



**Appointments to the Private Security Authority**

**Closing Date: 15:00 on Tuesday 4<sup>th</sup> July 2017**

**State Boards Division  
Public Appointments Service  
Chapter House, 26 – 30 Abbey Street Upper, Dublin 1**

**Telephone Number: 353 1 858 7441**

**Email: [info@stateboards.ie](mailto:info@stateboards.ie)**

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 the Private Security Authority

<b>Location:</b>	Dublin (one meeting per annum is held in Tipperary Town)
<b>Number of Vacancies:</b>	5
<b>Remuneration:</b>	€7,695. (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).
<b>Time Requirements:</b>	Approximately 5 half day meetings per annum. An additional half day preparation in advance of meetings would also be required.  Members may also be required to act on the Audit and Risk Committee or Strategy Committee.

### 1. Background

The Private Security Authority (PSA), which was established pursuant to the Private Security Services Act 2004 (as amended), is the regulator for the private security industry. The Authority is an independent body under the aegis of the Department of Justice and Equality and is administered by a Board. The Authority is based in Tipperary Town.

The PSA is charged with introducing, controlling and managing a comprehensive standards based licensing system for the private security industry. The key responsibility of the Authority is to licence those providing security services and the main objective is to improve and maintain standards and qualifications in the provision of these services. The Authority's mission is to regulate the activities of those involved in the private security industry to ensure that the interests of consumers are fully protected through the establishment, promotion, monitoring and enforcement of appropriate standards.

The statutory functions of the Authority, in accordance with Section 8 of the Private Security Services Act 2004 (as amended), can be found in the link below: [https://www.psa.gov.ie/en/PSA/Pages/statutory\\_functions](https://www.psa.gov.ie/en/PSA/Pages/statutory_functions)

In accordance with Section 8 (3) of the Act the Minister may, with the consent of the Minister for Finance, by order confer such additional functions relating to security services and connected with the Authority's statutory functions as the Minister considers appropriate.

The PSA is mandated, under the Private Security Services Act 2004 (as amended), to regulate the following industry sectors:

- Door Supervisor
- Installer of Security Equipment
- Security Guard
- Providers of protected forms of transport
- Locksmith
- Supplier or installers of safes
- Private Investigator
- Security Consultant

It should be noted that the installation of CCTV, intruder alarm and access control systems, along with event security, are some of the subcategories of the above industry sectors which are currently licensed by the PSA, as are the alarm and CCTV monitoring sectors.

The PSA is introducing licensing to the industry on a phased basis. To date, the Authority has licensed *contractors* in the following sectors: Security Guarding, Door Security, Alarm Installation, Alarm Monitoring, Access control, CCTV, CCTV Monitoring, Cash-in-Transit (CIT), Event Security and Private Investigators and Locksmiths. It has licensed *individuals* working in the security guarding and door supervisor sectors, as well as those working in the cash in transit sector.

The focus of the PSA in the coming years will be to complete its current mandate by licensing contractors in the Security Consultant and Supplier and Installer of Safes sectors and individuals in the Event Security, Electronic Security, Locksmith, Private Investigator, Security Consultant and Supplier and Installer of Safes sectors.

## **2. Functions of the Board**

The members of the Authority are collectively responsible for leading and directing the Authority's activities within a framework of prudent and effective control as set forth in the Code of Practice for the Governance of State Bodies 2016.

### **Sub Committees reporting to the Board**

Audit and Risk Committee  
Strategy Committee  
Resources Committee

## **3. Person Specification**

The Minister for Justice and Equality invites applications from suitably qualified candidates for the vacancies on the Board of the Private Security Authority. Candidates can apply under the areas outlined below.

**(a) Representative of Private Security Employers x 2**

Applicants under this heading are required to demonstrate:

- Relevant experience as an employer representative in the security industry  
**and**

Knowledge and experience at a sufficiently high level under at least one of the following:

- Managerial/Professional experience at an appropriately senior level
- Experience of corporate governance and compliance
- Additional relevant experience which would assist the PSA in fulfilling it's mandate.

**(b) Representative of Private Security Employees x 2**

Applicants under this heading are required to demonstrate:

- Relevant experience as an employee representative in the security industry  
**and**

Knowledge and experience at a sufficiently high level under at least one of the following:

- Sectoral knowledge/experience
- Experience of workplace relations and a demonstrated understanding of the PSA regulatory framework
- Additional relevant experience which would assist the PSA in fulfilling it's mandate.

**(c) Accountancy/Finance/Audit/Risk-- Ordinary non defined member**

The successful candidate will be required to sit on the Audit and Risk Committee, and so candidate's attention is drawn to the provisions of the Code in relation to Audit and Risk Committee membership which can be found [here](#).

Applicants under this heading are required to demonstrate:

- Recent and relevant experience at a sufficiently high level in finance or audit. The successful candidate should have a relevant professional qualification and membership of a relevant professional body, with at least 3 years post qualification experience.

**and**

Demonstrate experience at a sufficiently high level in at least **one** of the following:

- Corporate Governance and Compliance and Broad Sectoral Knowledge/Experience.
- Risk Management
- Change management
- Strategy development

### ***Desirable for all roles***

- Sectoral knowledge/experience
- Demonstrable knowledge of Public procurement
- Demonstrable knowledge of Government accounting practices
- Previous Board experience

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](#).

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

Appointments to the Board 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:

- 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 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. Please give careful consideration to the possibility of any potential conflict of interest that may arise if appointed to this board.

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 application. 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.

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<sup>1</sup>/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 suitable candidates 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 Acts 1988 & 2003**

Should your name be forwarded to a Minister for consideration, please note that your cover letter and curriculum vitae will be forwarded to the State Board Liaison Officer in the relevant department and may be retained for up to one year.

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

---

<sup>1</sup> The Public Appointments Service will not be responsible for refunding any expenses incurred by candidates.

## 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. Click on "continue".
8. 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.
9. 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.