



Appointments to the Board of the Industrial Development Agency (IDA Ireland)

Closing Date: 3.00pm on Tuesday 7th July 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, 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 the Board of Industrial Development Agency (IDA)

Board Meeting Location:	Meetings will be primarily in Dublin.
Number of Vacancies:	3.
Remuneration:	€11,970. (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 & subsistence is payable at civil service rates.
Meeting Requirements:	10 - 12 full day meetings per annum which includes sub-committee meetings and 4 client dinners the evening before a board meeting. Approximately 5 - 7 hours preparatory reading in advance of board meetings would also be required.

1. Background

IDA Ireland was formed in 1949 as part of the Department of Industry & Commerce. The Agency was initially briefed to stimulate, support and develop export-led business and enterprise in Ireland. This covered both indigenous and foreign investment and start-up enterprises and was set against a backdrop of economic protectionism and restrictions on imports.

Today, IDA Ireland is focused on maximising Ireland's FDI performance and playing a significant role in delivering on the Irish Government's goal to attain full employment and ensuring sustained growth over the coming decade.

In order to achieve this, IDA Ireland will build upon its successful performance over the past five years, which was achieved despite significant global pressures. During this time the total number of people employed by IDA Ireland client companies increased to just over 245,000. Direct expenditure by IDA clients in the Irish economy, across payroll, Irish services and Irish materials, totalled €21.5 billion in 2018. IDA clients are also key contributors to business expenditure on R&D, spending €2.2bn on in-house R&D in 2018.

Later this year the IDA will launch its strategy for 2020-2024 and the Minister for Business, Enterprise and Innovation is inviting applications from suitably qualified candidates to assist the Board in guiding and advising the organisation on its implementation.

2. Functions of the Board

The Board of IDA Ireland is responsible for setting the broad strategy and policies of the organisation. It is responsible for the System of Internal Financial Controls and for putting in place processes and procedures for the purpose of ensuring that the system is effective. The Board also has oversight responsibility for the activities of the organisation.

It delegates to management and committees the responsibility for their implementation. In its own activities and in its use of committees, the Board operates best corporate governance principles.

The current annual report can be found here

Irish version; [Link](#).

English version; [Link](#)

The current membership of the Board:-

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Barry O'Sullivan	04/09/2015	01/01/2019		Board Member	PAS process
Dermot Mulligan	12/10/2016			Board Member	Exemption Section 9.1.7
Frank Ryan	01/01/2014	01/01/2019		Chair	Ministerial
Geraldine Mc Ginty (Dr.)	08/08/2014	26/01/2018		Board Member	Ministerial
Kevin Cooney	08/06/2018			Board Member	PAS Process
Marian Corcoran	26/08/2016			Board Member	PAS process
Martin D. Shanahan	01/09/2014			Board Member	Ex officio. CEO of IDA
Mary Mosse	12/09/2017			Board Member	PAS Process
Thomas (Tony) Kennedy	08/06/2018			Board Member	PAS Process

3. Person Specification

The Minister for Business, Enterprise and Innovation invites applications from suitably qualified members of the public to join the Board of IDA Ireland.

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](#).

Essential

Candidates must meet the criteria under at least one of the areas below.

(i) Asia PAC-Regional experience

Candidates must demonstrate in their application, evidence of at least two of the following at an appropriately senior level:-

- Global role in a multinational company;
- In-depth exposure to the Asia-PAC region
- A demonstrable understanding of the foreign direct investment (FDI) decision-making process for multi-national businesses headquartered in the Asia-PAC region.

(ii) Accountancy

Candidates must demonstrate in their application evidence of a professional qualification in accountancy and experience of at least one or more of the following:

- Audit committee membership;
- Membership of a professional body;
- Knowledge and experience of the international financial services sector and the technological trends which may impact future business models within the sector.

(iii) Industrial Property Construction/Management

Candidates must demonstrate in their application evidence of industrial property construction or management at an appropriately senior level ideally with a strong legal background.

(iv) Sectoral Knowledge/Experience

Candidates must demonstrate their application evidence of knowledge and experience at an appropriately senior level of the following: -

- The factors and policy developments, both national and international, which influence FDI decision making;
- International business experience which will assist the IDA in its role of attracting and embedding new and existing clients.

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

Under the Act, appointments to the Board will be for an initial period of 5 years subject to Board retirement rotation arrangements with an option to extend the term of engagement for a second term of 5 years, 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.
- 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 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 Authority 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.

5. 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.

6. 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.

7. 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.
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 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.