

**Appointments to the Board of Léargas – The Exchange Bureau**

**Closing Date: 15:00 on Friday 3<sup>rd</sup> January 2020**

**State Boards Division  
Public Appointments Service  
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stateboards.ie operates under the auspices of the Public Appointments Service and is committed to a policy of equal opportunity.

The Public Appointments Service (PAS), established under statute in 2004, provides an independent shared service in recruitment, assessment and selection to organisations across the Civil and Public Services. On 30 September 2014, the Government decided that the PAS should also be given responsibility for putting in place an open, accessible, rigorous and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, [www.stateboards.ie](http://www.stateboards.ie), is the channel through which the PAS advertises vacancies on State Boards. It is also the means through which accomplished, experienced and qualified people, including people who might not previously have been identified as available for appointment, can then apply to be considered for particular vacancies.

## 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.

## Appointments to Board of Léargas – The Exchange Agency

<b>Location:</b>	Dublin
<b>Number of Vacancies:</b>	4
<b>Remuneration:</b>	Nil. Travel and subsistence is payable at appropriate Civil Service rates.
<b>Time Requirements:</b>	Approximately seven half-day and 1 full-day meetings per annum. Successful candidates may also be appointed to Board sub-groups, involving 3-7 approximately (depending on which sub-committee) half-day meetings per annum. Léargas currently has six sub-groups: <ul style="list-style-type: none"><li>• Finance, Audit and Risk Committee</li><li>• National Centre for Guidance in Education (NCGE) Management Advisory Committee</li><li>• Erasmus+ Youth in Action Selection Committee</li><li>• Erasmus+ Adult Education Selection Committee</li><li>• Erasmus+ VET Selection Committee</li><li>• Erasmus+ School Education Selection Committee</li></ul>

Candidates' 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

Léargas is the National Agency for the Erasmus+ Programme and the European Solidarity Corps (ESC) and manages programmes in the fields of School Education, Adult Education, Vocational Education and Training and Youth. Léargas manages significant levels of EU funding to support mobility, sharing of best practice and other activities undertaken by Irish beneficiaries of Erasmus+ and the ESC.

The National Centre for Guidance in Education, (NCGE) was established under the aegis of Léargas, with responsibility to support and develop guidance practice in all areas of education and to inform the policy of the Department in the field of guidance. The role and remit of the NCGE includes to advise on policy and strategies for the promotion of a continuum of guidance in the context of lifelong learning; provide advice, support, materials and resources for guidance counselling in education and to contribute to the exchange of information on guidance counselling provision and practice with other guidance and employment services, through the National Resource Centre, i.e. Euroguidance Centre.

Léargas is constituted as a company limited by guarantee without a share capital, as set out under parts 1-15 of the Companies Act 2014. Its purpose and objectives are set out in the Memorandum of Association and how it conducts its business is set out in the Articles of Association.

Léargas is a not-for-profit organisation which manages European, national and international exchange and co-operation programmes in education, training and youth and community work.

Further information on the work of Léargas can be found [here](#).

## 2. Functions of the Board

The key purpose of the board is to ensure the wellbeing of the organisation by collectively directing the organisation's affairs while meeting the appropriate interest of all stakeholders and complying with all necessary legislation and regulation including the 2016 Code of Practice for the governance of State Bodies.

The key functions of the Board are:

- Ensuring the organisation operates in a way that is consistent with its mission as defined in the Memorandum and Articles of Association of Léargas, and defining the ethos of the organisation;
- Setting out the ethical standards of the organisation and ensuring that everyone involved acts with integrity at all times;
- The recruitment, supervision and retention of the Executive Director, determining his/her compensation and evaluating their performance;
- Setting the strategic direction of the organisation in partnership with the Executive Director;
- Governance of the organisation in compliance with the 2016 Code of Practice for the governance of State Bodies;
- Exercising its fiduciary duty to protect the organisation's assets;
- Monitoring and controlling the organisations activities and finances including appointing the external and internal auditors, ensuring that audits are performed in a timely manner and that all audit findings are addressed

The Current composition of the Board is:

<b>Name</b>	<b>First Appointed</b>	<b>Reappointed</b>	<b>Expiry Date</b>	<b>Position Type</b>	<b>Basis of appointment</b>
Fidelma Collins	12/06/2012	07/06/2017	07/06/2020	Ordinary Member	Ministerial appointment
Hugh McConville	12/06/2012	30/04/2018	29/04/2021	Ordinary Member	Ministerial appointment
Jean Marie Cullen	07/06/2017		07/06/2020	Ordinary Member	Ministerial appointment
Maria Lorigan	24/04/2013	30/04/2018	29/04/2021	Ordinary Member	Ministerial appointment
Michael McLoughlin	12/06/2012	07/06/2017	07/06/2020	Chairperson	Ministerial appointment

### **3. Person Specification**

The Minister for Education and Skills invites applications from suitably qualified candidates to fill 4 vacancies on the Board of Léargas.

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.

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

Please be aware that as a Board Member you will be required to:

- 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 the work commensurate with the role and responsibilities of a board member.

Candidates must demonstrate evidence of experience and expertise at an appropriately senior level in one or more of the following areas;

#### **Corporate Governance and Compliance**

Candidates must demonstrate relevant experience, at an appropriately senior level, that clearly demonstrates knowledge of and experience in dealing with corporate governance issues.

#### **Desirable**

- A relevant qualification
- Previous Board Experience

#### **Financial Expertise (Accountancy, Audit)**

Candidates must be able to demonstrate proven experience at a sufficiently senior level in finance and risk management. He/she must demonstrate a capacity to understand EU funding regulations and rules relating to grant-in-aid from government departments and the budgets required to achieve the organisation's mission.

#### **Desirable**

- A relevant qualification and membership of a relevant professional body
- Previous Board experience

**Experience at an appropriately senior level in organisation responsible for supporting the delivery of national policy in and knowledge of, at least one of the fields in which Léargas operates** i.e. Vocational Education and Training, Further Education and Training, Adult Education, School and pre-school education, and Youth Work.

#### **Desirable**

- Experience of internationalisation of education/training would be advantageous
- The capacity and willingness to advocate on behalf of Léargas and the programmes it manages with particular reference to bodies charged with delivering policy objectives in any of the fields outlined above.

**For all the above roles it would be desirable that candidates would demonstrate evidence of at least one of the following:**

- Experience in strategic planning
- Experience and knowledge of any of the following: The 2016 Code of Practice for the Governance of State Bodies, the Companies Acts 2014 or The Charities Act 2009 would be advantageous
- Experience in strategy development would be advantageous
- As the NCGE was established under the aegis of Léargas, some competence in the field of guidance in the education sector is also desirable.

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

In order to qualify for appointment a person must not have any legal impediment or conflicts of interest likely to interfere with his/her ability to assume the role of a member of the Board. Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. The Assessment Panel may decide, based on the perceived level of conflict, not to forward your name for consideration.

#### **4. Term of Appointment**

Appointments to the Board will be for an initial period of 3 years with an option to extend the term of engagement for a second term, 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

Before submitting your expression of interest, please review the self-assessment questionnaire which can be found [here](#). This questionnaire is designed to help you in considering whether to submit an expression of interest - you are not required to submit the questionnaire as part of the application process.

Having considered 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 Person Specification section in this booklet.

Your submission should be made via the following link [www.stateboards.ie](http://www.stateboards.ie) together with your **Curriculum Vitae** and a **cover letter** (see Appendix 1 of this booklet for help with the online process).

### IMPORTANT NOTE

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

1. *Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the position(s) specified in this booklet, and*
2. *That you fully answer any supplementary questions which are presented to you as part of our online application process.*

This will help ensure that the Assessment Panel 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 [info@stateboards.ie](mailto:info@stateboards.ie).

## 6. Assessment Process

An Assessment Panel (the "Panel") will be convened by PAS to consider and assess the applications received by PAS. The Panel 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 PAS 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 the most suitably qualified candidates (based on the information provided by the candidate) to be sent forward for consideration by the Minister.

Please note that the Public Appointments Service 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 Acts, 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.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

## **8. Data Protection**

The Data Protection Act 2018 provides that the processing of personal data shall be lawful where such processing is necessary for the performance of a statutory function of a controller. PAS is mandated by statute under the Public Service Management (Recruitment and Appointments) Act, 2004 to act as the centralised assessment and selection body for the civil service and to carry out all the procedures necessary to undertake the recruitment, assessment and selection of suitable candidates for appointment. By submitting your personal data (including your name, address, contact details and details of your education and work history contained in your curriculum vitae and cover letter) via publicjobs.ie, you acknowledge that such data may be used by the Public Appointments Service and disclosed to and used by client departments, in connection with its statutory roles to assist and advise relevant Ministers in relation to appointments to the boards of State bodies. The information contained in your publicjobs profile is yours to manage, amend, update or delete as appropriate. For more detailed information on our Data Protection Policy, please see our [Code of Practice for the Protection of Personal Data in the Public Appointments Service](#).

If your application is assessed and you are considered to be suitable for appointment your c.v. and cover letter (and any additional supplementary information requested as part of the application process), will be forwarded to the State Board Liaison Officer in the relevant Department. Once it obtains your personal data, the Department will act as data controller of such data and will retain it for up to one year following the appointment/s. Unless you request the withdrawal of your application such data may be used in considering your suitability for other similar vacancies/roles that arise for a period of up to one year for this Board.

## APPENDIX 1

### Submitting your application:

In order to submit your application, you should take the following steps:

1. Go to [www.stateboards.ie](http://www.stateboards.ie).
2. On the bar at the top of the page click on "Available Appointments".
3. This brings you to a page with all our advertised vacancies. Select whichever position you would like to apply for (you are welcome to apply for more than one position if you wish).
4. On the relevant page please click on the "apply for position" button at the bottom of the page
5. This will bring you to a page on [www.publicjobs.ie](http://www.publicjobs.ie) and, if you already have a publicjobs.ie account, will prompt you for your username and password. If you do not have an account, you will be asked to create one.
6. Once you input your details you will be brought to a page where there is a prompt in the middle of the page which says "apply here". Click on the link to the online application form beside it.
7. A form will appear on your screen, some of the text boxes will be populated with information from your publicjobs.ie profile (Name, address etc.). You will need to complete the rest of the fields and enter your name and the date at the bottom of the form.
8. If there is a supplementary question, ensure that your response complies with the word limit and that it does not contain any special characters (i.e. %, & etc.) or you may receive an error message and will be unable to submit your application.
9. Click on "continue".
10. You will then be brought to a screen where you should upload your CV and Cover Letter. These are required documents and your application cannot be processed without them. Once you have selected these and uploaded them, please click on the "submit" button at the bottom of the page.
11. You will receive an e-mail confirmation (to the address listed in your publicjobs.ie profile) to confirm that your application has been submitted.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.