




Commissioners of  
**IRISH LIGHTS** | *Navigation  
and Maritime  
Services*

**CANDIDATE BRIEFING PACK  
SYSTEMS PERFORMANCE LEAD  
COASTAL OPERATIONS**

**Closing date for applications is 7 January 2024**



**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.**



## Role Profile

**Job Title:** Systems Performance Lead

**Reporting to:** Operations Engineering Manager

### Overview of Role

We are seeking a Systems Performance Lead (SPL) to join our Coastal Operations team. The SPL is a responsible and varied role that is key to supporting the Coastal Operations activities. It requires excellent technical, analytical, organisation and communication skills.

The SPL will work closely with the Lighthouse Team Leads (LTL's), Support and Planning Manager (SPM) and the Operations Engineering Managers (OEMs) in the management of our software systems to improve workflow, monitoring, reporting, fault analysis and rectification of critical defects and outages in the Aids to Navigation (AtoN) Systems.

The SPL will be based at Irish Lights' Headquarters in Dun Laoghaire, Co Dublin and will be expected to travel to coast stations as and when required.

The role will be a "Super User" for the in-house maintenance software platform, a cloud service and mobile app, resources and reporting for the Coastal Operations Department. The SPL will also liaise closely with the Monitoring Support Officer (MSO) and will be responsible for the effective monitoring and management of issues affecting reliability of AtoN Systems.

In the event of an outage the SPL will be accountable for effective deployment of resources in conjunction with the LTLs, OEM, SPM and E-Navigation and Maritime Services (EMS). In addition, they will be responsible for ensuring fault analysis of critical defects and outages takes place including reporting, and any subsequent follow up to ensure the reliable operation of the AtoN systems.

In some cases, the SPL will lead the deployment of third-party contractors.

### Accountabilities

#### • **Systems Management and Administration**

- In conjunction with ICT, leading on training and upskilling initiatives on all systems-based maintenance platforms, such as GeoPal, for the team and acting as primary point of contact to Coastal Operations use of these systems.
- Administering the day-to-day management of the systems for Coastal Operations including regular reporting to management on an overview of the issues/work items being raised, closed and updated.
- Leading on the implementation and use of the Work Management System for all work on the coast.
- Generating and updating GeoPal templates as required in conjunction with LTLs.
- Developing and producing reports to track progress of works on monthly basis through the GeoPal System.



### Accountabilities (contd.):

- **Management of Monitoring system**

- Conducting regular trend analysis using monitoring data to identify any trends impacting the reliability of our AtoN systems and advising on improvements to be made, in conjunction with the Operations Engineering Managers, Support and Planning Manager and Monitoring Support Officer.
- Working with the Data Analyst to extract data from the monitoring system for decision making on improvements to be made.
- Being responsible for monitoring at least two days per week and always liaising closely with the Monitoring and Support Officer. While on monitoring duty being responsible for handover to Trinity House monitoring.
- Monitoring active alarms on all AtoN Systems. Being the first point of contact for Trinity House Support Officer (THSO) including handover on monitoring days.
- Liaising with ICT on the further development of the Gatehouse monitoring system
- Completing root cause analysis of all outages.
- Preparing reports for Tri-GLA Group meetings on monitoring and attending when requested.

- **Outage Rectification and Fault Analysis**

- Acting as first point of contact for MSO/THSO in undertaking fault analysis of critical defects or outages
- Triaging responses to outages on all AtoN Systems. When outages or critical defects occur, ensuring that manpower the requirement is identified and assisting to co-ordinate the diversion of resources to manage this as quickly as possible.
- Assisting with the co-ordination of responses to all outages and critical defects in conjunction with OEM, SPM and EMS.

- **Equipment, Stores and Buoy Yard.**

- Liaising with the Buoy Work Supervisor to ensure the management of critical spare parts stock, Automatic Identification Systems (AIS) and Radar Beacon. .
- Assist in the management and co-ordination of the maintenance of AIS equipment application software.
- Tracking and scheduling for planned replacement AIS and Racon equipment, as part of refurbishment and capital program, including inputting into budgets, procurement, programming etc.
- Overseeing the configuration of the AIS transponder electronic data and programming as necessary.

- **General activities.**

- Liaising, collaborating and cooperating with colleagues within departments, in particular across EMS and ICT Departments.
- Supporting development of Systems documentation and specifications where required.
- Continuous improvement cycle for systems, processes and policies
- Assisting with the preparation of budgets within area of responsibility.
- Completing work activities on time and on budget and to quality standards
- Complying with all Health and Safety requirements including carrying out risk assessments, where required.
- Supporting the Environmental Strategy and action plan initiatives, as relevant.
- Supporting Lighthouse Team Leads, Operations Engineering Managers and Support and Planning Manager in the overall management of coast stations, when required, on complex or special projects.
- Delivering on objectives agreed in the Performance and Development System (PADS)
- This list is not exhaustive and duties may be re-assigned depending on personnel and other organisational change.



## Experience and Qualifications

### **Essential**

- Experienced systems, radio radar or electronic technician with relevant professional qualification
- Team player with good communication (written and oral) and people skills
- Excellent fault finding and diagnostics skills
- Strong ICT skills
- Good organisational, planning and logistics skills

### **Desirable**

- Knowledge of FATDMA and IEC 62320-2:2016
- Experience with AIS and knowledge of M.1371: Technical characteristics for an automatic identification system using time division multiple access in the VHF maritime mobile frequency band
- Experience with documenting of system requirements for technical and functional requirements
- Experience with asset management systems
- Appropriate theoretical and practical methods to the analysis and solution of engineering problems

### **Salary**

A salary of €44,235 rising to €52,215 (commensurate with experience) with very generous pension benefits are attached to this role.



## Terms and 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.

**Remuneration:** An attractive salary range and pension benefits (defined benefit scheme, 27.1% 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:** 21 days, increasing 23 days after 7 years continuous service and 26 days after 12 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.

**Remote / Blended Working:** Irish Lights operates a Blended Working policy for eligible roles. The aim of the policy is to support employees by offering 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.

**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.

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

**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.

**Eyesight 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.

\* 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.



### 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 (North and South), 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. 3,200 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 and innovative provider of reliable, efficient and cost-effective navigation and maritime services for the safety of all.

### Vision Statement

To protect lives, property, trade and the environment by delivering next generation maritime services at the interface of navigation, technology, engineering and data management.

### 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



## How to Apply

**Applications with CV and cover letter to be submitted to;**

Gemma Gregan, HR Advisor  
E: [human.resources@irishlights.ie](mailto:human.resources@irishlights.ie)  
T: +353 1 2715400

Closing date for applications is midnight on **7 January 2024**.

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



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