



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

## **CANDIDATE BRIEFING PACK**

### **SENIOR OPERATIONS OFFICER** *(Chief Officer)* **ILV GRANUAILE**



**Closing date for applications is 27 May 2026**

@irishlights

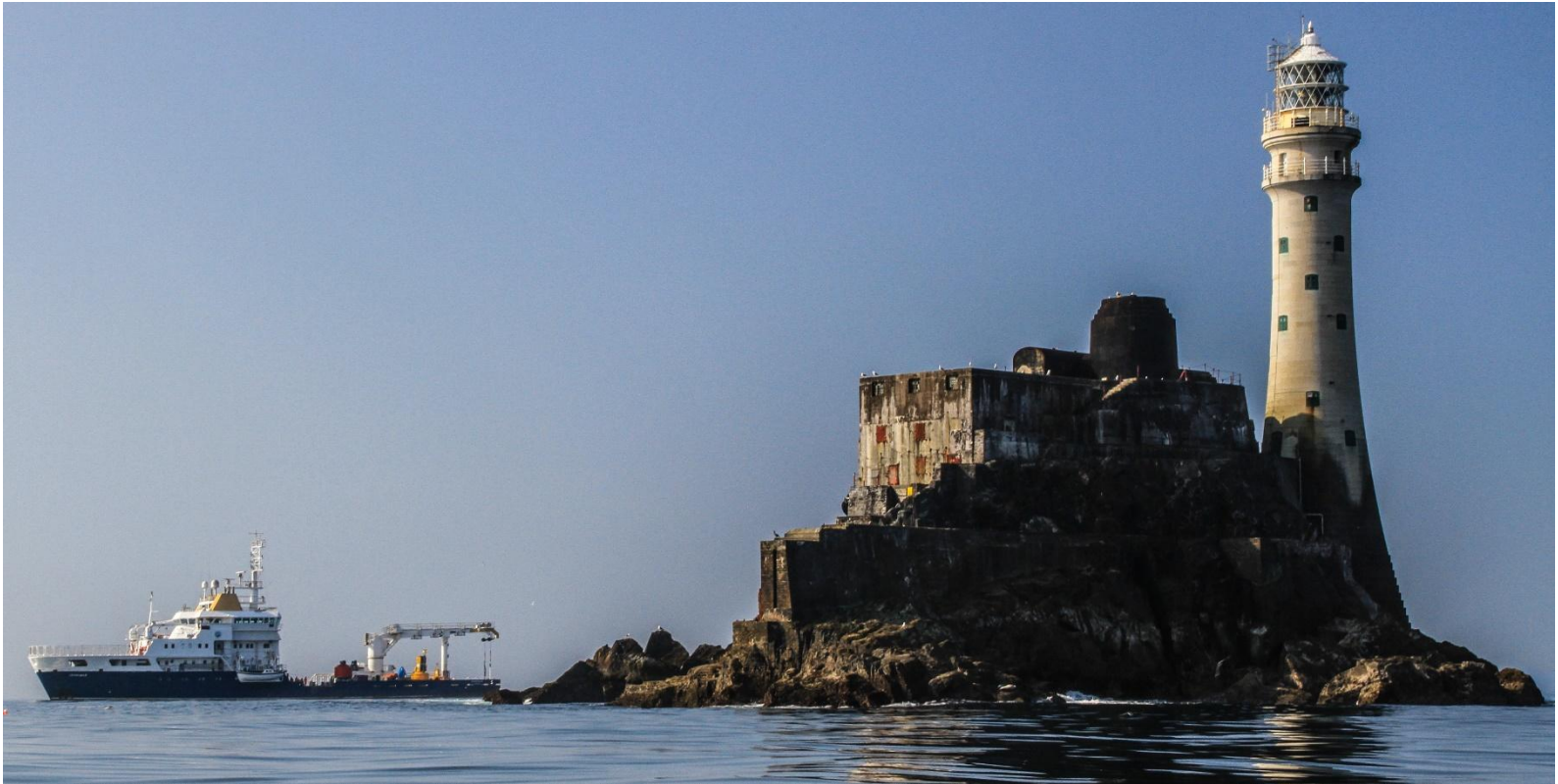
*“Safe Navigation at Sea”*



**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.**

**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.**



### 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. 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	
	<b>1. Ensure Safe Navigation for All</b> 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.
	<b>2. Demonstrate Leadership, Collaboration and Alignment at National and International Level</b> 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.
	<b>3. Commit to Sustainable Operations, Climate Action, Protection of the Environment and Biodiversity</b> Make a difference by managing climate risks, reducing our impact on the environment, promoting biodiversity and capturing the opportunities that sustainability can bring.
	<b>4. Serve Coastal Communities, Safeguarding and Sharing Our Maritime Heritage</b> 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.
	<b>5. Deliver Excellence and Stay True to Our Values</b> 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

# Senior Operations Officer, ILV Granuaile

## Navigation, Maritime and Consenting Department



### Overview of Role

The Senior Operations Officer (SOO) is the Master's principal assistant, responsible for deck department leadership, vessel operations, safety management, security and the effective supervision of deck crew. The role requires experienced leadership and management skills, a proactive approach to operational planning, together with an ability to maintain high standards across navigation, safety and deck operations. The role also requires exceptional co-ordination, communication and organisational skills to ensure seamless continuity with the opposite crew.

The SOO plays a key role both onboard and in supporting the vessel's management ashore.

### Accountabilities

#### Navigation & Vessel Operations

- Be the Master's deputy and assume command when required.
- Lead safe navigation, passage planning, and bridge operations in compliance with organisation procedures and international regulations.
- Be the Senior Dynamic Positioning Officer (DPO), when required.
- Hold navigational watches when necessary.
- Oversee buoy work, cargo operations, deck activities, and vessel stability management.
- Supervise and plan all deck maintenance and operations, including replenishment of lighthouses and maintenance of navigation beacons via a work boat.
- Manage and conduct electronic testing, troubleshooting, maintenance, and repair of AtoN systems, including lanterns, AIS, Racons and Met Ocean equipment on Navigation Buoys and moorings (additional training and support will be provided).
- Co-ordinate with the Master and Engineering Department to ensure operational readiness and efficiency.

#### Leadership & Crew Management

- Supervise and mentor officers, deck crew, trainees and cadets, ensuring high performance, discipline, and adherence to safety standards.
- Maintain clear communication and structured handovers with the opposite SOO to ensure consistent vessel output and standards are maintained.
- Support the Master in maintaining a positive onboard culture and promote teamwork across departments.
- Deliver on objectives agreed in the Performance and Development System (PADS)
- Commit to delivering the Irish Lights Strategy.

#### Safety, Compliance & Emergency Preparedness

- Be the Safety Officer onboard, responsible for safety drills, equipment checks, and implementation of the Safety Management System (SMS).
- Conduct risk assessments, toolbox talks and safety briefings as required.
- Ensure compliance with flag, class, and internal requirements, including documentation, reporting, internal audits, and reviews.
- Undertake the role of Ship's Security Officer, responsible for security drills, equipment checks, and implementation of the Ship Security Plan (SSP).



### ***Operational Coordination***

- Manage deck maintenance planning and execution, ensuring the vessel remains in optimal condition.
- Liaise with offshore clients, port authorities, and support teams, as required.
- Assist the Master with administrative duties, record keeping, and operational planning.
- Liaise with shore-based maintenance, technical support and management to ensure efficient and effective buoy and beacon maintenance program.

### **The ideal candidate will have:**

#### ***Essential Qualifications (All in date)***

- Valid STCW Unlimited Masters Certificate of Competency or Certificate of Equivalent Competency
- Valid Full or Restricted DP Operator certificate
- Valid STCW basic and advanced safety training, including:
  - Fire Prevention and Fire Fighting
  - Proficiency in Survival Craft and Rescue Boats (not Fast Rescue Craft)
  - Sea Survival Techniques
  - Onboard Medical Care
- Valid GMDSS General Operator's Certificate.
- Valid ENG11 or equivalent medical fitness certificate.
- Full, valid Driving Licence

#### ***Desirable Qualifications***

- Member of a professional body (Nautical Institute or Irish Institute of Master Mariners)
- Authorised gas tester

#### ***Minimum experience and skills***

- Proven experience of working on offshore vessels
- Demonstrated leadership and management capability of multi-disciplinary teams.
- Excellent interpersonal and communication skills to work effectively with ship and shore teams.
- Ability to manage both operational and administrative responsibilities.
- Detailed knowledge of ISM, ISPS, MARPOL, as well as Irish statute and regulations
- Experience of enhancing a safety and continuous improvement workplace.

#### ***Desirable experience and skills***

- Experience with buoy/anchor handling
- Experience in maintenance of aids to navigation, including electrical/electronic troubleshooting
- Experience in operating work boats
- Experience in helicopter operations



### 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 delivering 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.

### Salary

The annual salary for this role commences at €78,697 and rises to €91,217 based on experience.



## 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 employees.

**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, 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:** An attractive pension benefit is attached to this role.

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

**Sickness Absence:** 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

To apply, please send your CV and a cover letter outlining your suitability for the role by **Wednesday, 27 May 2026** at **17.00 hours** to:

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

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*