

Candidate Briefing Pack

Aquaculture Technical Officer (Eng. Grade III)

**Closing date for applications:
6th December 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:	Aquaculture Technical Officer (Eng. Grade III)
Contract:	Contract of Indefinite Duration
Location:	May be based in BIM Head Office, Dún Laoghaire, Co. Dublin, or any of BIM's Regional Offices, subject to availability (Hybrid may also be applied for).
Reporting to:	Manager: Aquaculture Technical Manager, Director: Seafood Technical Services Director
Business Unit:	Seafood Technical Services
Overview of Business Unit:	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.

Overview of Role

The Aquaculture Technical Officer is a key client facing role responsible for the development and maintenance of strong relationships with the aquaculture sector as well as research institutes, suppliers and other state agencies. As a technical team member, they will act as a conduit between the aquaculture and BIM. The Aquaculture Technical Officer will ensure that BIM is kept abreast of any issues or initiatives stemming from the sector so that BIM can continue to offer relevant support and services to the industry and that projects proposed in its annual work plan reflects the needs of its clients. The Aquaculture Technical Officer will also be required to ensure that the sector is briefed on any relevant grant aid support schemes, training and any other relevant services that BIM offer to the industry. The role will also involve the development and implementation of the European Maritime, Fisheries & Aquaculture Fund (EMFAF) and subsequent programmes with a view to improving the competitiveness of the sector by reducing costs and improving yields whilst maintaining or improving sustainability. The Aquaculture Technical Officer will help to develop and promote sustainable aquaculture practices and will play an active part in ensuring the economic, social and environmental sustainability of the sector. The officer will be responsible for scheduling workshops, meetings and other events to promote networking and knowledge exchange while also promoting the EMFAF programme and its outcomes.



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. Aquaculture in Ireland has grown from a cottage industry in the 1980s to a major contributor to national seafood production and food security.

The key to maintaining healthy and vibrant rural and coastal communities is having the availability of job opportunities which are economically and environmentally sustainable. BIM and the aquaculture technical team play a key part in this by providing the sector with the help, knowledge, financial supports that allows them to farm sustainably, build resilient businesses and seek out, develop and deploy new technologies and husbandry practices in line with National and EU objectives.

The Aquaculture Technical Officer will be a primary point of contact for the seaweed segment of the Irish Aquaculture Industry and will be responsible for the development and implementation of BIM technical programs for this segment. The Officer will also be responsible for assisting other members of the Aquaculture Technical Team in delivering projects for other segments of the shellfish and finfish aquaculture industry.

Key Responsibilities

- Project design and management of EMFAF funded technical projects of benefit to the seaweed aquaculture segment.
- Work with other members of the Aquaculture Technical Team in delivering projects for all segments of the aquaculture industry with a particular emphasis on seaweed, this will involve working in the marine and freshwater environment.
- Act as first point of contact for any inquiries in relation to the seaweed aquaculture segment.
- Provide information and guidance for the seaweed aquaculture industry to improving operations, and increasing competitiveness, sustainability and resilience.
- Implement any Government or European led initiatives as required.
- Facilitate Industry stakeholder groups as required.
- Promotion of relevant BIM services to the seaweed and wider sector.
- To perform any other related duties as might reasonably be required and which may be assigned.



Essential Experience and Qualifications

- A 3rd level degree in a relevant subject area (Minimum NFQ Level 8).
- A minimum of three years working in a relevant marine sector.
- Project management experience.
- Full clean driving licence and access to own vehicle.
- Demonstrate organisational, administrative, interpersonal and communication skills.
- Ability to work remotely and independently.
- Ability to work at sea.
- Knowledge of aquaculture systems.
- The ability to foster strong internal and external relationships.
- Good time management and the ability to prioritise and meet deadlines.
- The ability to work unsupervised and as part of a team.
- Good numeracy skills.
- Good written and verbal communication skills.

Desirable Experience and Qualifications

- Boat handling and safety at sea certificates.
- Experience in the aquaculture sector.



Personal Attributes Required for the Position

- 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 effectively interact with people in a multidisciplinary and multicultural environment.

Contacts

Within BIM	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Aquaculture operators • External stakeholders and bodies within the fisheries and aquaculture sector • DAFM and DAFM's Associated Programmes Marine Agencies and Programmes Division • MI, SFPA, Údarás na Gaeltachta, 3rd Level Institutes, FSAI, CIL, MSO, County Councils, EPA • Other relevant external Regulatory Bodies • Relevant aquaculture industry suppliers and contractors • NGOs.



Terms and Benefits
Salary
<p>Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Eng. Grade III with a salary range €38,083 to €77,284 (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 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.</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

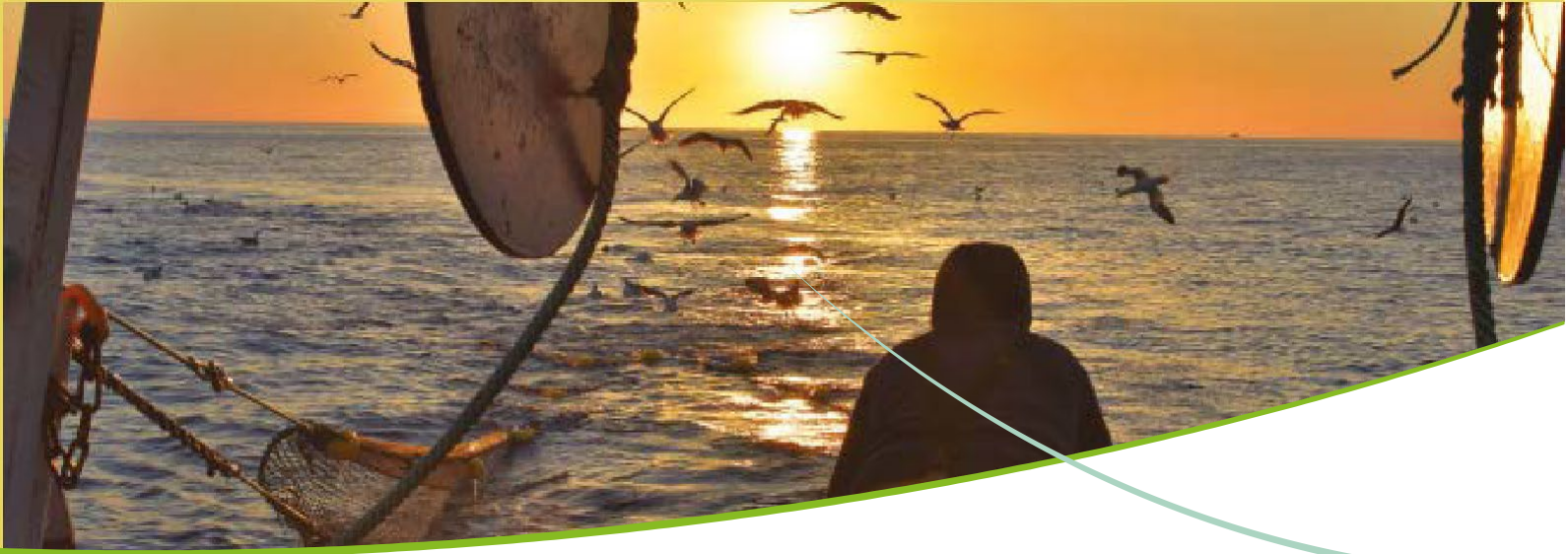
Travel and subsistence expenses for work are paid to employees required to travel for work, in accordance with approved rates.

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:

6th December 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 Eng. Grade III 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