



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 19 May 2025



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.

In addition to our core statutory services Irish Lights uses its required reserve capacity to provide commercial and added value services to industry and serves coastal communities through initiatives such as Great Lighthouses of Ireland.



Overview of Role

The **Electronic and Navigation Systems Lead (ENSL)** is a responsible and varied role that is key to supporting the Coastal Operations activities. The role reports to the Support and Planning Manager and requires excellent technical, analytical, organisational and communication skills.

The ENSL works 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 electronic Aids to Navigation (AtoN) Systems. Close liaison with the Irish Lights Design Team and Information, Communication and Technology (ICT) Team is also expected to provide key feedback to help inform system design and performance.

The ENSL is based at Irish Lights' Headquarters in Dun Laoghaire, Co Dublin.

The ENSL is an aids to navigation systems and engineering specialist role that requires ongoing development and upskilling to retain a high level of competence. The ENSL will lead the roll out of navigation equipment in conjunction with the Navigation Maritime and Consenting (NMC) and ICT Departments.

The ENSL will lead the pre-assembly, preparation and testing of navigation system parts such as AIS, lights, Racons and similar for deployment on at lighthouses and buoys.

Accountabilities

Electronic and Navigation Systems

- Liaise with Monitoring & Support Officer in conducting regular trend analysis using monitoring data and systems 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, the Monitoring Support Officer and ICT Team.
- Working closely with Design and Maintenance Teams to identify improvements to AIS systems.
- Monitoring active alarms in electronic AtoN Systems to ensure they are addressed before they develop into an outage
- Completing root cause analysis of all AIS, racon and buoy outages and ensuring that 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 and racon equipment.
- Provide feedback to the ICT Team in relation to performance and/or functionality of the AIS AtoN management/monitoring systems
- Tracking and scheduling for planned replacement of AIS equipment, as part of refurbishment and capital program.



Accountabilities (contd.):

Testing & Preparation of Electronic AtoNs

AIS

- Assemble, soak test and commission AIS equipment in Dun Laoghaire prior to deployment on the coast
- Installation of AIS systems on buoys in DL as part of buoy refurbishment process.
- Draft and complete commissioning test sheets for AIS equipment and racons
- Management, recording and tracking of AIS equipment transponders and base stations including serial numbers, software versions, upgrades etc.
- Development & Management of AIS Configuration Files, Firmware and Software versions
- Management of AIS licences
- Manage the repair of AIS equipment in-house and by third parties

RACONS and Buoy Lanterns

- Programming, testing and commissioning of racons and buoy lanterns
- Installation of racons and buoy lanterns on buoys in DL as part of refurbishment process.
- Management of racons and buoy lanterns to include management of spares, spare parts, recording of history and locations
- Manage the investigation and repair of racons and buoy lanterns in-house and by third parties
- Management of racon licences

METOCEAN

- Liaise with and assist AtoN System Engineer in relation to MetOcean installations
- Liaise with Buoy Work Supervisor to manage critical spare parts in relation to AIS, racons and buoy lanterns

General activities

- Prioritise upskilling on key areas such as AIS and Navigation Systems
- Supporting development of systems documentation, training materials and specifications where required.
- 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 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 electronic technician with a 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 Marine Aids to Navigation including AIS
- Experience of documenting system requirements for technical and functional requirements
- Experienced at developing reports and other technical documentation
- Appropriate theoretical and practical methods to the analysis and solution of engineering problems

Salary

A salary of €47,313 rising to €55,552 (8 points) 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.

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 eyesight test voucher.

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

Onsite facilities: There is onsite car parking at our Dun Laoghaire office, including e-charging points and bicycle stands. Shower/locker room facilities are also available.

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
T: +353 1 2715400

Closing date for applications is midnight on **19 May 2025**

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.