



Appointment of

Chief Executive Officer

February 2026



Bord Iascaigh Mhara

An Bord Iascaigh Mhara, (BIM) established under The Irish Sea Fisheries Act in 1952, is the Irish State agency responsible for developing the Irish seafood industry and operates under the aegis of the Department of Agriculture, Food and the Marine. BIM's Head Office is in Dún Laoghaire, Co. Dublin. In supporting the seafood sector, BIM's staff are also strategically located in the coastal communities which they serve, including offices in Clonakilty, Galway and Killybegs. BIM's two National Fisheries colleges are located in Greencastle, Co. Donegal and Castletownbere, Co. Cork. With a budget of €54 million and a team of over 130 people BIM has, for the last seven decades, worked to support and develop the Irish seafood industry.

Our vision is to enable the Irish Seafood sector through our effective support and deep expertise so that Ireland becomes the international leader in high value differentiated products that satisfy the growing demand for healthy, safe, responsibly and sustainably produced seafood.

Our Mission

To support and enable an increase in value creation of an Irish sustainable seafood sector, across the supply chain, from catch to consumer.

Our Vision

We will partner with the Irish seafood sector in every possible way, with intent and urgency, to identify and drive the changes needed to ensure its sustainable future.

Our Strategy

BIM's Strategy for 2022 to 2026 aims to deliver our mission and vision in the context of particularly challenging times for the sector. Our strategy sets out four goals that aim to redefine what we do, and to positively reshape the sector as a result. These goals are supported by four new approaches to how we work – which will change the culture and consequence of BIM as an organisation.



Chief Executive Officer

About the Role

Reporting to the Board, the CEO will lead the development and delivery of BIM's next strategy in close collaboration with the senior management team, in the context of a changing operating environment for the seafood sector, alongside emerging opportunities in areas such as seafood processing and aquaculture. The role will require strong, credible leadership across the seafood sector, driving effective implementation and measurable outcomes. As a trusted and influential communicator, the CEO will engage confidently with industry, Government, and other stakeholders to support the delivery of national policy objectives and reinforce BIM's leadership role in the sector.

Key Responsibilities

Strategic Leadership and Development

- Lead the design, consultation, development and implementation of BIM's new strategy for 2027 onwards, ensuring clarity of vision, ambition and measurable outcomes which align with Government policy.
- Facilitate sector-wide engagement, including key stakeholders and external partners, to inform and validate strategic priorities.
- Provide leadership across the organisation and the wider sector, aligning stakeholders behind a shared strategic direction through clear communication, influence and prioritisation.

Implementation and Monitoring

- Ensure strategic priorities are implemented through defined programmes, with clear milestones, performance measures and reporting arrangements.
- Ensure appropriate organisational structures, systems, policies and technologies are in place to deliver the strategy effectively and manage risk.
- Prepare and present comprehensive updates for the Board on performance versus agreed targets, challenges and when applicable, proposed adjustments.

Operational and People Leadership

- Provide strong, visible values led leadership, fostering a culture of integrity, collaboration, accountability and continuous improvement.
- Build organisational capability through workforce planning, leadership development and succession planning.
- Embed a performance culture with clear objectives, feedback and accountability across the organisation.
- Ensure effective execution of programmes and services, delivering tangible impact for industry and coastal communities.
- Drive operational efficiency, service quality and innovation across BIM.
- Oversee investment, digital transformation and change initiatives to support long-term organisational sustainability.



Key Responsibilities (cont.)

Sector Leadership and Stakeholder Engagement

- Act as BIM's principal ambassador, strengthening its reputation and influence nationally and internationally.
- Build and sustain strong, trusted relationships with:
 - The Chair and Board of BIM
 - Senior officials in the Department of Agriculture, Food and the Marine.
 - Representative bodies, seafood enterprises and coastal communities
 - State agencies and public bodies
 - International partners and institutions
- Influence and collaborate with industry leaders to drive innovation, value creation and sustainability across the seafood sector.

Governance, Accountability and Risk

- Ensure the highest standards of corporate governance, ethical conduct, transparency and regulatory compliance including compliance with Code of Practice for the Governance of State Bodies.
- Advise the Board and Government on sectoral development priorities and the anticipated resources required to deliver them.
- Prepare and submit annual programmes, budgets and performance reports in line with the approved strategy.
- Ensure robust financial management, risk management and internal controls.
- Attend and contribute to Board meetings and committees, and chair senior management governance forums.



Person Specification

Leadership and Strategic Capability

- A senior executive leader with experience of providing clear direction and leadership at organisational or sectoral level.
- Strong strategic thinking capability, with the ability to develop and communicate a clear, coherent and deliverable strategy.
- Experience of leading significant change and aligning organisational culture, structures and ways of working with strategic priorities.
- A credible and authoritative leader within the sector, communicating clearly and effectively with industry, Government, stakeholders and the media.
- Sound judgement and decision-making ability, with the confidence to operate effectively in complex environments.

Operational and People Leadership

- Experience of building, leading and sustaining high-performing senior management teams.
- A clear commitment to staff development, succession planning and building organisational capability.
- A strong focus on creating and maintaining a positive organisational culture that supports performance, wellbeing, diversity and inclusion.
- Experience of overseeing complex operations, programmes and budgets, ensuring delivery against agreed objectives and performance measures.
- The ability to balance long-term strategic leadership with effective operational oversight.
- Experience of driving organisational improvement, innovation and change, including the introduction of new systems, processes or service models.

Person Specification (cont.)

Sectoral Understanding and Values

- An appreciation of seafood and the importance of the seafood sector to coastal communities and the wider economy.
- A strong understanding of, or the capacity to quickly develop, a deep understanding of sectors related to food, marine, and sustainability.
- An appreciation of public sector values.



Stakeholder Engagement and Influence

- Excellent communication skills, with the ability to engage, influence and build effective relationships at the most senior levels.
- A strong track record of managing complex stakeholder relationships, including those with differing or competing interests.
- The credibility and presence to act as an effective representative and spokesperson for the organisation.
- A collaborative approach, with the ability to bring partners together to achieve shared objectives.

Governance, Accountability and Public Sector Context

- Experience of operating at senior executive level within a governance-led environment, working effectively with a Board.
- A strong understanding of corporate governance, financial management, risk and compliance.
- The ability to engage constructively with Government, public bodies and regulators, providing clear, balanced and well-reasoned advice.
- A clear commitment to the highest standards of integrity, ethical behaviour and public accountability.

Personal Attributes

- High levels of personal credibility and authority, balanced with approachability and empathy.
- Strong interpersonal skills and emotional intelligence.
- Resilient, adaptable and motivated by a strong sense of public purpose.

Salary: €161,877.00

Term: Fixed term contract for 5 years

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