



**Tithe an  
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Oireachtas**

**Appointment to the Board of Inland Fisheries Ireland**

**Closing Date: 12 noon on Friday 22<sup>nd</sup> February 2019**

**Joint Committee on  
Communications, Climate  
Action and Environment  
Kildare House, Kildare Street, Dublin 2**

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## Membership of State Boards

High standards of corporate governance in all State Agencies, whether in the commercial or non-commercial sphere, are critical to ensuring a positive contribution to the State's overall social and economic development.

Members of State Boards are appointed to act on behalf of the citizen to oversee the running of the affairs of state bodies. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. Members of State Boards, and the relevant management team, are accountable for the proper management of the organisation.

Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the State body, subject to the objectives set by Government. In that regard and in accordance with 13.2 of the Guidelines on Appointments to State Boards, "it is advisable that no member of a State Board should serve more than two full terms of appointment or should hold appointments to more than two State Boards."

The [Code of Practice for the Governance of State Bodies 2016](#) (the Code) provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies.

In order to be an effective contributor on a State Board it is recommended that members should:

- bring independent and objective scrutiny to the oversight of the organisation;
- be prepared to be challenging when necessary while being supportive to the delivery of organisational strategy and objectives;
- be equipped to offer considered advice on the basis of sound judgement and experience;
- be prepared to make a time commitment to their work commensurate with their role.

## Appointment to the Board of Inland Fisheries Ireland

|                             |  |
|-----------------------------|--|
| <b>Location:</b>            | Dublin   |
| <b>Number of Vacancies:</b> | 1 (proposed by the Joint Committee on Communications, Climate Action and Environment for nomination by the Minister for Communications, Climate Action and Environment for appointment by Government).   |
| <b>Remuneration:</b>        | €7,695 per annum. (It should be noted that in line with the 'One Person One Salary' principle, no public servant will be entitled to receive remuneration in the form of Board fees, save for situations that are statutorily provided for e.g. Worker Directors). Travel and subsistence is payable at appropriate civil service rates.   |
| <b>Time Requirements:</b>   | <p>The time commitment of approximately 15 working days should be anticipated. This involves: attendance at meetings (8 to 10 full day meetings per annum), review of meeting papers and preparation for meetings, attendance at appropriate training workshops.</p> <p>In the event that a Board Member is appointed to a sub-committee of the Board, this commitment may increase.</p> |

Candidate's attention is also drawn to the provisions of the Code in relation to Audit and Risk Committee membership which can be found [here](#).

### 1. Background

Inland Fisheries Ireland (IFI) was set up under the [Inland Fisheries Act 2010](#) and is the statutory agency responsible for inland fisheries in Ireland to ensure that the valuable natural resources of inland fisheries and sea angling are conserved, managed, developed and promoted in their own right to generate a positive return for the community and the environment.

The principal function of IFI is set out under Section 7 (2) of the Inland Fisheries Act 2010. This is the protection, management and conservation of the inland fisheries resource. The general functions of IFI are to:

- (a) promote, support, facilitate and advise the Minister on the conservation, protection, management, marketing, development and improvement of inland fisheries, including sea angling;
- (b) develop and advise the Minister on policy and national strategies relating to inland fisheries including sea angling; and
- (c) to ensure implementation and delivery of policy and strategies developed under (b) as agreed with the Minister.

For further information on IFI, visit [www.fisheriesireland.ie](http://www.fisheriesireland.ie)

## 2. Functions of the Board

The Board is responsible for setting the broad strategy and policies for the organisation. IFI's 5 year Corporate Plan 2016-2020 may be found [here](#).

The Board is also responsible for the system of internal control and for putting in place processes and procedures for ensuring that the system is effective. It performs these functions directly and through the operation of specific Board Committees in accordance with approved Terms of Reference. Responsibility for the implementation of policy rests with the executive management of IFI.

The Board operates in accordance with the provisions set out for the Membership of the Agency in the [Inland Fisheries Act 2010](#), in particular Section 12 which states that the Board shall consist of nine members and that the Minister shall, insofar as is practicable, aim to ensure an equitable gender balance on the Board, in accordance with the provisions of the Act, the [Ethics in Public Office Acts 1995](#) and [2001](#) and the [Code of Practice for the Governance of State Bodies 2016](#).

IFI Board members are required to provide an annual Statement of Interests to the Standards in Public Office Commission and the Secretary to the Board.

The current composition of the Board is as follows:

| Name                      | First Appointed | Re-appointed | Expiry Date | Position type | Basis of appointment                     |
|---------------------------|-----------------|--------------|-------------|---------------|--|
| Fintan Gorman             | 10/09/2013      | 10/09/2018   | 09/09/2023  | Chair         | Ministerial                              |
| Ciaran Byrne (Dr.)        | 01/07/2010      |              | 30/06/2020  | Board Member  | Ex officio as CEO                        |
| Bernadette Orbinski Burke | 01/07/2016      |              | 30/06/2021  | Board Member  | PAS process                              |
| Frances Lucy (Dr.)        | 01/07/2010      | 24/03/2015   | 23/03/2020  | Board Member  | Nomination of Oireachtas Joint Committee |
| Martin McEnroe            | 26/02/2014      |              | 25/02/2019  | Board Member  | Nomination of Oireachtas Joint Committee |
| Niall Greene              | 01/07/2014      |              | 30/06/2019  | Board Member  | Ministerial                              |
| Patrick Gibbons           | 13/01/2016      |              | 12/01/2021  | Board Member  | Nomination of Oireachtas Joint Committee |
| Sean Coady                | 17/11/2015      |              | 16/11/2020  | Board Member  | Elected Staff Representative             |

### 3. Personal Qualification

Section 12 (5) of the Inland Fisheries Act 2010 states that : -

A person shall not be appointed by the Minister to be a member of IFI unless he or she has had experience of, or shown capacity in, one or more of the following areas:

- (a) agriculture or riparian land ownership,
- (b) aquaculture,
- (c) business or commercial affairs,
- (d) commercial fishing,
- (e) environmental/biodiversity matters,
- (f) fish processing,
- (g) fisheries ownership,
- (h) legal or regulatory affairs,
- (i) matters pertaining to disability,
- (j) recreational fisheries (including river and sea angling),
- (k) regional development, and
- (l) tourism,

and shall be appointed with a view to representing the public interest in respect of inland fisheries matters including sea angling.

The Oireachtas Joint Committee on Communications, Climate Action and Environment invites expressions of interest from suitably qualified applicants to fill one vacancy on the Board of Inland Fisheries Ireland.

Details on the role of Board Members can be found in Section 3 of the Code of Practice for the Governance of State Bodies which can be found [here](#).

Candidate's attention is drawn to the provisions of the Code in relation to the role of a Board member, where the principle states:-

- Each State body should be headed by an effective Board which is collectively responsible for the long-term sustainability of the body.
- Non-executive Board members should bring an independent judgement to bear on issues of strategy, performance resources, key appointments and standard of conduct.

The Committee shall have regard to the desirability for gender balance on the Board as the Committee considers appropriate and determines from time to time when recommending appointments.

### 4. Term of Appointment

Term of Appointment to the Board of Inland Fisheries Ireland are governed by Section 14 of the Inland Fisheries Act 2010 which provides "for a term of office not exceeding 5 years from the date of appointment, as the Minister may determine" ., subject to:

- The membership of any member of the Board may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- A member of the Board may resign his or her membership of the Board by notice in writing sent or given to the Minister, and the resignation shall take effect on the day on

which the Minister receives the notice.

- Members of the Board shall, subject to the provisions of this Schedule, hold office upon such terms and conditions as the Minister may, with the consent of the Minister for Public Expenditure and Reform, from time to time determine.
- The roles and responsibilities of Board Members are described in the Revised Code of Practice for the Governance of State Bodies 2016 which is available on the website of the Department of Finance [Code of Practice for the Governance of State Bodies](#).
- A Board Member shall cease to be a member of the Board if he or she is nominated as a member of Seanad Éireann, is elected as a member of either House of the Oireachtas or as a representative in the European Parliament, elected to the European Parliament, or becomes a member of a local authority.

## 5. Submitting your Application

Having reviewed the general suitability criteria for membership of a State Board, you should consider carefully how your background and experience fits with the specific appointment criteria set out in the Personal Qualification section in this booklet.

**Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. The Working Group may decide, based on the perceived level of conflict, not to forward your name for consideration.**

Your application should be made via email to [ccae@oireachtas.ie](mailto:ccae@oireachtas.ie) with the subject line “IFI Application 2019” together with your **Curriculum Vitae** and a **cover letter**.

### IMPORTANT NOTE

Please take care when submitting your expression of interest. As the Working Group will generally make its recommendation(s) based on consideration of the documentation which you submit, it is most important that you do the following:

*Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the Authority position(s) specified in this booklet.*

This will help ensure that the Working Group is as informed as possible as to the basis for your candidature and why you believe you are a person who could potentially be appointed to this State Board. **Please only include information that is directly relevant to the particular role for which you are applying.**

If you have any questions regarding the application process please email [ccae@oireachtas.ie](mailto:ccae@oireachtas.ie)

## 6. Assessment Process

A Working Group (the “Group”) will be convened by the Joint Committee to consider and assess the applications received. The Group will:

- review and discuss the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet;
- assess potential candidates further once they meet the specified appointment criteria by undertaking any or all of the following steps:
  - Consideration of the written applications; and/or
  - Meeting/conference call; and/or

- Referee checks; and/or
- Any other selection or verification method deemed appropriate (this may include the Joint Committee requiring statutory declarations from shortlisted applicants as to the bona fides of the qualifications and experience contained in their applications).
- arrive at a shortlist of suitable candidates to be sent forward for consideration by the Minister.

Please note that the Joint Committee will not be responsible for any expenses incurred by candidates as part of our selection process.

## **7. Confidentiality**

Subject to the provisions of the Freedom of Information Act 2014, applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

## **8. Data Protection**

For further information on Data Protection please follow the [link](#).