



CANDIDATE INFORMATION BOOKLET

**SENIOR SCIENTIFIC OFFICER –
Field Telemetry Lead
(INTERREG VA SEA MONITOR - SSO)**

Temporary Contract to 2022 - subject to funding

**Closing date for applications:
4pm Friday 15 March 2019**

REF SMSSO-TL/19



If you have a disability that makes reading difficult, this application form can be obtained in other formats.

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INTRODUCTION

SeaMonitor – The Project

SeaMonitor is a novel and comprehensive project, the first of its kind in Europe, which will establish a number of large scale marine telemetry arrays to track mobile marine fauna in the seas around Northern Ireland, the Republic of Ireland and the west of Scotland. It will use both existing data and data from a number of tracking studies to develop spatial models of coastal zone use and ultimately marine management plans for a number of species. This work will link to a number of other studies and will contribute to the growth of a regional ‘blue economy’ and align with regional activities with the EU’s Atlantic Strategy.

SeaMonitor is a unique, groundbreaking research opportunity on an unprecedented scale, focusing on a wide range of issues across the Programme Area (Scotland, Northern Ireland and the Republic of Ireland). The Project is funded by the [European Union’s INTERREG VA Programme](#) (Environment Theme) and will address two Programme Output Indicators and directly deliver the objective of developing cross-border capacity for the monitoring and management of marine protected areas and species.

SeaMonitor will deliver five spatial models, for basking shark, skate, salmonids, seals and cetaceans and three Management Plans for three areas and two species: Loch Sunart to Sound of Jura (skate) and the Foyle and Clyde estuaries (salmon). The project will achieve this by extending the existing network of buoys with acoustic receivers, delivered by a sister project, [COMPASS](#), from the east to north coast of the Island of Ireland establishing a physical connection of acoustic receivers between the Island of Ireland and Scotland. These will provide data to develop the models and management plans for selected species as well as giving a tangible presence to the INTERREG ethos and creating a lasting legacy to build on.



A project supported by the European Union’s INTERREG VA Programme, managed by the Special EU Programmes Body (SEUPB).

SeaMonitor has been developed jointly by a consortium of nine Partners:

- [The Loughs Agency](#)
- [The Marine Institute \(Ireland\)](#)
- [The Agri-Food & Biosciences Institute](#)
- [Queen's University Belfast](#)
- [University of Glasgow](#)
- [University College Cork](#)
- [Galway-Mayo Institute of Technology](#)
- [University of California Davis](#)
- [Ocean Tracking Network - Dalhousie University](#)

The Project will be jointly implemented by all partners working together across a range of activities.

The Loughs Agency as Lead will have responsibility for the overall management and delivery of the project. A Project Board will be established with a representative from each organisation and chaired by the CEO of the Loughs Agency. A project team will be appointed by the Loughs Agency, this will be led by a Principal Project Officer (PPO) who will have overall responsibility for the delivery of science and administration. They will be supported by a Finance Officer and an Administration Officer who between them will have responsibility for the day to day admin and financial control/probity of SeaMonitor. With regard to Implementation, the PPO will be supported by two Senior Scientific Officers and two Higher Scientific Officers who will be available to support the project partners across all work Activities but will have particular responsibility for delivering the five Models and three Management Plans. Each of the partners will appoint the necessary staff to deliver their key deliverables by December 2021.

JOB DESCRIPTION

Job Title:	Senior Scientific Officer – Field Telemetry Lead (Sea Monitor INTERREG VA Project)
Contract Type:	Temporary - to 31 March 2022 (with possible extension subject to funding)
Organisation:	Loughs Agency of Foyle, Carlingford and Irish Lights Commission.
Location:	Based at Loughs Agency Head Quarters, Derry~Londonderry, Northern Ireland, United Kingdom
Grade/Salary:	Senior Scientific Officer / Scale £36,812 to £40,473 p/a
Responsible to:	Principal Project Officer
Hours:	42 hr week (including 1hr unpaid lunch break), may include evening and weekend work

Purpose of the Role

A unique and exciting opportunity in an inter-regional, multi-institutional setting; we are seeking a candidate to work on a multi-species marine telemetry project combining studies on anadromous and marine fishes, cetaceans and seals in the sea around Ireland, Northern Ireland and Scotland. As part of this ambitious project the Senior Scientific Officer - Field Telemetry Lead within this team will establish a series of marine acoustic telemetry arrays and take a leading role in delivering a number of marine telemetry studies. Working closely with project partners and other members of the team, the post holder will act in a lead scientific advisory capacity and coordinate the installation of the acoustic receiver network. The role will also require the post holder to manage the Higher Scientific Officers and other project staff as necessary to ensure agreed project targets and outputs are met. The post holder will also be required to provide specialist advice on issues to the Project Board and other partners as appropriate.

Key Responsibilities

- At the direction of the Principal Project Officer (PPO) lead, co-ordinate and manage the delivery in collaboration with the Project Partners all scientific elements, research and outputs for the SeaMonitor Project.
- Lead and Co-ordinate the installation and maintenance of the acoustic receiver network and work in collaboration with partners to ensure its efficacy.
- Manage the Loughs Agency fish tagging elements of SeaMonitor.

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- Lead a number of empirical telemetry projects on multiple marine species and provide scientific and technical support to others.
- Ensure scientific output and data quality from the field elements of the work are in line with project outcomes for the target species.
- In collaboration with PPO and Project Partners, oversee scientific progress towards project goals (as stated in SeaMonitor) remit. When required, work alongside relevant institutional leads (and Project Steering Group) to adjust scientific programmes to meet project outcomes.
- To support the Senior Scientific Officer - Analytics Lead in the collation of research data from SeaMonitor partners with respect to stated project deliverables (i.e., models, progress reports and management plans).
- Work alongside SeaMonitor partners in the publication of results in peer-reviewed scientific journals (i.e., manuscript preparation, statistical analyses).
- Provide leadership and manage the Higher Scientific Officers and other project staff as required, in compliance with all relevant Loughs Agency Policies.
- Working closely with respective partner organisations' staff, the post holder will be required to assist university partners in the supervision of postgraduate students involved in the Project. As such the post holder will be required to build linkages with universities within SeaMonitor to develop potential post-graduate studies.
- Provide specialist advice on issues to the SeaMonitor Project Board and other partners as appropriate.
- Responsible for the procurement and maintenance of all scientific equipment and materials required to deliver Loughs Agency Project targets, ensuring compliance with all Loughs Agency and SEUPB financial and governance policies.
- Maintain an up-to-date knowledge of scientific literature in relevant areas and to demonstrate personal development in all relevant areas of managing research projects, staff and resources.
- Maintain an awareness of developments in marine resource management and conservation issues worldwide, and the relevance of such developments to this post.
- The post holder will be required to fulfil any other duties and responsibilities as determined by Loughs Agency that fall within the remit of the SeaMonitor Project and Loughs Agency Policies. The job description is not intended to be rigid and inflexible. Rather, it should be regarded as working guidelines within which the post holder will work.

PERSONAL SPECIFICATION

Senior Scientific Officer – Field Telemetry Lead

Applicants must demonstrate that they possess the following criteria, by the closing date for applications.

Knowledge/Qualifications, Skills and Experience

Essential

1. A PhD qualification in an environmental area or minimum three years research and/or industry experience with proven record of published work in a related field.
2. A proven track record in initiating, conducting and managing innovative scientific projects in the environmental area, and to statistically analyse and interpret the results.
3. Specific knowledge and experience of the use of practical field telemetry for animal tracking.
4. A strong quantitative background in data management and analysis.
5. Demonstrable experience tagging, monitoring and data analysis of fish and/or marine mammals (e.g., cetaceans or pinnipeds).
6. A minimum 2 years' experience of managing staff and resources in a scientific research environment (including working and reporting to Project Boards and funders in formal project management structures).
7. Evidence of skills in animal tagging with acoustic or radio transmitters
8. Evidence of the skills and experience of working in demanding field environments.
9. A proven ability to manage staff and resources in a scientific research project.
10. Experience of publishing in peer reviewed scientific literature in the field of ecology or environmental science.
11. Experience of orally delivering research based presentations to academic and stakeholder audiences.
12. Research creativity and cross-discipline collaborative ability as appropriate.
13. Excellent interpersonal skills including team working and a collegiate approach.
14. Excellent communication skills (oral and written), including public presentations and ability to communicate complex data/concepts clearly and concisely.
15. Appropriate workload/time/project/budget/people management skills.
16. Extensive IT and data analysis/interpretation skills as appropriate.
17. Self-motivation, initiative and independent thought/working.
18. Initiative and judgement to resolve problems independently, including demonstrating a flexible and pragmatic approach.

Desirable

In addition applicants should be aware that after an eligibility sift, should it be necessary to shortlist candidates to go forward to interview, the following desirable criteria will be used.

1. Five years research and/or industry experience with proven record of published work in a related field.
2. Specific knowledge of the use of acoustic telemetry for **fish and/or marine mammal** tracking.

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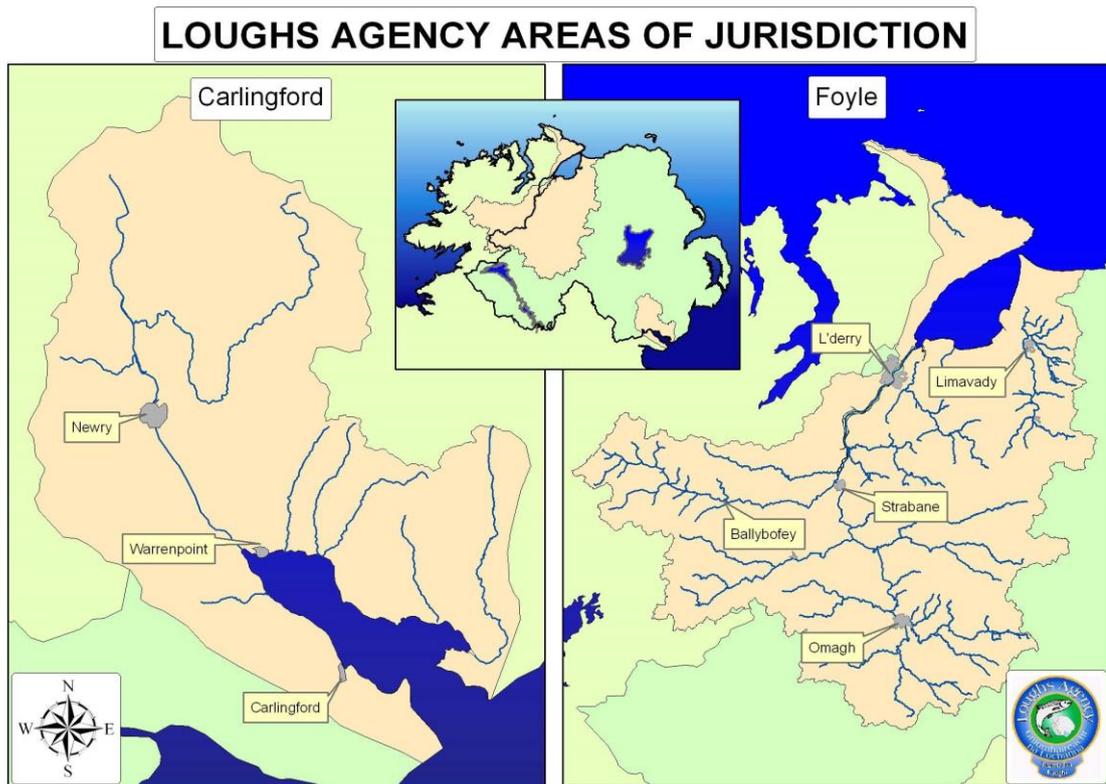
3. A current UK Home Office Personal License to work under the UK Animal Scientific Procedures Act or the Republic of Ireland equivalent.
4. Specific experience of working with salmonid fishes, skate, basking sharks, cetaceans or pinnipeds.
5. Experience with surgical implantation of tags in marine organisms.
6. Experience in geospatial predictive modelling.
7. A knowledge of spatial and / or telemetry data analysis techniques
8. Demonstrable experience setting up acoustic arrays in marine and/or freshwater environments.
9. Previous experience of working to EU funding programme requirements regarding procurement, monitoring and evaluation, communication procedures, record keeping, claims management, adherence to programme rules, etc.
10. Experience of hiring staff through formal recruitment and interview process.
11. Experience working in a multi-institutional environment.

About The Loughs Agency

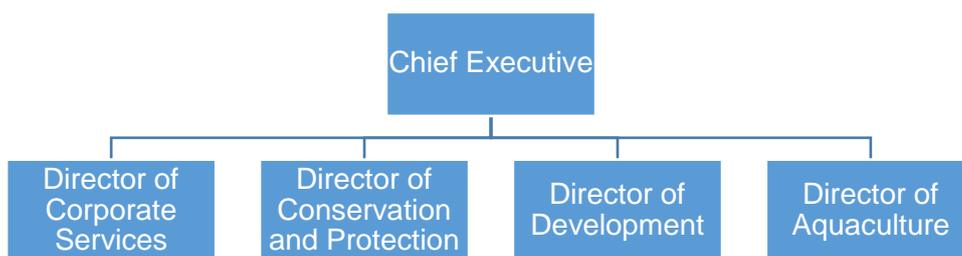
The Loughs Agency was established by the Foyle, Carlingford and Irish Lights Commission (FCILC), a North / South Implementation body, and inherited the functions and responsibilities of the Foyle Fisheries Commission with regard to the conservation, protection, management and improvement of the fisheries of the cross border Foyle Area. The North/South Co-operation Order and British Irish Agreement Act extended those functions to the cross border Carlingford Lough catchments and added further functions with regard to Shellfisheries, Aquaculture and Marine Tourism.

The Loughs Agency is an agency of the Foyle, Carlingford and Irish Lights Commission (FCILC), established under the 1998 agreement between the Government of the UK of Great Britain, Northern Ireland and the Government of Ireland. The FCILC is legislated by the North South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement acts 1999 and 2002. The Board of the FCILC reports to the North South Ministerial Council and the sponsoring departments are the Department of Agriculture and Rural Development in the North and the Department of Communications, Marine and Natural Resources in the South.

The Loughs Agency aims to provide sustainable social, economic and environmental benefits through the effective conservation, management, promotion and development of the fisheries and marine resources of the Foyle and Carlingford Areas as outlined below.



Loughs Agency Senior Management Team Structure



Functions and Objectives of the Loughs Agency

The Functions of the Loughs Agency as set out by the North South implementation body are as follows:

- The promotion of development of Lough Foyle and Carlingford Lough for commercial and recreational purposes in respect of marine, fishery and aquaculture matters
- The management, conservation, protection, improvement and development of inland fisheries of the Foyle and Carlingford Areas.
- The development and licensing of Aquaculture
- The development of marine tourism

The objectives of the Agency in the Foyle and Carlingford areas are:

- Conserve and protect salmon and inland fisheries of the Foyle and Carlingford areas
- Manage and develop salmon and inland fisheries of the Foyle and Carlingford Areas
- Promote the development of Lough Foyle and Carlingford Lough for commercial and recreational purposes
- To license and develop aquaculture
- To develop marine tourism
- To pursue increased efficiency and continuous improvement in the delivery of services to all customers
- Ensure the efficient, effective and economic utilisation of resources available to the Agency

SHORT-LISTING INFORMATION

The technical elements related to the duties and responsibilities of this job will be scored on a competency based framework at shortlisting and interview. This means that **ONLY** those candidates who most closely match the requirements of the post are likely to be short-listed.

Each applicant should consider carefully if they can demonstrate the required levels of skill and experience before they spend time completing an application form. It is not enough to state that you have an 'awareness' or 'knowledge' of the areas stated, candidates must demonstrate actual skills and experience that can be checked with previous employers where necessary.

Each candidate should take care to complete their application in a way that ensures that the short-listing panel fully understands both their academic success and the skills and experience they have gained.

Please do not complete any section unless you can demonstrate actual skills and experience that can be checked with previous employers where necessary. Please confine your answers to the spaces provided.

Candidates who can demonstrate the ability to effectively operate as a member of a team may be preferred. Project work often has to take advantage of good weather conditions and as such a flexible approach to working hours is also preferred.

GUIDANCE FOR MAKING YOUR APPLICATION

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the competition requirements and the essential criteria.

- The space available on the application form is the same for all applicants and must not be altered.
- We will not accept CV's, letters, additional pages of any other supplementary material in place of or in addition to completed application forms.
- Applicants must complete the application form in Arial font 12, or legible, block capitals.
- Applicants must not reformat application forms.
- Information in support of your application will not be accepted after the closing date for receipt of applications.
- Applications will not be examined until after the closing date.
- Do not use acronyms, complex technical detail etc. Write for the reader who may not know your employer, your branch or your job.
- Relevant or equivalent qualifications – if you believe your qualification is equivalent to one required, the onus is on you to provide the panel with details of modules studied etc. so that a well-informed decision can be made.
- It is essential that all applicants demonstrate on their application form how and to what extent their experience and skills are relevant to this post and the extent to which they satisfy each of the essential and desirable criterion specified. If you do not provide sufficient detail, including the appropriate dates needed to meet the criteria, the selection panel will reject your application.
- The examples you provide should be concise and relevant to the criteria. This is very important as the examples that you provide may be discussed at interview and you may

need to be prepared to talk about these in detail if you are invited to interview. **It is your unique role that the panel are interested in, not that of your team or division.**

- The Loughs Agency will not make assumptions from the title of the applicant's post or the nature of the organisation as to the skills and experience gained.

Application Form Submission

- Completed applications can be completed and submitted online via our website: <http://www.loughs-agency.org/careers/> or submitted by post to Human Resource Officer, Loughs Agency, 22 Victoria Road, Derry~Londonderry, BT47 2AB, emailed to careers@loughs-agency.org or hand delivered.
- **We will not accept incomplete application forms, application forms received after the closing deadline or reformatted applications.**
- We do not accept faxed applications.
- Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the Loughs Agency to meet the required deadline.
- We will not accept any application where we are asked to pay for any shortfall in postage.
- Should you have any queries please contact Lenice Quinn, Human Resource Officer on 02871 342100

Equal Opportunities Monitoring Form

Please note that the Equal Opportunities Monitoring Form is regarded as part of your application and failure to complete and return it may result in disqualification.

Order of Merit

The selection panel will assess candidates against the interview criteria. Those candidates who meet the required standard(s) and pass mark will be deemed suitable for appointment. The selection panel will then list those suitable for appointment in order of merit with the highest scoring applicant ranked first. The Agency will allocate to this vacancy (or similar grade) in the order listed. The order of merit is valid for one year. Therefore, if this post becomes available again within this year, the next suitable candidate will be offered the post without further competition.

Candidates should note that successful applications will be held on a reserve list for a period up to 12 months to fill this position should a vacancy arise.

GUIDANCE FOR INTERVIEW

A two stage interview process for this position will be held with the first stage of interviews taking place on **Wednesday 27 March 2019** at Loughs Agency HQ or via video link. The second stage of interviews will be held on **Thursday 4 April 2019** and attendance in person at Loughs Agency HQ is mandatory.

At interview, the technical elements related to the duties and responsibilities of this job will be scored on a competency based framework. The selection panel will assess candidates against the behavioural competences, qualifications and experience required for the post.

If this is your first experience of a competence-based interview, bear in mind that it does not require you to:

- Talk through previous jobs or appointments from start to finish;
- Provide generalised information as to your background and experience;
- Provide information that is not specifically relevant to the competence the question is designed to test.

A competence-based interview does however require you to:

- Focus exclusively, in your responses, on your ability to fulfil the competences required for the effective performance of this role;
- Provide specific and verifiable examples of your experience in relation to the required competence areas.

ADDITIONAL INFORMATION

Disability Requirements

We will ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend any part of the assessment process. Details of any disability disclosed are used for this purpose only and do not form any part of the selection process. If you have indicated on your application that you have a disability and are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up an appointment. If you wish to discuss your disability requirements further, please contact Lenice Quinn on +44 (0) 2871 342100 or lenice.quinn@loughs-agency.org

Vetting Procedures

Prior to appointment with the Loughs Agency the following will be required:

- Proof of qualifications
- Copy of valid Driving Licence
- Receipt of 2 satisfactory references (references will not be sought until after the final stage of the assessment process).
- Basic level security clearance which is managed by Access NI.

Availability

The post is based in the Foyle Area, however the successful applicant may, on occasion, also be expected be required to travel within Northern Ireland, to other parts of the Republic of Ireland outside the Foyle catchment area.

Any Other Duties

Appointees may be required to carry out any other duties that may (from time to time) arise and which are reasonably required within the general level of responsibility for the post.

Salary

Starting salary will normally be at the minimum of the scale. Consideration of a higher starting salary may be given to applicants with exceptional relevant experience and/or skills and only then if all 'suitable' candidates have refused the minimum salary offered.

Closing Date

Completed application forms must be returned to arrive not later than **4pm Friday 15 March 2019.**

