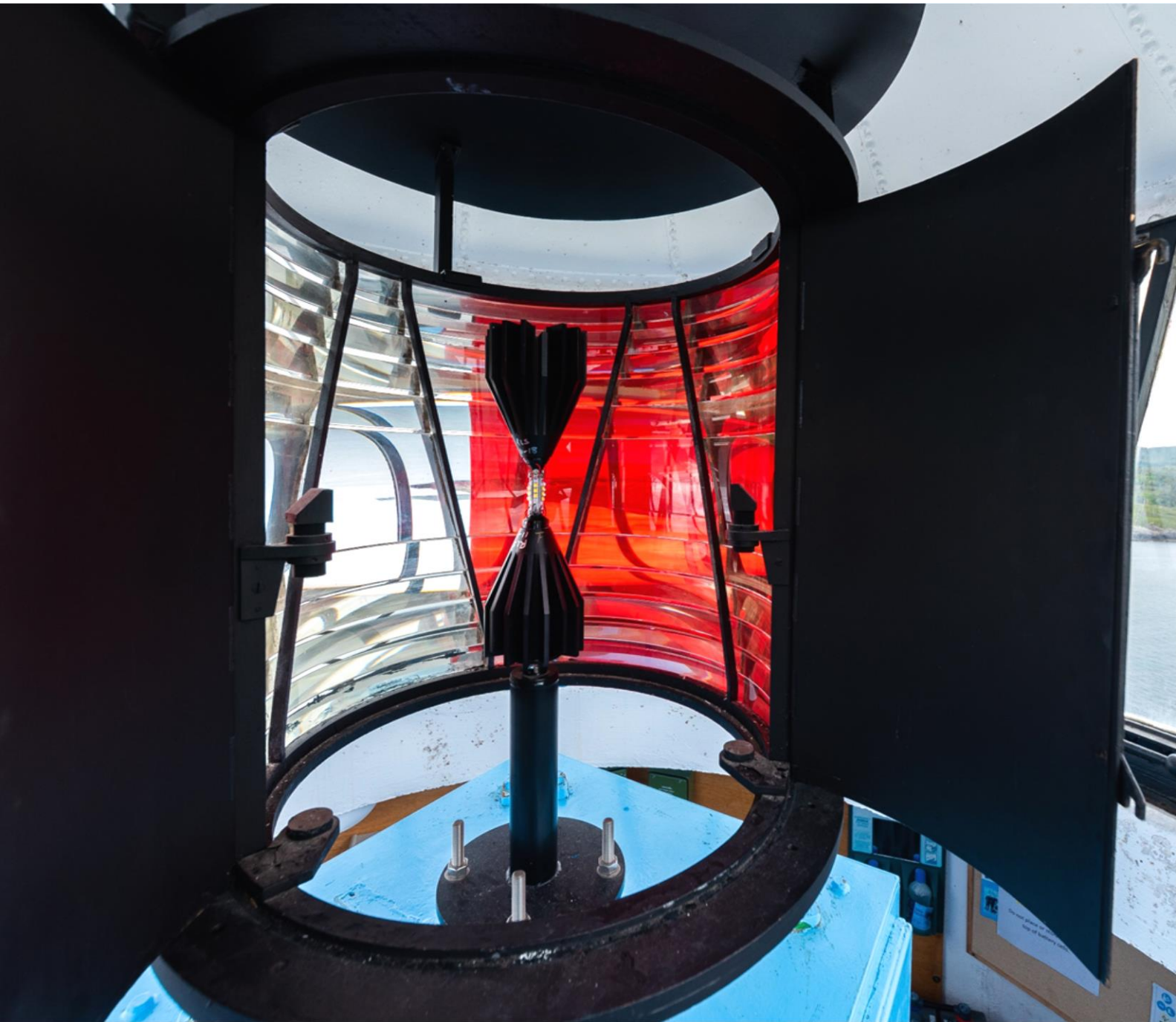





Commissioners of
IRISH LIGHTS

Navigation
and Maritime
Services

CANDIDATE BRIEFING PACK
Design and Support Engineer - Electrical
Coastal Operations Department



Closing date for applications is close of business on 10 October 2022



Irish Lights operates a critical, reliable and technologically advanced navigation infrastructure for the maritime sector around the island of Ireland. This includes lighthouses, beacons, buoys and electronic aids to navigation.

Some of our lighthouse stations are over 200 years old but with new communication and navigation equipment as well as powerful LED lights they continue to provide a vital service to mariners and increasingly also to local tourism, heritage and environmental protection programmes. They are in exceptionally beautiful and challenging locations.

The Design and Support Engineer – Electrical will provide professional engineering input, with an emphasis on electrical, within the Irish Lights Design Team. They will support the design, costing and implementation of lighthouse work packages and other incidental projects

Are you interested in joining the team?



Irish Lights Remit

The mission of Irish Lights is Safe Navigation at Sea. We are a maritime organisation delivering essential 24/7 safety and navigation services around the coast of Ireland, 365 days a year. Our vision is to protect lives, property, trade and the environment by delivering next generation maritime services at the interface of navigation technology, engineering and data management.

Irish Lights is responsible for Maritime Aids to Navigation under the Safety of Life at Sea (SOLAS) Convention. This remit includes the provision and maintenance of over 330 general aids to navigation, the superintendence of approx. 3,300 local aids to navigation, and marking or removing dangerous wrecks outside harbour areas around Ireland.

Irish Lights also provides a range of navigation and contract commercial services including ship charter, buoy and maritime data. We provide value added services to support the development of the broader maritime economy including Met and Coastal Data Services. The Irish Lights tourism and heritage initiative, the 'Great Lighthouses of Ireland' was developed in partnership with local communities and offers visitors from home and abroad the chance to visit or stay in a working lighthouse. See our website www.irishlights.ie for further details.

Mission Statement

Safe Navigation at Sea: To be a leading and innovative provider of reliable, efficient and cost effective navigation and maritime services for the safety of all.

Values

Irish Lights' strategy will be delivered by holding true to the values of the organisation. Our Values set the foundation for our interactions with our stakeholders, customers, suppliers and the community. These values, which are the cornerstone for the success of the organisation, are as follows:

- Professionalism
- Respect
- Trust
- Quality
- Innovation
- Collaboration



Strategic Direction

Irish Lights strategy “*Safe Seas - Connected Coasts*” is available on our [website](#)

The strategy recognizes the exciting and challenging trends in the maritime sector at national and international level. It places a strong emphasis on positioning Irish Lights to play a leadership role in the delivery of next generation navigation and safety services, enabled by innovation and technology. We have accordingly set ourselves six ambitious outcomes that we want to deliver over the period 2018 -2023. These outcomes reflect the modern role of Irish Lights delivering navigation, safety and allied maritime services and supporting the growth of the maritime economy.

(1) For the Safety of All

Irish Lights is focused on the delivery of proactive, reliable and value-for-money services for all stakeholders and customers. We are proud to provide a depth and breadth of expertise at the interface of navigation, engineering, technology and data management. We are committed to delivering on our role as a member of the value chain of maritime safety services on the island of Ireland and our relationship with Trinity House and Northern Lighthouse Board ensures that these services are delivered in a consistent manner with the UK.

(2) International Maritime Leadership

The nature of AtoN services is that they must be internationally standardised to serve a global industry. Technology development and convergence requires that over the period of this strategy Irish Lights exercises a far broader international influence than was necessary in the past. We will do this by achieving early influence with international bodies such as the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA), International Maritime Organisation (IMO), International Hydrographic Organisation (IHO) and International Telecommunication Union (ITU) over policy, regulation and standards that impact on navigation safety and through sharing information, expertise and resources to the benefit of all parties.

(3) Technological Innovation

Across the maritime sector there is recognition of the increasing pace of technological development and the role new technology can play to improve safety and performance. Irish Lights will continue to lead on the adoption of new technology that delivers safety and economic benefits for the maritime sector. We will support the trial and implementation of advanced engineering, communications and data technologies and engage in ongoing consultations with regulators, providers and users as appropriate. In particular we will ensure user input into the selection and development of emerging technology solutions.

(4) Collaboration and Partnership

Irish Lights works closely with a matrix of local, national and international partners who collaborate with us to enable us to deliver a diverse suite of services. Essential to our success is our relationships with key marine agencies and local authorities around the coast of Ireland and Northern Ireland. Over the period of this strategy we will strengthen our existing partnerships to support the delivery of key services and where necessary form new partnerships for added value and commercial service delivery.

(5) Delivery of Added Value

Delivery of our core services requires investment in infrastructure and expertise which can be utilised to provide added value. Over the period of this strategy we will seek to strengthen the wider contribution that Irish Lights makes by targeting our expertise, asset base and proven technological capabilities to deliver maximum value and public good services in the interests of our stakeholders, coastal communities and the wider economy.

(6) Safeguarding the past – Positioning for the Future

While our focus in this strategy is very much on the future, we have confidence that in facing this future we are building on the ingenuity and resilience of the people who worked in Irish Lights over the generations. Moreover we have in our stewardship a tangible legacy of the past in the unique set of heritage assets which we own and these have significant value and potential in the development of tourism, education, research and community based initiatives. Over the period of this strategy, we will continue to build on the international success of our ‘all island’ tourism initiative, Great Lighthouses of Ireland and we will work with third parties to protect, develop and promote our unique archive and heritage assets for the benefit of the Irish public. As the strategy unfolds over the period 2018 to 2023 we will work closely with all stakeholders to meet their evolving needs and to achieve our vision.



Role Profile

Job Title: Design and Support Engineer – Electrical

Reporting to: Engineering Design, Consent and Compliance Manager

Overview of the role

As **Design and Support Engineer – Electrical**, you will provide professional engineering input (particularly electrical and electronic engineering, and electronic communication systems) for Irish Lights. You will play a key role in the design, costing and implementation of a range of transformative engineering projects, including new or replacement designs for lighthouse electrical systems such as navigation lights, communications (including remote monitoring), power (AC generators, DC battery and solar systems). You will maintain strong technical knowledge on equipment and techniques related to Irish Lights activities. You will also propose new projects and assist with technology assessments, environmental developments, risk assessments and safe work procedures.

Accountabilities

- Provide strategic and proactive input into design process by proposing innovative and bespoke solutions to satisfy the engineering requirements
- Lead on the preparation of electrical drawings, specifications for component equipment, tender documentation, procurement, and any related tasks, in advance of scheduled on site work
- Liaise on projects with other Design Team members, namely Design Support Engineer-Civil and Design Support Technicians as well the Operations Engineering Managers and Lighthouse Team Leads.
- Ensure visits lighthouses and other coastal infrastructure to survey for project designs and closeout take place. These will normally be Team visits.
- Provide flexible support to Coastal Operations requirements such as maintenance, minor redesigns necessitated by ongoing faults or obsolete parts.
- Timely preparation of design for planned work
- Accurate project costing
- Preparation, where required, of risk assessments and work statements
- Sourcing of materials in accordance with procurement procedures
- Conduct Factory Acceptance Tests on major procured items in Ireland or abroad.
- Organise and participate in annual Light Intensity Tests at selected locations in conjunction with GLA Lights experts to ensure quality assurance of published Navigational light ranges.
- Maintain positive environmental standards and procedures
- Maintain strong technical knowledge of electrical equipment and techniques related to Irish Lights' activities, research and development, industry and sector awareness.
- Assistance with preparation of management and board reports
- Risk, safety and environmental management
- Continuous improvement cycle for systems, processes and policies
- Leadership, communications and innovation
- Research and development, industry and sector awareness
- Active employee/team development and management
- Strategic approach to responsibilities
- Ability to prioritise work and work to deadlines
- Deliver on objectives agreed in the Performance and Development System (PADS)
- Commitment to delivering the Irish Lights Strategy



Key Requirements, Qualifications, Experience and Required skills

Essential

- Degree or equivalent professional qualification in Electrical or Electronic Engineering
- Experience in design, technical writing, and technical operations management
- Knowledge of Electrical Standards, both Irish and international
- Knowledge of renewable energy, control systems
- Record of team building and leadership
- Excellent communication and people skills
- Strong ICT skills

Desirable

- Chartered Engineer or approaching Chartered level
- Membership of professional organisation
- Experience of project design and costing
- Knowledge of modern and traditional marine navigation systems and modern light technology//
- Experience of working in a marine environment
- Experience in integration of electrical elements in new build and refurbishment
- Experience of working with engineering oddities
- Experience of working with non-standard and bespoke engineering design
- Experience in installation and commissioning
- Experience of site-survey and design

Performance Expectations

- Provide strategic and proactive input into forward planning and design processes.
- Lead on the design, cost estimation and implementation of a range of Lighthouse Capital Projects
- Maintain strong technical knowledge on equipment and techniques related to Irish Lights activities.
- Lead on the development of technical proposals for the effective and economic provision of the required services.
- Prepare risk assessments, safe work procedures and work method statements.
- Periodic travel around the coast of Ireland and abroad will be required, with possible visits to the other General Lighthouse Authorities of Trinity House (England and Wales) and Northern Lighthouse Board (Scotland) and the IALA, headquartered in Paris.

Salary

The salary for this role will commence at €57,126 rising to €65,796



Terms & Benefits

Irish Lights offers a comprehensive and very market competitive range of benefits to employees, including a generous range of family friendly/flexible working policies and a commitment to the further development and education of its staff.

Remuneration: An attractive salary range and very generous pension benefits (defined benefit scheme, 27.9% employer contribution) are attached to this role.

Death in service pension benefits: The pension scheme will pay 2 times annual salary to a nominated person(s) in the event of a member's death in service.

Annual Leave: 23 days increasing to 26 days after 7 years continuous service.

Sickness Absence Provisions: For employees unfortunate enough to become ill, the Sick Leave Policy provides up to a total of 13 weeks paid leave (less any social welfare payments) in one year, followed by a further 13 weeks half pay (less half of any social welfare payments) thereafter, subject to a maximum of a total of 26 weeks paid sick leave in any four year period. These benefits are enhanced after 3 years satisfactory service.

Location: The role will be based in our Head Office in Dun Laoghaire but will require nationwide travel. A hired car will be provided when business travel is required.

Remote / Blended Working: Irish Lights has developed a new blended working policy, this has been initially implemented on an 8-month trial period starting in July 2022. This will support employees with remote working options whilst maintaining operational delivery and success.

Training and Development support: Irish Lights aims to ensure that all employees have the knowledge, skills and experience necessary to be successful in their roles and to fulfil their career potential and operates a Performance and Development Process through which development can be planned and achieved.

Support with Professional Memberships Fees: Irish Lights supports employees by reimbursing professional memberships fees relevant to the role.

Canteen: There is an onsite canteen that offers a variety of options for breakfast and lunch, including a barista coffee service.

Family Friendly Policies: Irish Lights has a range of family friendly policies that allow employees to balance work with other aspects of their lives. These include Maternity, Paternity, Adoptive and Parental Leave provisions, the majority of which have elements which are enhanced beyond the statutory entitlements.

Employee Assistance Programme (EAP): Irish Lights provides an independent, 100% confidential EAP service, delivered through VHI, 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: Irish Lights 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.

Eye sight test: Employees can avail of an eye sight test voucher.

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

Car parking: There is onsite car park available to employees at our Dun Laoghaire office.

Taxsaver Scheme: Employees who travel to work using public transport can avail of an Annual Taxsaver ticket which provides significant savings on travel costs.

Bikes for Work Scheme: Employees who cycle to work or use a bicycle on part of their journey can avail of the Bikes for Work Scheme.



How to Apply

Applications with CV and cover letter to be submitted to;

Gemma Gregan, HR Advisor
E: human.resources@irishlights.ie
T: +353 1 2715400

Closing date for applications is close of business on Monday, 10 October 2022.



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The Commissioners of Irish Lights is an equal opportunities employer