

Candidate Briefing Pack

Senior Engineering Instructor

Closing Date for Applications
1 December 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.

Protect our environment and our sector.

- Invest for long-term growth.

Our Mission

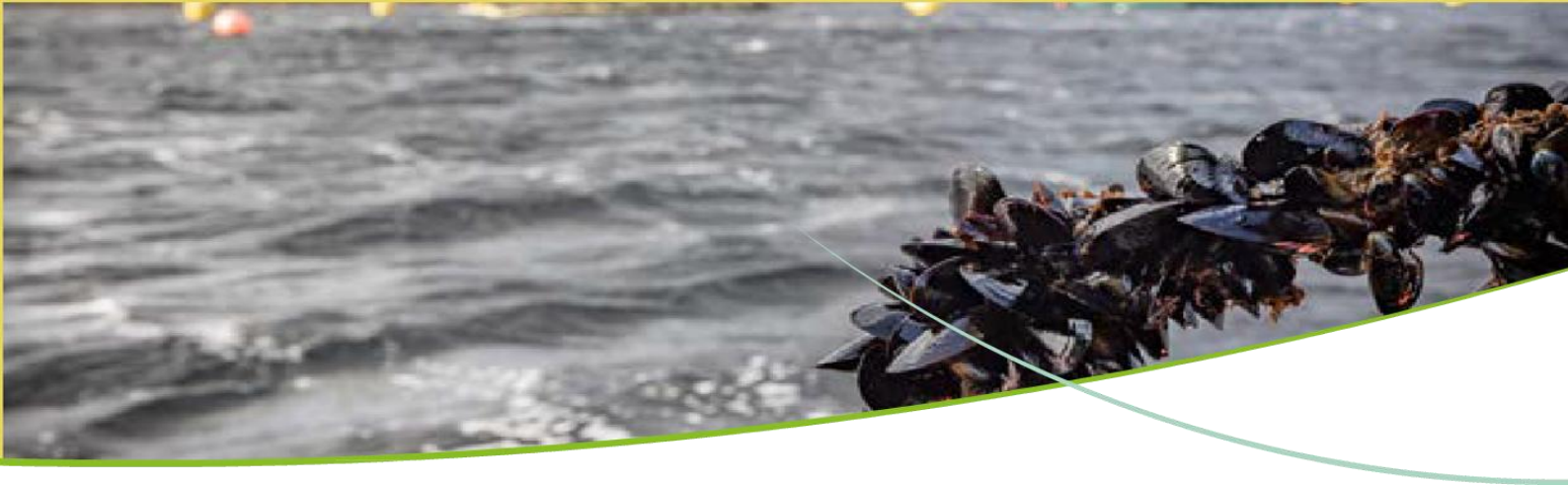
To support and enable an increase in value creation of an Irish sustainable seafood sector, across the supply chain, from catch to consumer.

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:	Senior Engineering Instructor (Eng. Grade II)
Contract:	Full-time; Indefinite Duration
Location:	BIM National Fisheries College, Greencastle, Co. Donegal
Reporting to:	Principal, Greencastle NFI
Business Unit:	Corporate Services
Overview of Business Unit:	Corporate Services provides support, planning and administration associated with Finance, ICT, Procurement, Fleet Services, Investment Services and Ice Plant network within BIM.

Overview of Role

This is a permanent full-time post based in BIM's National Fisheries College of Ireland (NFI) Greencastle.

The BIM NFIs are comprised of two training colleges located in Greencastle, Co. Donegal and Castletownbere, Co. Cork. They are part of BIM's Skills Development Services Unit and is vital for the training of seagoing personnel for the seafood industry. The NFI sets out to deliver BIM's commitments to provide lifelong skills to maritime workers in the sector; therefore, the post of the Senior Engineering Instructor will play a vital role in the further development and upskilling of the Irish seafood Sector.

The Senior Engineering Instructor will be required to deliver:

- Engineering, and Marine Safety courses at the National Fisheries College Greencastle in accordance with S.I. 289/1988 Fishing Vessels (Certification of Deck and Engineer Officer) regulations 1988
- training for fishing vessel personnel diversifying into marine tourism under the Merchant Shipping (Passenger Boat) Manning regulations S.I. 649 of 2005
- mandatory Basic Safety Training and Enhanced Safety Training, in accordance with the Basic Safety Training (Fishing Vessels) Regulations, S.I. No. 587 of 2001 etc.
- other training as the business needs arise



Background to Requirement

The NFI is part of BIM's Skills Team in Corporate Services Unit and is vital for the training of seagoing personnel for the seafood industry. The NFI sets out to deliver BIM's commitments to provide lifelong skills to maritime workers in the sector, therefore, the post of the Senior Engineering Instructor plays a vital role in the further development and upskilling of the Irish seafood Sector.

Key Responsibilities

Preparation and delivery of the following subjects for examination for Department of Transport (DOT) Certificates of Competency (Fishing Vessels):

- Class III Certificate of Competency Written Examinations
- QQI Level 5 Certificate in Fishing Vessel Engineering Skills including the following: Marine Engineering Processes and Operations. • Maths and Control Systems. • General Engineering Theory and Practice • Health and Safety.
- Class II Certificate of Competency Written Examination
- General Engineering Science 1 & 2; Engineering Knowledge 1 & 2
- Class I Certificate of Competency Written Examinations
- Naval Architecture; Electrotechnology; Applied Thermodynamics; Applied Mechanics; Engineering Knowledge General & Motor

Co-ordinate in the delivery of Safety Training to meet DOT requirements as laid down in the International Maritime Organisation regulations for the Standards of Training and Certification of Watchkeepers on ships. (STCW). This includes the following basic safety training courses:

- Personal Survival Training (STCW)
- Safety Awareness & Fire Prevention.
- Personal Safety & Social Responsibilities (STCW)
- Fire Prevention & Fire Fighting (STCW)
- Advanced Fire Fighting (STCW).



Essential Experience and Qualifications

- Level 8 qualification on the National Framework of Qualifications (NFQ) in a relevant engineering discipline or possess a qualification at least equivalent.
- To meet DOT standards and approval, the Senior Engineering Instructor is required to hold a Certificate of Competency – Chief Engineer – Unlimited – STCW 111/2 (Note: consideration may be given to holders of a restricted Chief Engineers Certificate of Competency based on experience and relevant credentials).
- Hold a full driving licence and access to a vehicle
- High degree of computer literacy
- Excellent written and administrative skills
- Excellent planning and organisational skills
- Strong interpersonal and communication skills
- Ability to work as part of a team
- This role will require Garda vetting
- An understanding of QQI and QA knowledge needed

Desirable Experience and Qualifications

- Relevant Instructor / Trainer certification and/or experience in delivery of training
- A broad understanding of BIM and the Irish seafood sector



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 educates others through coaching, mentoring and feedback.

Sets clear direction and goals.

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.

Supports and implements the development of technical and professional expertise within the team.

Contacts

Within BIM	Director of Corporate Services, colleagues across the Skills unit and wider organisation.
Outside BIM	Department and Governmental Agencies, Project Partners, Training and Education networks, relevant third party suppliers.



Terms and Benefits

Salary

Remuneration is in accordance with the Public Sector, Department of Finance approved Salary Scale for Engineer Grade II with a salary range €74,701 to €91,100 (as of 1st August 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 27 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:

1 December 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 Engineering Grade II post 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.

