

Candidate Briefing Pack

Business Development Lead (EO)

**Closing date for applications:
16th May 2025**



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:	Business Development Lead (EO)
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:	Aquatech Business Manager, Development & Innovation Services.
Business Unit:	Development and Innovation Services
Overview of Business Unit:	<p>Development & Innovation Services (DIS) supports the sustainable growth of the seafood sector through practical business intelligence services, business development services and market led innovation.</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>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.</p> <p>BIM's Social Licence Programme – BIM runs a number of funded programmes designed to provide effective communication and support to the aquaculture sector. The Aquatech section is responsible for overseeing the Aquaculture Remote Classroom (ARC), the 'Taste of the Atlantic' and 'Young Chef' projects in conjunction with key stakeholders.</p>



Overview of Role

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

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.

BIM 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.

Additionally, the Aquatech section oversees a number of social licence initiatives. The role requires administrative and programme management expertise for the successful deployment of these initiatives. Developing, expanding and ensuring effectiveness of social licence communication is key objective.



Background to Requirement

The Business Development Lead reports to the Aquatech Business Manager 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.

Key Responsibilities

- Provide support for the social licence programme.
- Assist in implementing Aquatech projects.
- Liaise with clients nationally to support BIM's strategy and work closely with wider BIM team.
- Support the team to enable value creation in the aquaculture sector across supply chain from farm to consumer.
- Assist in the implementation of BIM's work programme.
- Identify potential funding streams for client companies.
- Effective operational support of clients' needs.
- Support the development of positive image of aquaculture through consumer education via multiple communication channels.

General

- Complete and manage and/or deliver tasks or projects which may be set by the manager on an ongoing basis.



Essential Experience and Qualifications

- Minimum of 2 years' experience in area of expertise relevant to position.
- A level 8 or higher postgraduate degree or equivalent professional qualification in a business, technical or industry related third level degree.
- Good understanding of the aquatech and aquaculture sector.
- Experience of delivering services to industry and other clients and stakeholders.
- Demonstrate an aptitude and ability to engage in processes for improvement and be capable of supporting such a project to a successful conclusion.
- Effective organisation and administration skills.
- The ability to work unsupervised and as part of a team.
- Good written and verbal communication skills in addition to effective numeracy skills.
- Proficiency in the use of Microsoft 365.
- Strong analytical skills.
- Full clean driving licence.

Desirable Experience and Qualifications

- Public sector experience.
- Project management experience.
- Business/aquaculture development qualification.
- Ability to communicate results to a diverse range of stakeholders.



Personal Attributes Required for the Position

- Excellent attention to detail.
- Capable of working independently as well as being an effective team player.
- An aptitude for precision, attention to detail and commitment to quality results.
- Demonstrate drive, initiative and flexibility.
- Strong interpersonal and communication skills, with the ability to work diplomatically in resolving issues with internal stakeholders.
- Good judgement, decision-making, analysis and problem-solving skills.
- Share information and value continuous improvement.

Contacts

Within BIM	<ul style="list-style-type: none">• All staff in Development and Innovation Business Unit• Key staff across BIM
Outside BIM	<ul style="list-style-type: none">• Enterprise Ireland.• Third party service providers• Seafood processing sector• Department of Agriculture, Fisheries and Marine (DAFM)• Other state agencies including but not limited to Bord Bia, Marine Institute.• EU institutions.
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 Executive Officer with a salary range €37,544 to €60,610 (as of 1st March 2025) 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 23 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

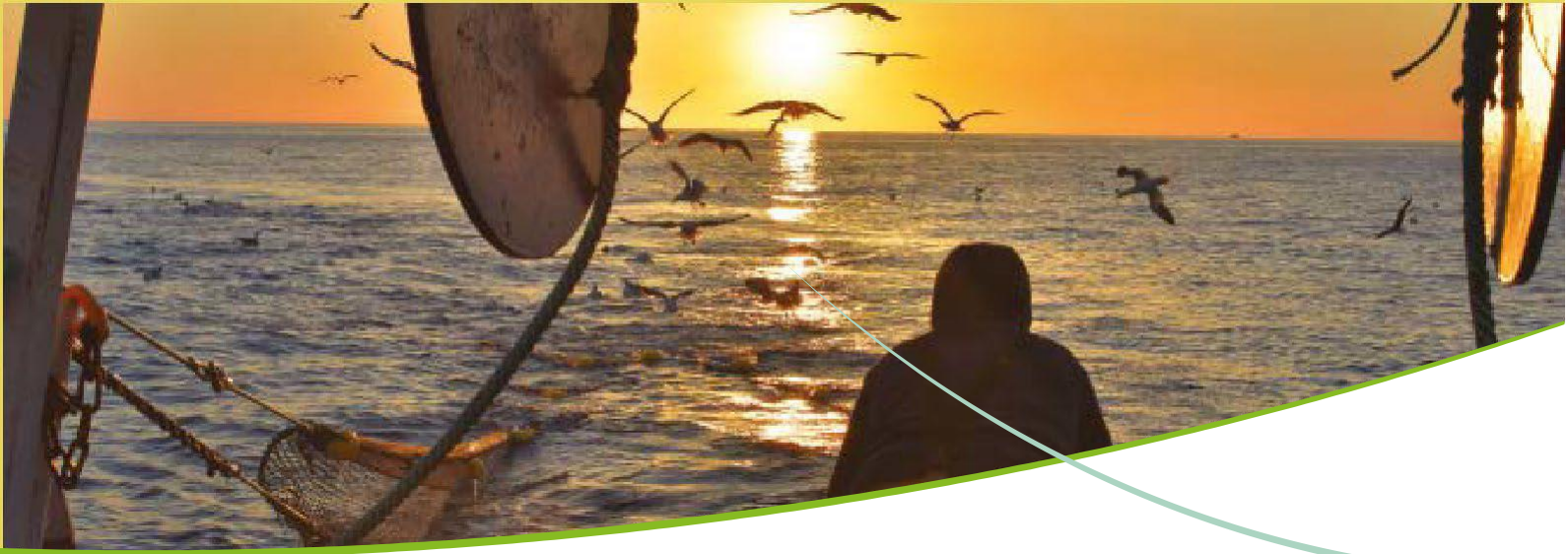
Travel and subsistence expenses for work are paid to employees required to travel for work, in accordance with approved rates.

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:

16th May 2025

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 Executive 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, 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