



Appointment of

# Chief Executive Officer

Terms & Conditions



# ELIGIBILITY REQUIREMENTS FOR CHIEF EXECUTIVE OFFICER

## CITIZENSHIP

Candidates should note that eligibility to compete for posts is confined to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreements may also apply.

## CERTAIN RESTRICTIONS ON ELIGIBILITY

Applicants are required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement/redundancy and the Department of Public Expenditure and Reform should be consulted in order to assess eligibility for appointment on foot of this. Examples of restriction on eligibility on foot of such schemes include:

- **COLLECTIVE AGREEMENT REDUNDANCY PAYMENTS TO PUBLIC SERVANTS:** The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).
- **INCENTIVISED SCHEME FOR EARLY RETIREMENT (ISER):** It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are not eligible to apply for another position in the same employment or the same sector e.g. a civil servant who retired under this scheme will be ineligible for re-employment in the civil service at a future date, save for in exceptional circumstances in line with terms outlined in paragraph 15 of that Scheme and with sanction from the Department of Public Expenditure and Reform.
- **DEPARTMENT OF HEALTH AND CHILDREN CIRCULAR (7/2010):** The Department of Health Circular 7/2010 dated 1st November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. On foot of this: people who availed of the VER scheme are not eligible for appointment and people who availed of the VRS scheme and who may be successful in a competition will have to prove their eligibility (expiry of period of non-eligibility).

- **DEPARTMENT OF HEALTH CIRCULAR (4/2013):** The Department of Health Circular 4/2013 dated 1st May 2013 introduced the Employment Control Framework Numbers Reduction Measures 2013 Targeted Voluntary Redundancy (VR) Scheme. In accordance with the terms of the Collective Agreement: Redundancy Payments to Public Servants dated 28th June 2012 as detailed above, it is a specific condition of that VR Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

## PRINCIPAL CONDITIONS OF SERVICE

### GENERAL

The appointment is made under section 14 (7). (1) (4) of the Sea Fisheries Act, 1952 for the consent from the Minister of Agriculture, Food and the Marine and the Department of Public Expenditure and Reform (DPER) for the appointment of a full time BIM Chief Executive Officer (CEO) replacement for the outgoing CEO.

### SALARY

The current salary for the position is as follows: Personal Pension Contribution (PPC) rate: €161,877. This rate reflects the most recent pay adjustment of 1<sup>st</sup> August 2025.

The PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC). A Non-PPC rate will apply where the appointee is not required to make a Personal Pension Contribution.

### IMPORTANT NOTES RELATING TO SALARY

Candidates should note that salary will not be subject to negotiation. The rate of total remuneration may be adjusted from time to time in line with Government pay policy as applying to public servants generally.

### TENURE

The appointment will be on the basis of a five-year fixed term contract of employment.

## LOCATION

The headquarters of Bord Iascaigh Mhara (BIM) are currently based at Block 3, West Pier Business Campus, Old Dunleary Road, Dun Laoghaire, Co. Dublin, A96 A621.

## HOURS OF ATTENDANCE

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours and 15 minutes gross per week or 35 hours net of lunch breaks. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

## ANNUAL LEAVE

In addition to the usual public holidays, the annual leave for this position is 30 working days.

## SICK LEAVE

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the Public Service Sick Leave Scheme.

## SUPERANNUATION AND RETIREMENT

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the public service, at the time of being offered an appointment. In general, this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme").

Full details of the Single Scheme can be found at <http://www.singlepensionscheme.gov.ie/>. The maximum retirement age for most Single Scheme members is age 70.

Different terms and conditions related to superannuation and retirement may apply to a candidate where they were a member of pre-existing public service pension scheme (non-Single Scheme) after 1st January 2013 and any subsequent breaks in public service employment (either pensionable or not) have been 26 weeks or less. The pension entitlements and maximum retirement age, if applicable, of such appointees will be determined in the context of their public service employment history.

## IMPORTANT NOTICE

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is already a serving civil or public servant.

**The above outlines the principal conditions of service and is not intended to be a comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate.**



## ADDITIONAL SUPERANNUATION CONTRIBUTION

Successful candidates who are members of a public service pension scheme are subject to the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017. The ASC is in addition to any personal pension contributions (otherwise known as main scheme contributions) and Spouses' and Children's Scheme contributions that are payable in accordance with the rules of any pension scheme.

## LIMITATION ON PENSION ACCRUAL

Section 52(6) of the Public Service Pensions (Single Scheme and Other Provisions) Act, 2012 limits the amount of pensionable service an individual may accrue across all pre-existing public service schemes (non-Single Scheme terms) to a maximum of forty years or equivalent; where pensionable service exceeds forty years on 28th July 2012, section 52(7) provides that they may retain the benefit of that service. This may have implications if the appointee acquired pension rights in a previous public service employment. Department of Public Expenditure and Reform Circular 13/2020, which is available on the website <https://www.gov.ie/en/circulars/>, provides guidance on the method of calculating pension entitlements in such cases.

## PREVIOUS PUBLIC SERVICE PENSION ENTITLEMENTS AND PENSION ABATEMENT

**DECLARATION:** Applicants will also be required to declare any entitlements to a public service pension benefit (in payment or preserved) from any other public service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment in accordance with s.51 of Single Pension Scheme Act 2012.

**ABATEMENT:** If the appointee has previously been employed in the public service (including the civil service) and is in receipt of a pension from the public service or where a public service pension comes into payment during his/her re-employment that pension will be subject to abatement in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

**ENTITLEMENTS UNDER ISER/VER SCHEMES:** The Department of Public Expenditure and Reform should be consulted in advance of formal appointment in all cases where the prospective appointee availed of a previous ISER/VR/VER arrangement in the public service. The implications of their new appointment on their ISER/VR/VER payment/pension entitlements will be determined by the terms and policies governing the ISER/VR/VER scheme in question. An example of one includes:

- Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007: The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

## ILL-HEALTH-RETIREMENT - PENSION

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

## ADMISSION TO A COMPETITION

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that BIM is satisfied that such a person fulfils the requirements.

## SPECIFIC CANDIDATE CRITERIA

In addition to fulfilling the eligibility criteria set out, candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned
- Be suitable on the grounds of health and character
- Be suitable in all other relevant respects for appointment to the post concerned
- If successful, they will not be appointed to the post unless they:
  - agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be performed; and
  - are fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

## NON-REFUND OF EXPENSES

Any expenses incurred by candidates whilst undertaking or attending any elements of the selection process will not be refunded.

## DEEMING OF CANDIDATURE TO BE WITHDRAWN

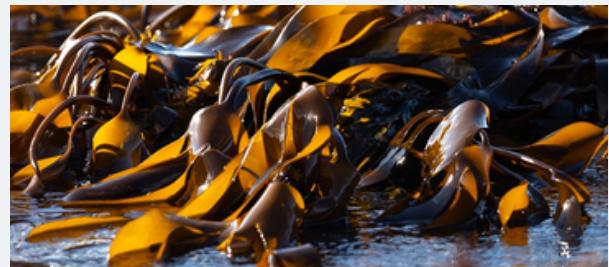
Candidates who do not attend for interview or other test when and where required by BIM will result in the candidate being deemed to have withdrawn from the competition and their candidature will receive no further consideration.

## DECLINING AN OFFER OF APPOINTMENT

Should the person recommended for appointment decline, or having accepted it, relinquish it, BIM may at its discretion, select and recommend another person for appointment on the results of this selection process.

## RELEVANT LEGISLATION

In accordance with best practice recruitment procedures, Bord Iascaigh Mhara (BIM) will endeavour to deliver a responsive and efficient Recruitment and Selection service. In the delivery of this service it is important that BIM is promoted as an 'Equal Opportunities Employer' and strictly adheres to the Employment Equality Act 1998, the Equal Status Act 2000 and Equality Act 2004. The GDPR and the Data Protection Acts 2018, Freedom of Information Act 2014, Non-delegated Sanction and all relevant DPER directives/circulars.



## CANDIDATES' OBLIGATIONS

Candidates in the recruitment process must not:

- knowingly or recklessly provide false information;
- canvass any person with or without inducements;
- interfere with or compromise the process in any way;
- use any unsanctioned type of recording equipment on its premises;
- a third party must not personate a candidate at any stage of the process.

## CONTRAVENTION OF THE CODE OF PRACTICE

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, if a person found guilty of an offence was, or is a candidate at a recruitment process:

- they will be disqualified as a candidate and excluded from the process;
- has been appointed to a post following the recruitment process, they will be removed from that post.

## CONFIDENTIALITY OF INFORMATION AND MATERIALS

It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection process e.g. through social media or any other means, may result in you being disqualified from the competition.

Please note that all assessment and test materials are subject to copyright and all rights are reserved. No part of the test material (including passages of information, questions or answer options), associated materials and/or interview related information may be reproduced or transmitted in any form or by any means including electronic, mechanical, photocopying, photographing, recording, written or otherwise, at any stage. To do so is an offence and may result in you being excluded from the selection process. Any person who contravenes this provision, or who assists another person(s) in contravening this provision, is liable to prosecution and/or civil suit for loss of copyright and intellectual property.





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