




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

**CANDIDATE BRIEFING PACK**  
Electronic and Navigation Systems Lead  
*Coastal Operations*

**Closing date for applications is midnight on 24 July 2024**

A night view of a lighthouse interior. On the left, a large, ornate glass lens is visible, illuminated from within. The interior is lit with a blue glow. In the foreground, a circular walkway with a railing is visible, and a small, illuminated structure is on the right. The background shows a dark sky and distant lights.

**Irish Lights operates a critical, reliable and technologically advanced navigation infrastructure for the maritime sector around Ireland and Northern 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.**

**In addition to the physical and visual Aids to Navigation, the Coastal Operations Department manage and maintain 170 electronic aids to navigations as well as a complex monitoring system for all Aids to Navigation.**



## Overview of Role

We are seeking an **Electronic and Navigation Systems Lead (ENS)** to join our Coastal Operations team to be responsible for development and maintenance of our Aids to Navigation (AtoN) around the coast of Ireland.

The ENS Lead will work closely with the Lighthouse Team Leads (LTL's), Support and Planning Manager (SPM) and the Operations Engineering Managers (OEMs) in fault analysis and rectification of critical defects and outages in the AtoN System on a day-to-day basis. They will also liaise closely with the Coastal Operations Design team and Information, Communication and Technology (ICT) team to provide key feedback to help inform future system design and performance.

The ENS Lead will be an AtoN systems and engineering specialist for Irish Lights and will lead the pre-assembly, preparation and testing of navigation system parts such as AIS, lights, Racons and for deployment on at Lighthouses and buoys. They will lead the roll out of navigation equipment in conjunction, with the Navigation, Maritime and Consenting (NMC) and ICT departments and provide onsite support to the coastal teams working on the equipment and devices.

The role requires excellent technical and analytical skills which will require the successful candidate to commit to ongoing development and upskilling to retain their high level of competency. Financial and personal support will be provided for this continuous professional development.

The role will be based primarily at Irish Lights' Headquarters in Dun Laoghaire, Co Dublin but travel to coast stations will be required.

## Accountabilities

### ***Electronic and Navigation Systems***

- Conducting regular analysis, using monitoring data and systems, to identify any trends impacting the reliability of our AtoN systems and advising on improvements to be made to the management team.
- Working closely with the wider Coastal Operations team to identify improvements to the systems.
- Monitoring active alarms in AtoN Systems to ensure they are addressed before they develop into an outage.
- Completing root cause analysis of all outages and ensuring the outcomes of all outages are fed back to design and maintenance teams to avoid reoccurrence.
- Assist in the management and co-ordination of the maintenance of AIS equipment.
- Provide feedback to the ICT Team in relation to performance and/or functionality of the AtoN management/monitoring systems.
- Tracking and scheduling for planned replacement AIS and other navigation system equipment, as part of refurbishment and capital program.
- Liaising with the Buoy Work Supervisor to ensure the management of critical spare parts stock, AIS related equipment and Racons.
- Acting as the escalation point for defects or issues which cannot be resolved by the coastal team.



## Accountabilities (contd.)

### **Testing & Preparation**

- Pre-commissioning testing of equipment in Dun Laoghaire ahead of deployment on the coast
- Undertaking packages of work to prepare control cabinets, AIS and other electronic equipment ahead of deployment.
- Overseeing the configuration of AIS equipment and programming, as necessary.

### **General activities**

- Prioritising upskilling on key areas such as AIS and Navigation Systems
- Supporting development of systems documentation, training materials and specifications, where required.
- Putting in place a continuous improvement cycle for systems, processes and policies
- 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 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 annual Performance and Development System.
- This list is not exhaustive and duties may be re-assigned depending on personnel and other organisational change.

## Experience and Qualifications

### **Essential**

- Experienced electronic technician with relevant professional qualification
- Excellent fault finding and diagnostics skills
- Good organisational, planning and logistics skills
- Team player with good communication (written and oral) and people skills
- In depth ICT skills across a range of systems/packages?

### **Desirable**

- Knowledge of marine Aids to Navigation, including AIS
- Experience with developing user guidance documents for systems and equipment.
- Experienced at developing reports and other technical documentation
- Knowledge of appropriate theoretical and practical methods for the analysis and solution of engineering problems

## Core Competencies required in the Role

- **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

## Salary

A salary of €45,814 rising to €53,924 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, 28.97% 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.

**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, 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.

**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 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 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 **Wednesday, 24 July 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.*