BIM Ireland's Seafood Development Agency

Candidate Briefing Pack

Seafood Energy and Carbon Reduction Engineer (Eng. Grade I)

Closing date for applications:

3rd June 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

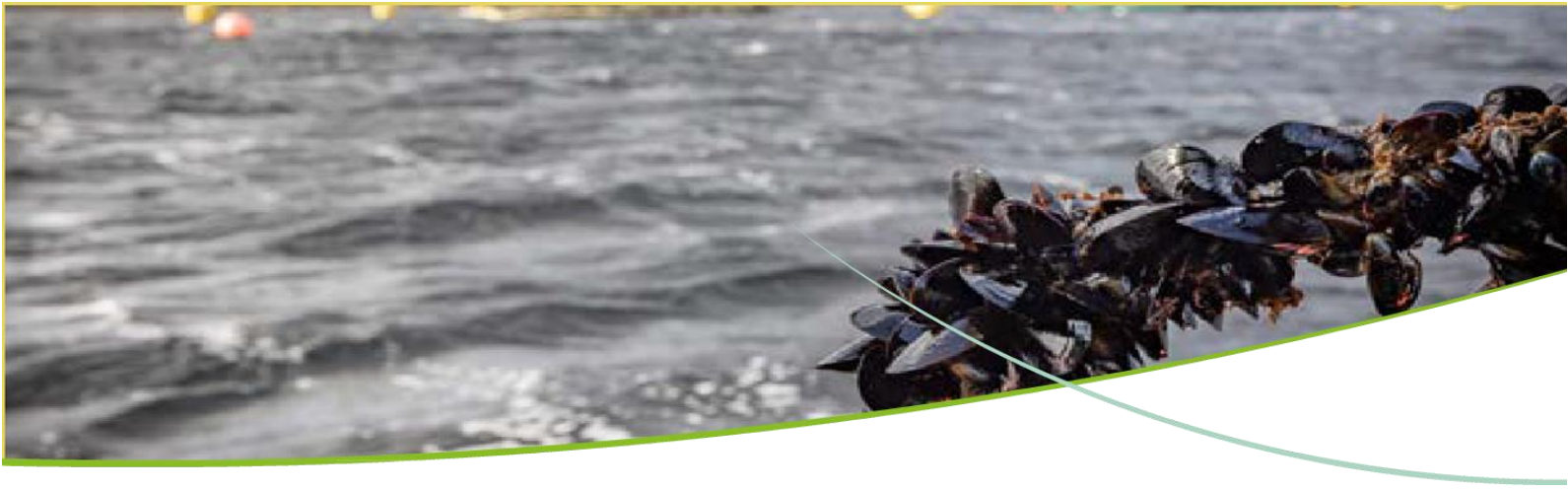
To support and enable an increase in value creation of an Irish sustainable seafood sector, across the supply chain, from catch to consumer.

Our Vision

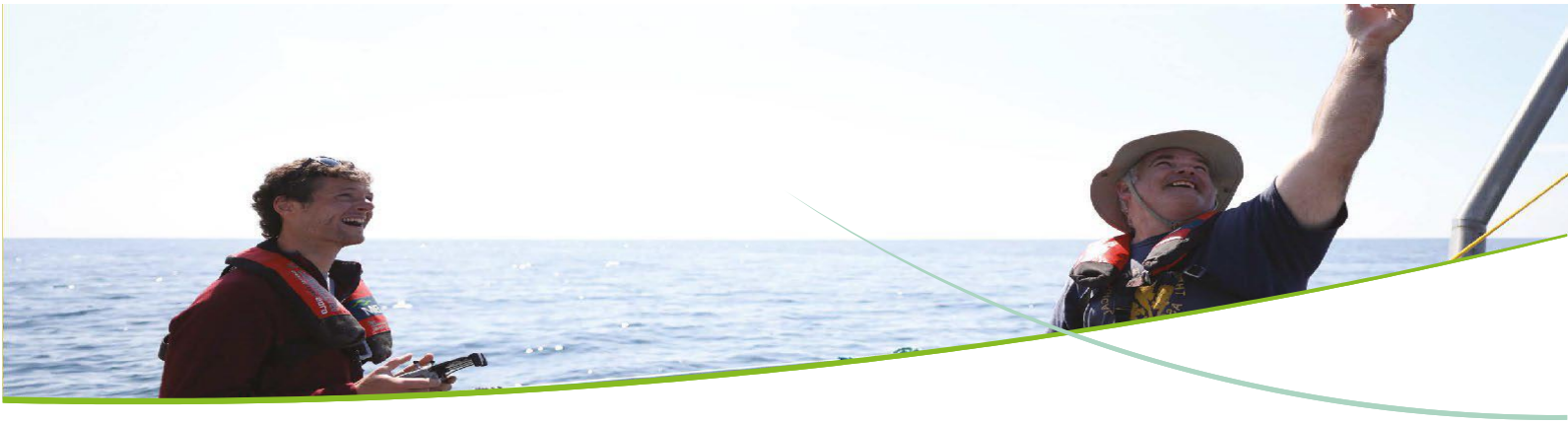
We will partner with the Irish seafood sector in every possible way, with intent and urgency, to identify and drive the changes needed to ensure its sustainable future.

Our Values

Trust
Partnership
Teamwork
Inclusion
Integrity



Role Profile	
Job Title:	Seafood Energy and Carbon Reduction Engineer (Eng. Grade 1)
Contract:	Temporary specified purpose contract for a maximum duration of up to 31st December 2027 (EMFAF)
Location:	BIM Office in Dun Laoghaire, Galway, Clonakilty or Killybegs (With a requirement to be in Dublin a min of 1 day per week)
Reporting to:	Economic and Strategic Services Unit Director
Business Unit:	Economic and Strategic Services Unit
Overview of Business 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 Marine (DAFM), the Irish seafood industry, the Marine Institute and the Sea Fisheries Protection Authority (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.



Overview of Role

The Seafood Energy and Carbon Reduction Engineer will assist in the delivery and evaluation of energy transition projects funded under the European Maritime, Fisheries and Aquaculture Fund (EMFAF). This will be achieved through the provision of technical support and expert advice to the catching and aquaculture sector in relation to energy and carbon reduction. Principally, this role will focus on supporting vessel owners to increase fuel efficiency and reduce GHG emissions on fishing vessels as well as aquaculture support vessels. This support will be provided through the provision of expert advice on improvements to propulsion systems, fuel types, on board energy generation, as well as conducting energy audits on board fishing vessels as it relates to grant aid under the EMFAF. This person will work closely across BIM's teams including ESSY, and Fisheries Conservation on energy efficient fishing gear and associated systems.

In addition, the Energy and Carbon Reduction Engineer will support BIM's work plan projects funded under the EMFAF as well as measuring and monitoring the impact of projects.

It is essential for BIM that the successful applicant has detailed knowledge of vessel design and operation and can work with the seafood sector and individual owners to drive the energy transition away from fossil fuels as a contribution to the European Green Deal and in line with Government policy on climate change actions.

This role will be funded under the European Maritime, Fisheries and Aquaculture Fund (EMFAF 2021 to 2027).

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.

A primary goal of the Paris Agreement is to achieve sustainable management of natural resources to reduce GHG emissions and, in particular, reduce the emissions of CO2 from fossil fuel combustion. This is reflected in one of the key objectives in the EMFAF of 'Increasing energy efficiency and reducing CO2 emissions through the replacement or modernisation of engines of fishing vessels. It is further recognised in the recent Communication from the European Commission 'On the Energy Transition of the EU Fisheries and Aquaculture Sector'. This Communication highlights the critical need for the catching sector to move away from fossil fuels to reduce GHG emissions and ensuring the sector's future profitability, sustainability and resilience. The challenges facing the catching sector to undertake an energy transition range from regulatory to technological. Improvements in energy efficiency can reduce the need for investment in energy infrastructures, cut fuel costs, increase competitiveness and decrease the environmental impact of fishing.

BIM as the seafood development agency has a key role in assisting the sector meet the challenges being faced regarding energy usage to help them maintain viable. This can be achieved through moving to alternative fuels, improvements to propulsion systems, efficient energy generation on board and through improvements to fishing gears. While BIM currently has expertise in some of these areas, there is a deficit in knowledge regarding fishing vessel design and operation. In order to bridge this knowledge gap and ensure assistance to the catching and aquaculture sectors for energy transition is channeled to the right projects, BIM now needs to recruit a specialist with marine engineering expertise.

Key Responsibilities

- To provide technical support to the catching sector and individual owners relating to fishing and aquaculture vessel design and operation relating to the reduction of fuel consumption and GHG emissions.
- Initiate and lead pilot projects to assess the feasibility and performance of alternative fuels (e.g., LNG, hydrogen, biofuels) and renewable energy integrations (e.g., solar, wind, hybrid systems) on fishing and aquaculture operations.
- Meet regularly with industry representative groups to understand the needs and challenges relating to energy facing the catching and aquaculture sectors.
- Engage with regulatory bodies, industry groups, and other stakeholders to stay informed on national and EU energy transition policies, and to ensure that project recommendations are aligned with emerging standards and best practices
- Conduct energy audits.
- Disseminate information and insights on energy transition technologies to industry and stakeholder forums through presentations, reports, and participation in relevant meetings or conferences.
- Provide technical support and evaluation of projects under the EMFAF as they relate to energy efficiency and GHG emissions.
- Input into the implementation of BIM's work plan through the provision of technical support to energy efficiency projects as and when required.
- Participate in EU funded projects relating to energy efficiency and GHG emissions on board fishing vessels.
- To perform any other related duties as might reasonably be required and which may be assigned from time to time.

Essential Experience and Qualifications

- Bachelor's Degree or advanced degree in Marine/Mechanical Engineering or directly related discipline.
- A minimum of 5 years' relevant post-qualification experience in naval architecture, marine engineering, ship surveying, or as an engineer on board a commercial fishing vessel.
- Proven experience in carbon reduction engineering, including hands-on knowledge of innovative technologies (such as alternative fuels, hybrid propulsion systems, and onboard energy audit techniques) aimed at reducing GHG emissions. .
- Demonstrated understanding of fishing vessel design, operational performance, and the specific challenges of implementing energy efficiency measures in the fishing industry.
- Proven collaboration skills including team working, working with distributed project teams and professional network development.
- Strong understanding of carbon management systems, standards and governance processes.
- A self-motivated professional with a strong ability to work independently, demonstrating initiative and proactive problem-solving skills. Excellent written and verbal communication skills, with the capacity to articulate complex technical concepts to both technical and non-technical stakeholders.

Desirable Experience and Qualifications

- Knowledge of the Irish catching and aquaculture sectors.
- Knowledge of Irish fleet and licencing policy.
- Knowledge of relevant parts of the Common Fisheries Policy relating to fleet policy.
- Knowledge of EU funding programmes including the EMFAF and Horizon Europe.
- Knowledge of class and regulatory requirements for fishing vessels.

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.
- Capable of working in difficult work environments including on board fishing vessels as well as visiting vessels in shipyards or dry docks.
- Good interpersonal and communication skills, with the ability to work diplomatically in resolving issues with stakeholders.

Contacts

Within BIM	Colleagues in ESSU, BIM sustainability and industry experts, Corporate Services and the Investment Services team.
Outside BIM	DAFM, Vessel owners, marine engineering companies, Sustainable Energy Authority of Ireland (SEAI), European Marine research Institutes, European Commission, fishing representative organisations.
Training	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 Engineer Grade I with a salary range €84,937 to €106,004 (as of 1st March 2025) 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:

3rd June 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 Engineer Grade I 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