



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

Closing Date: Midnight on 11th May 2015

**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 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 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.

**BOARD OF THE INDUSTRIAL DEVELOPMENT AGENCY
(IDA IRELAND)**

Entity:	IDA Ireland
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.).
Meeting Requirements:	10 scheduled meetings per annum plus participation in sub-committees.

Background

The Department of Jobs, Enterprise and Innovation wishes to identify suitable candidates for consideration by the Minister for appointment as members of the Board of IDA Ireland.

IDA Ireland is the statutory agency with primary responsibility for the attraction and development of foreign direct investment (FDI) by overseas industry in Ireland and is playing a significant role in delivering on the Irish Government's goal to have full employment by 2018 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 over 174,000.

IDA Ireland has recently launched its new Strategy titled "Winning: Foreign Direct Investment 2015-2019" and over the next five years, IDA Ireland will focus on facilitating the growth of IDA client employment to 209,000 by 2019.

Additional information on IDA Ireland including the new Strategy, Annual Reports and updates on activities can be accessed at www.idaireland.com.

The legislative basis for IDA Ireland is set out in the Industrial Development Acts 1986 to 2014 which can be found at www.irishstatutebook.ie.

Functions of the Board

The Board operates to best practice corporate governance principles and in line with the guidelines set out in the 'Code of Practice for the Governance of State Bodies' as issued by the Department of Public Expenditure and Reform, both in its own activities and in its use of committees.

It is responsible for setting the broad policies of the organisation and for overseeing its operation. It performs these functions directly and through the operation of focused Board Committees. Responsibility for the implementation of policy rests with executive management.

The Board has statutory authority to approve grant aid up to the levels set out in the Industrial Development Acts and to recommend grant aid above these specified levels to Government.

In accordance with the Ethics in Public Office Acts, 1995 and 2001, IDA Ireland Board Members furnish a Statement of Interests to the Secretary and to the Standards in Public Office Commission. In accordance with the 'Code of Practice for the Governance of State Bodies', IDA Ireland fully complies with Government policy on the pay of Chief Executives and Statebody employees and with Government guidelines on the payment of fees to Board Members.

Person Specification

Expressions of interest are now invited from members of the public to join the Board of IDA Ireland. All candidates for the Board must have demonstrable experience in **one or more** of the following areas:

- Knowledge of FDI: Deep knowledge and experience of the factors influencing foreign direct investment decision makers.
- Experience: Significant experience at Board and/or top management level in international business which will assist IDA Ireland in its role of attracting and embedding new and existing clients.
- Strategy Implementation: Extensive implementation experience at both strategic and operational levels which will assist IDA Ireland in implementing its 2015-2019 strategy.
- Regional Development: An understanding of the factors influencing attracting and sustaining FDI in the regions.
- Irish Eco-System^{*}: An appreciation and understanding of how to develop the role FDI can play in developing and deepening the business relationships with indigenous industry.

In addition to the foregoing essential requirements, it is **desirable** that candidates also have experience in **one or more** of the following areas:

^{*} The term eco-system refers to the broad business & economic environment.

- Financial experience and accreditation to a professional accountancy body (ACCA, ACA etc.)
- Experience in the areas of risk management, internal audit and/or business consultancy
- Experience in the international financial industry
- Experience in areas such as ICT, Lifesciences, Engineering, Cleantech, Manufacturing and Internationally Traded Services

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 appointment 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.

Submitting your expression of interest

If you are interested in this position, please review the self-assessment questionnaire which can be found on www.stateboards.ie. Please note that the 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 in this booklet (page 3).

If you decide that you wish to be considered for appointment, we welcome you submitting your expression of interest via the following link www.stateboards.ie together with your detailed 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 Board 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.

Assessment Process

An Assessment Panel (the "Panel") will be convened by PAS to consider and assess the expressions of interest received by the PAS via www.stateboards.ie. The Panel will:

- review and discuss the expressions of interest received against the specific appointment criteria for the role;
- assess potential appointees 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;
 - Any other selection method deemed appropriate.
- compile a list of people deemed suitable for appointment which will then be sent forward for consideration by the Minister.

If you have any questions regarding the application process please email info@stateboards.ie.

Data Protection Acts 1988 & 2003

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

The Public Appointments Service thanks you for your interest in State Board appointments

APPENDIX 1

Submitting your expression of interest

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

- i. Go to www.stateboards.ie.
- ii. On the bar at the top of the page click on "Available Appointments".
- iii. 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).
- iv. On the relevant page please click on the "apply for position" button at the bottom of the page
- v. 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.
- vi. 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.
- vii. 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. Click on "continue".
- viii. 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.
- ix. 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.