



**Appointments to the Board of An tSeirbhís Oideachais Leanúnaigh agus Scileanna
(SOLAS), the Further Education and Training Authority**

Closing Date: 15:00 on 3rd of February 2022

**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. PAS also has responsibility for providing 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.

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Location:	Dublin
Number of Vacancies:	2
Remuneration:	Nil. Travel and subsistence is payable at appropriate civil service rates.
Time Requirements:	There are 8 scheduled half day meetings per year. Additional meetings can be convened if required, but this is by exception. Agenda and papers for each meeting are posted on a digital site one week in advance of a scheduled board meeting. Meetings usually last two/three hours and require up to two hours preparation. The successful candidate may be required to sit on one of the 4 Board's sub committees or advisory committee.

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

An tSeirbhís Oideachais Leanúnaigh agus Scileanna (SOLAS), the Further Education and Training Authority, was established in October 2013 under the Further Education and Training Act, 2013. Under the aegis of the Department of Further and Higher Education, Research, Innovation and Science, SOLAS is responsible for the strategic Co-ordination and funding of the Further Education and Training (FET) Sector. The legislation sets out the overall structure of SOLAS and provides for its functions in the areas of:

- the development and implementation of a national strategy for the delivery of further education and training;
- consultation with key stakeholders in relation to the provision of further education and training;
- coordination with the National Public Employment Service, Intreo, in the delivery of further education and training programmes to those seeking employment;
- advancing monies to the Education and Training Boards and other training bodies;
- assessing whether bodies engaged in the provision of further education and training programmes perform their functions in an economic, efficient, and effective manner.
- developing and facilitating the development of new and existing further education and training programmes; conducting research relating to the functions of SOLAS.

Funding for Further Education and Training is provided by the Department of Further and Higher Education, Research, Innovation and Science from the Exchequer (central funds) and the National Training Fund. SOLAS is the main recipient of FET funding and allocates

the bulk of this funding to the Education and Training Boards (ETBs) to deliver FET programmes and services at local level.

2. Functions of the Board

Section 10 of the Further Education and Training Act 2013 states that the Board of SOLAS shall consist of 13 members appointed by the Minister, of whom one shall be the Chairperson, one shall be the Chief Executive Officer, and one shall represent the interests of learners in the further education and training sector.

Of the remaining 10 members, 2 shall be appointed following their nomination by the Minister for Social Protection, while 8 shall be appointed by the Minister for Further and Higher Education, Research, Innovation and Science following consultation with the Minister for Enterprise, Trade and Employment and the Minister for Social Protection.

The Board meets regularly, and members may also be required to serve on committees established by the Board. The current SOLAS Board and Advisory Committees to the Board are:-

Board Committees: Audit and Risk Committee (ARC), Strategic Planning Committee, Workforce and Organisational Development Committee.

Advisory Committee to the Board: National Apprenticeship Advisory Committee (NAAC).

The Act provides that members of the Board shall have experience and expertise in matters connected with the functions of SOLAS or matters connected with finance, trade, commerce, corporate governance or public administration.

The Board is collectively responsible for promoting the success of SOLAS by leading and directing the Body's activities. It should also have the capability to provide strategic guidance to the organisation, and monitor the activities and effectiveness of its management.

Appointments to the Board of SOLAS shall be made with due regard to best practice in terms of gender balance requirements.

Current composition of the board is:

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Sean Aylward	29/11/2019		28/11/2024	Chairperson	Section 10(2) FET Act 2013
Catrina Sheridan	27/10/2017		26/10/2022	Ordinary Member	Section 10(3)(a) FET Act 2013
Cecilia Munro	26/10/2013	27/10/2017	26/10/2022	Ordinary Member	Section 10(3)(a) FET Act 2013
Niamh O'Reilly	25/03/2019		24/03/2024	Ordinary Member	Section 10(3)(c) FET Act 2013
Orla Coughlan	25/03/2019		24/03/2024	Ordinary Member	Section 10(3)(a) FET Act 2013
Patricia Carey	26/10/2013	27/10/2017	26/10/2022	Ordinary Member	Section 10(3)(a) FET Act 2013
Patrick Dwyer	27/10/2017		26/10/2022	Ordinary Member	Section 10(3)(a) FET Act 2013
Paul Cremmins	25/03/2019		24/03/2024	Ordinary Member	Section 10(3)(b) FET Act, 2013

Seán Burke	26/10/2013	27/10/2017	26/10/2022	Ordinary Member	PAS process
Yvonne McNulty	01/07/2019		30/06/2024	Ordinary Member	Section 10(3)(b) FET Act, 2013
Andrew Brownlee	02/09/2019		30/08/2024	Ex-Officio, CEO	Ex officio - CEO

3. Person Specification

The Minister for Further and Higher Education, Research, Innovation and Science invites applications from suitably qualified candidates for consideration for appointment to the Board of SOLAS.

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](#).

Essential

Candidates must demonstrate evidence of strategic thinking in areas relevant to the functions of the Board. They must also demonstrate evidence of significant experience at an appropriately senior level in one or more of the following areas:

Corporate Governance and Compliance

Knowledge of and experience in dealing with corporate governance, including compliance, accountability and legal issues within the Public Sector

Financial Expertise (Accountancy, Audit, Corporate Finance)

- Finance and risk management.
- Capacity to understand complex and tiered funding mechanisms to multiple recipients (or of another relevant specialist field)
- Budgets associated with the Further Education and Training Sector.

Sectoral Experience

Knowledge and experience in one or more of the following:

- Employer perspective on skills requirements and skills development
- Government policy and priorities on job creation and tackling unemployment
- Further Education and Training sector in Ireland
- Engagement with employers in meeting skills needs

Desirable

A relevant qualification and or membership in a relevant professional body (where appropriate)

Previous Board Member experience

Previous experience in the area of Further Education and Training

The Minister encourages applications from diverse, qualified candidates to ensure the Board is a true reflection of Irish society and 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 of Practice for the Governance of State Bodies 2016](#).

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.

The roles and responsibilities of Board Members are described in the Code of Practice for the Governance of State Bodies 2016 which is available here [Code of Practice for the Governance of State Bodies](#).

4. Term of Appointment

Appointments to the Board will be for an initial period of 5 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.
- A board member ceasing to be qualified for office. Section 11(3) of the Further Education and Training Act 2013 refers.
- 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.

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.

Candidates who have been brought forward in this process may form a panel from which future vacancies may be filled during the course of the year.

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.