



Appointments to the Irish Fiscal Advisory Council

Closing Date: 15:00 on Friday 27th of November 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.

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. The Code was updated in September 2020 to now include an Annex on Gender Balance, Diversity and Inclusion.

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 Irish Fiscal Advisory Council

Location:	Dublin.
Number of Vacancies:	2 vacancies (further vacancies may arise during 2021 which may be filled from this campaign).
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). Fees in such cases may be paid to their employers in the form of a time buy-out. Travel and subsistence is payable at appropriate Civil Service rates.

Time Requirements: Council Members are expected to participate at monthly full-day Council meetings, as well as some additional teleconference meetings included relating to the endorsement of the Budget and Stability Programme Update forecasts and to appear before the relevant Oireachtas Committee (Budget Oversight Committee). Council Members have responsibilities both as Members of the Council and to input into and review the Council's substantive work. The overall commitment varies over the Council's work cycle but is around 2-3 days per month (including the monthly meeting), although there is some flexibility.

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

The Irish Fiscal Advisory Council is an independent statutory body. It comprises five Council members and a Secretariat of six. The Council was established on an interim basis in July 2011 and put on a statutory footing on 31st December 2012 by the Fiscal Responsibility Act. The Act also legislated for the implementation of national and EU fiscal rules. The overall purpose of the Council is to help the Government to adhere to its own fiscal targets. It is required to assess and endorse, as it considers appropriate, the official macroeconomic forecasts underpinning each Budget and Stability Programme. The Council also assesses the fiscal forecasts and the fiscal stance, and monitors compliance with legislative fiscal rules.

2. Functions of the Board

The Council is an independent statutory body with a range of functions specified under the [Fiscal Responsibility Act 2012](#). These include:

- Endorsement of, as it considers appropriate, the macroeconomic forecasts prepared by the Department of Finance on which the annual Budget (October) and annual Stability Programme Update (April) are based.
- Assessment of the official forecasts produced by the Department of Finance. These are the macroeconomic and budgetary forecasts published by the Department twice a year.
- Assessment of whether the fiscal stance of the Government is conducive to prudent economic and budgetary management, with reference to the EU Stability and Growth Pact.

- Monitoring and assessing compliance with the budgetary rule as set out in the Fiscal Responsibility Act. The budgetary rule requires that the Government's budget is in surplus or in balance, or is moving at a satisfactory pace towards that position.
- In relation to the budgetary rule, assessment of whether any non-compliance is a result of 'exceptional circumstances'. This could mean a severe economic downturn and/or an unusual event outside the control of Government which may have a major impact on the budgetary position.

Further information on the Irish Fiscal Advisory Council can be found at www.fiscalcouncil.ie.
The current composition of the Council: -

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Sebastian Barnes	31/12/2012	01/01/2017	31/12/2020	Board Member and Chairperson	Appointed by Minister under Section 1(1) and (2) of the Schedule to the Fiscal Responsibility Act 2012
Martina Lawless	01/01/2017		31/12/2020	Board Member	PAS Process
Prof. Michael McMahon	18/04/2019		17/04/2023	Board Member	PAS Process
Dawn Holland	01/01/2020		31/12/2023	Board Member	PAS Process

3. Person Specification

The Minister for Finance invites applications from suitably qualified candidates to fill at least two positions on the Irish Fiscal Advisory Council.

Candidates' 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](#).

In particular, skills, knowledge and experience in areas relevant to the Council's statutory mandate and in domestic or international macroeconomic or fiscal matters are being sought.

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

- significant experience with macroeconomic and/or budgetary forecasting;
- familiarity with domestic and/or European fiscal frameworks; and
- significant experience with macroeconomic and/or fiscal policy analysis;
- previous Board/Audit & Risk committee experience, to include familiarity of the corporate governance requirements of a Statutory Body.

Candidates may be asked to sit on the Council's Audit & Risk committee.

Applications from both Ireland- and international-based candidates are welcome.

The Minister shall have regard to the desirability for gender balance, diversity and inclusion on the Board as the Minister considers appropriate and determines from time to time when making appointments, in line with the updated Code.

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 Council will be for an initial period of 4 years with an option to extend the term of engagement for a second term of 4 years, subject to:

- As outlined in paragraph 4 of the Schedule to the Fiscal Responsibility Act 2012 the membership of any member of the Council may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- A member of the Council 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.
- A member of the Council shall hold office on such terms (other than the payment of remuneration and allowances for expenses) as the Minister may determine.
- The roles and responsibilities of Board Members are described in the Revised Code of Practice (CoP) for the Governance of State Bodies 2016 which is available on the website of the Department of Public Expenditure and Reform ([Code of Practice for the Governance of State Bodies](#)). The CoP was updated in September 2020 to now include an Annex on Gender Balance, Diversity and Inclusion.
- 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. Additional reasons for disqualification from holding and ceasing to hold office are outlined in paragraph 4 of the Schedule to the Fiscal Responsibility Act 2012.

5. Submitting your Application

Before submitting your application, 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.

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.
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.