Fund (EMFAF). This includes participation in BIM workplan policy facing projects funded under the EMFAF, facilitating and coordinating the involvement of BIM in large pan-European projects funded by the EU under the Horizon programme is also a key role of the position.

It is essential for BIM that the successful applicant has demonstrated detailed knowledge of fisheries policy, has exceptional communication skills, and has the ability to carefully manage external stakeholders, with the aim to continue to foster and maintain positive relationships with key industry stakeholders and Government departments.

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 and in particular the fishing fleet is facing long-term, existential threats across a range of issues from the impacts of Brexit to competition for space, climate change and increasingly stringent environmental legislation. Understanding the impacts and implications of such changes is vital in assisting government and the sector navigate the best way forward in the face of these challenges.

As the agency responsible for developing the seafood sector, BIM must provide technical support and advice on the Irish seafood sector to the Department of Agriculture, Food & Marine (DAFM), other Government departments and the European Commission in respect of EU and national fisheries policy. BIM is committed to aiding the Irish seafood industry in understanding this legislation. Provision of insights into policy complements support already provided by BIM focused on economic data. BIM is required, to provide such support on an ad hoc basis, usually with quick delivery times so needs to be agile to allow for timely delivery of advice. Additionally, in order to ensure that funding for the sector under the European Maritime, Fisheries and Aquaculture Fund (EMFAF) are channeled into the right areas to meet the challenges faced, it is important for BIM to build technical expertise and capacity particularly for the catching sector.

To fulfil these roles and build on BIM's capacity to support Government and the sector, there is a requirement to recruit a manager with a deep understanding of EU and national fisheries policy that can assist in the provision of timely advice.



Key Responsibilities

- Providing expert and analytical advice on EU and national fisheries policy to DAFM and other relevant Government Departments as well as State agencies such as the Marine Institute.
- Providing support to Industry representative organisation's and key stakeholder groups and businesses.
- Meeting regularly with industry representative groups to understand needs and challenges facing the sector.
- Disseminating information and insights to industry and stakeholder forums through presentations, reports, and participation in relevant meetings or conferences.
- Facilitating and support stakeholder groups as required.
- Providing technical support and evaluation of projects under the EMFAF as they relate to the catching sector.
- Providing input into the implementation of BIM's work plan through the provision of technical support to projects as and when required.
- Actively seeking funding opportunities for BIM in large-scale R&D EU funded projects relating to capture fisheries including under the EU Horizon programme.
- Performing any other related duties as might reasonably be required and which may be assigned from time to time.



Essential Experience and Qualifications

- A Degree in Fisheries Science, European law and policy, or related discipline.
- Minimum 10 years' experience of working in the catching sector or in a government or private company servicing the catching sector or working in a relevant EU fisheries policy area, or a combination of the above.
- Proven collaboration skills including team working, working with distributed project teams and professional network development.
- Demonstrated ability to write technical reports and advisory documents in a clear and accessible style.
- Some experience in following Customer support, problem management, business analysis, and requirements gathering.
- The ability to work unsupervised with demonstrated ability to use initiative.
- The ability to communicate effectively both in writing and verbally at all levels.
- Experience in project management and EU project proposal preparation.



Desirable Experience and Qualifications

- Knowledge of EU fisheries policy as well as the TCA Agreement between the EU/UK.
- Knowledge of fishing techniques and latest trends in fishing gear technology.
- Knowledge of EU funding programmes including the EMFAF and Horizon Europe.

Personal Attributes Required for the Position

- Experience in collaborating with other experts in the relevant field and members of a technical team.
- Good personal organisational and priority-setting skills, with the ability to manage multiple priorities.
- Proven track record of working with diverse partners to solve problems and achieve shared goals.
- Capable of working independently as well as being an effective team player, with initiative and creativity.
- Good interpersonal and communication skills, with the ability to work diplomatically in resolving issues with stakeholders.

Contacts

Within BIM	Colleagues within ESSU and across BIM
Outside BIM	DAFM, clients, Marine Institute, SFPA, environmental NGOs, third level higher education sector.
Training	Training needs will be identified through our Performance Management System.



Terms and Benefits
Salary
<p>Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for AP Grade, with a salary range €79, 086 to €98, 559 (as of 1st October 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

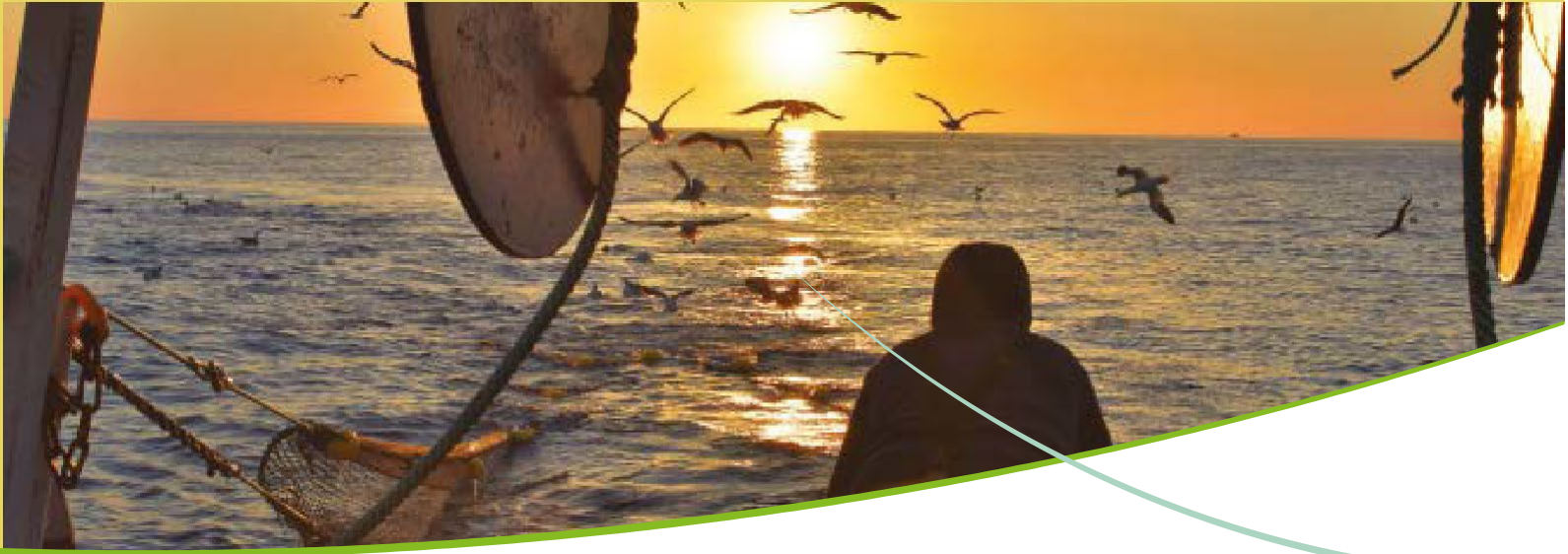
Travel and subsistence expenses for work are paid to employees required to travel for work, in accordance with approved rates.

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:

23rd October 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, and we are committed to ensuring that all recruitment candidates have complete and equitable access as can reasonably be provided. If you require any support or accommodation as part of the recruitment process, please contact us directly at HRinbox@bim.ie.



Investors in
Diversity

SILVER