

CANDIDATE BRIEFING PACK

MASTER ILV GRANUAILE NAVIGATION, MARITIME & CONSENTING DEPARTMENT



Closing date for applications is Friday, 18 July 2025 at 17.00 hours

@irishlights

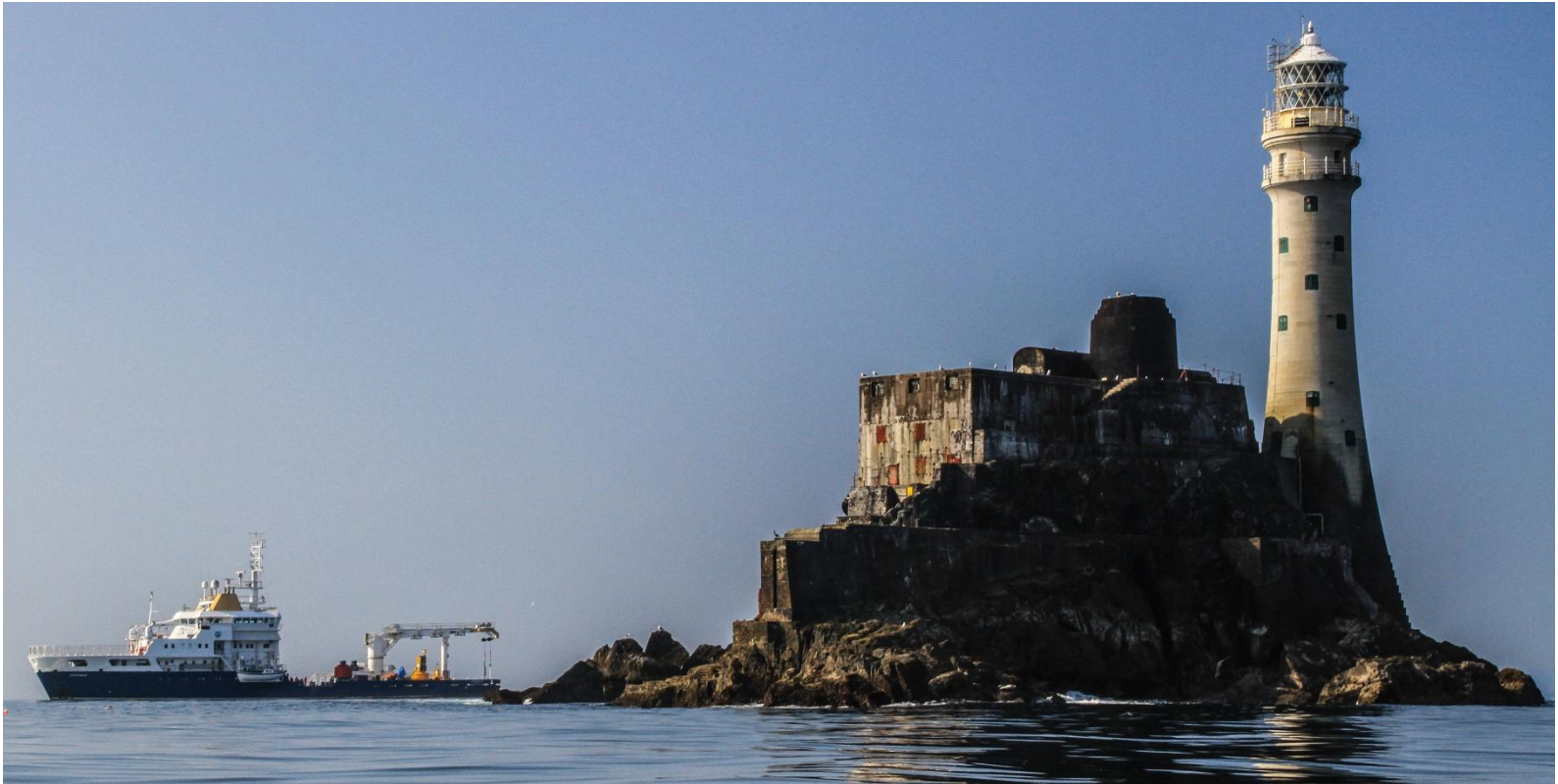
“Safe Navigation at Sea”



The Commissioners of Irish Lights (Irish Lights) has responsibility under the Merchant Shipping Acts and the SOLAS Safety of Life at Sea Convention for the regulation of all marine Aids to Navigation (AtoN) around the island of Ireland and for wreck response outside of harbour areas. Irish Lights provides AtoN for general navigation and inspects and audits Local AtoN provided by Local Lighthouse Authorities (LLA) in ports, harbours and Local Authority areas, and ORE developments. Irish Lights is a statutory consultee under the Marine Area Planning, Foreshore and Planning Acts.

Irish Lights works closely with Trinity House (England, Wales, and Channel Islands) and the Northern Lighthouse Board (Scotland and Isle of Man) to deliver AtoN services. This close cooperation with Trinity House and Northern Lighthouse Board allows all three organisations to share resources and expertise for the benefit of all stakeholders.

The Master, ILV Granuaile is a senior management position with primary responsibility for the overall operation of the Ship on behalf of Irish Lights. The role is key to the core operations of Irish Lights in the placing and servicing of offshore buoys. The vessel also serves as a helicopter platform for servicing our offshore lighthouses and is made available to assist State agencies with search and rescue, emergency towing, oil pollution control, surveying and offshore data collection.



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 Ireland and Northern 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. Playing a lead role in maritime safety, Irish Lights operates a 24-hour emergency response function.

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 340 general aids to navigation, the superintendence of approx. 3,500 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, '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.

Mission Statement

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

Vision Statement

Irish Lights will be a dynamic, forward facing maritime organisation, conscious of our long history and poised to deliver future safe, smart and sustainable maritime services – at the interface of navigation, technology, data and engineering.

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

Goals and Key Focus Areas for 2025–2030

This 2025–2030 strategy is strongly focused on safe navigation through the provision and regulation of Aids to Navigation to the international standards set by IALA. The strategy recognises the importance of this infrastructure to safe, efficient, and environmentally responsible trade encompassing over 90% of goods brought to/from the island of Ireland.

It also recognises:

- the central importance of addressing the drivers of strategic change, including climate action measures at the forefront of our work programmes including measures to deliver our Climate Action Roadmap.
- the increasing demands on our sea space and the need for collaboration to deliver the best Marine Spatial Planning outcomes for all users. Existing shipping, fishing and leisure activities will be required to share our sea space and coexist with ORE developments, MPA's and DMAPs.

Strategic Goals and Focus Areas 2025–2030



- 1. Ensure Safe Navigation for All** Provide and regulate to international standards a network of marine aids to navigation around the island of Ireland, which is secure, resilient, and technically advanced and which protects lives, the economy, trade and the environment.



- 2. Demonstrate Leadership, Collaboration and Alignment at National and International Level** Act as trusted experts working in co-operation with our national, GLA, and international partners, to align the development of safe navigation services to evolving policy, regulatory and industry needs, using innovative technology and promoting the shared and safe use of the maritime domain.



- 3. Commit to Sustainable Operations, Climate Action, Protection of the Environment and Biodiversity**
Make a difference by managing climate risks, reducing our impact on the environment, promoting biodiversity and capturing the opportunities that sustainability can bring.



- 4. Serve Coastal Communities, Safeguarding and Sharing Our Maritime Heritage**
Build relationships at a local level, by promoting the use of maritime heritage assets and by growing and harnessing our all-island Great Lighthouses of Ireland tourism partnership to maximise local benefits.



- 5. Deliver Excellence and Stay True to Our Values** Combine the skills and expertise of our employees with new technologies to drive quality, reliability and continuous improvement, maintaining excellence and staying true to our values of Professionalism, Quality, Respect, Innovation, Trust and Collaboration

Master, ILV Granuaile



About ILV Granuaile

The Irish Lights vessel Granuaile is an 80-metre multifunctional vessel with Dynamic Positioning capability. The vessel's primary function is to service our 150 offshore navigation buoys and offshore lighthouses. Other operations include a variety of commercial activities including subsea works. Primarily operating around the coasts of Ireland and the UK in support of the General Lighthouse Authorities including Trinity House and the Northern Lighthouse Board. ILV Granuaile is certified to operate world-wide if required.

The ILV Granuaile serves as a helicopter platform for servicing offshore lighthouses and is available to assist State agencies with search & rescue, emergency towing, oil pollution control, surveying, ROV operations and offshore data collection.

During normal service operations, the ship's complement consists of 15 persons along with a small number of trainees/cadets, as and when available. The total complement can increase to 28 persons, including contractors, when the ship is engaged in commercial operations.

Overview of Role

As part of the Navigation, Maritime and Consenting senior management team, the Master reports directly to the Director, liaising with the Navigation Services Manager ashore on operational matters. They will lead and supervise, a highly qualified crew (15) and mentor a small number of trainee/cadets from time to time.

The successful candidate will bring extensive experience from either the marine, shipping or offshore industries and will be able to demonstrate an understanding in the current day and future technologies in the context of their role within Irish Lights.

They will have previously led experienced teams, ideally both onshore and offshore, and demonstrate their ability to communicate at senior levels across Irish Lights and with their colleagues in the other General Lighthouse Authorities. They will be expected to represent Irish Lights at external events and undertake public duties, when required.

The Master will be responsible for the safe, effective and efficient management of all aspects of the ILV Granuaile and ensure all current legislation, regulations and Irish Lights policies are adhered to. They will be the primary link between the vessel operation and shore management team. They will actively contribute to the strategic direction of Irish Lights as part of the Navigation, Maritime and Consenting senior management team. They will lead on the delivery of commercial ship charter opportunities as these arise, in order to offset Irish Lights operating costs. They will provide expert guidance as necessary on the introduction of new maritime technologies as these emerge.

The Master will undertake their functions and duties in a manner that demonstrates Irish Lights stated values of, [professionalism, respect, trust, quality, innovation and collaboration](#), with the objective of creating a safe, inclusive, and equitable workplace environment.
Lights.



Main duties and responsibilities of the role include:

Operations

- As the Senior Officer onboard and responsible for the management of the Vessel, the safety of all the crew and compliance with all legislation applying to their command
- Liaise with Navigation Services Manager regarding the day to day operational requirements of the Vessel
- Delegate responsibility to the Chief Officer (SOO) and Chief Engineer Officer (EOM) to ensure they undertake their respective responsibilities in the most efficient and effective manner
- Manage the Vessel and crew in accordance with Irish Lights Code of Conduct.

Health, Safety and Security

- Be responsible for the application of the International Safety Management Code for the Safe Operation of Ships and for Pollution Prevention (ISM Code) and the International Ship and Port Facility Security Code (ISPS Code) and prepare the Vessel for re-certification/verification audits
- Be responsible for the application of the Irish Lights Environmental and Safety Policies, including application of the emergency response procedures within the Safety Management System (SMS)
- Manage the Vessel's SMS processes, reviews, audits and report to Designated Person Ashore on a regular basis
- Responsible for carrying out and documenting Shipboard boat musters and emergency drills.

Management

- Take full responsibility of the Vessel's crew, safety, seaworthiness, operations and environment
- Deliver excellent performance from the crew in pursuing the organisation's strategic mission and vision
- Promote, and lead by example, the Irish Lights values in both internal and external interactions.
- Prepare, present and manage the Vessel's capital and expenditure budget, including the annual training budget,
- Maintain Irish Lights reputation through modern media outlets including social media and promotional open days for the public



Essential Qualifications (All in Date)

- STCW Master Mariner II/2 Unlimited Certificate of Competency (COC). A successful candidate holding a COC issued outside Ireland will be required to obtain a Certificate of Equivalent Competency (CEC) prior to accepting an offer of employment.
- Dynamic Positioning Operations certification
- A valid unrestricted Seafarers Medical Certificate (ENG 11)
- All applicable STCW certificates and mandatory training and certification requirements for the position

Desirable Qualifications

- Degree in Nautical Science
- Masters in Shipping operations management or similar related field

Minimum experience and skills

- Dynamic Positioning Operations experience.
- A full understanding of the operation of the ISM/ISPS Codes
- Relevant experience in ship handling and offshore operations
- Previous experience in ship handling during service operations and pilotage
- Leadership experience in a similar role
- Demonstrated proficiency in specialised navigation equipment
- Understanding of Microsoft 365 and related packages
- Excellent verbal and written communication skills, including report writing

Desirable experience and skills

- Command experience in offshore vessels, with experience in buoy handling and boat work or similar offshore seamanship evolutions, including deck work and lifting operations
- Bridge Team Management Training
- Working knowledge of existing marine regulations and advances in digitalisation and environmental protection in relation to the shipping industry.
- A good understanding of budgetary procedures in particular forecasting
- A working knowledge of Maintenance Information Systems
- Evidence of professional developmental activities in terms of experience and/or certification.
- Knowledge and experience in operating off the coasts around UK and Ireland.
- Experience in port operations including ship manoeuvring without a pilot.

Salary

An annual salary of €90,005 - €103,447 (8 points) with very generous pension benefits are attached to this role.



Hours of Work

The successful candidate will join one of two crews who operate a 4 week on/off roster on board the ILV Granuaile.

Travel and Subsistence

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

Please note that travel expenses for employees are only paid within the island of Ireland.

Competencies required in the Role

Core

- **Personal Responsibility** – Taking responsibility for your own actions and being open to learning and change
- **Manage Work** – Identifying, prioritising and organising work for delivery. Taking ownership and being accountable for your work
- **Communicate Effectively** – Two-way information sharing process which involves sending a message in a clear and responsible way that is easily understood
- **Teamwork** – Working collaboratively with others, both within and outside your department, to achieve the best outcome

Management

- **Leadership** – Understanding the importance of leadership for the achievement of Irish Lights goals. Demonstrating the skills to lead employees to achieve success
- **Drive for Results** – Consistently performance through people by demonstrating drive, flexibility and a willingness to take action and complete tasks. Being resilient and courageous in the face of setbacks
- **Support Others** – Identifying with and understanding the needs and viewpoints of others and supporting employee's development and wellbeing. Genuinely valuing the inputs and expertise of all employee's
- **Strategic Thinking** – Demonstrating the capacity to think big picture as well as the focus on the detail. Ensuring work is aligned with the business objectives and strategic direction.



Terms & Benefits*

Irish Lights offers a comprehensive and 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.

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.

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.

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, Parents, Adoptive and Parental Leave provisions, the majority of which have elements which are enhanced beyond the statutory entitlements.

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.

Pension Scheme: Very generous pension benefits (defined benefit scheme, 28.97% employer contribution) are attached to this role.

Repatriation - You will be entitled to repatriation in accordance with the repatriation provisions.

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.

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.

** To be considered for this role, candidates must be able to prove they have the right to work in Ireland. Applicants should note that eligibility is determined by the Department of Enterprise, Trade and Employment. Further information regarding eligibility is available at: <https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/>*

Non-EEA applicants are responsible for ensuring they can secure a visa to travel to Ireland. Any offer of employment is conditional on applicants securing the appropriate employment permissions.



How to Apply

Irish Lights has engaged Flagship Management to manage this recruitment and selection process. To apply, please send your CV and a cover letter outlining your suitability for the role by **Friday, 18 July 2025 at 17.00 hours** to:

Rory McGuire, Flagship Management

E: rory@flagshipmgt.com

T: +353 1 905 9100

Please view [Irish Lights Job Applicant Privacy Notice](#) on the Vacancies page of our website.



Commissioners of
IRISH LIGHTS | Navigation
and Maritime
Services

The Commissioners of Irish Lights is an equal opportunities employer and promotes diversity in the workplace