

Head of Financial Reporting Quality

Post advertised: July 2017

1. Background to IAASA

The Irish Auditing and Accounting Supervisory Authority (IAASA) is the independent body in Ireland responsible for the:

- examination and enforcement of certain listed entities' periodic financial reporting;
- oversight of the Recognised Accountancy Bodies' functions in respect of statutory auditors and supervision of the regulatory functions of the Prescribed Accountancy Bodies;
- adoption of standards on auditing, professional ethics and internal quality control; and
- the inspection and promotion of improvements in the quality of auditing of Public Interest Entities.

IAASA is a state body established in 2006 and carries out its functions under the provisions of the Companies Act 2014. As such, its employees are public servants.

2. Post overview

The primary function of IAASA's Financial Reporting Quality ('FRQ') Unit is to examine the compliance of certain entities' periodic financial reporting with relevant reporting frameworks, i.e. applicable accounting standards (in the main IFRS) and relevant legislation. The Unit is also responsible for liaising with other countries' financial reporting and enforcement bodies and fora, including the European Enforcer Coordination Sessions. The Head of FRQ will lead a small team in the achievement of these functions, and develop the Unit in a period of significant changes in accounting and auditing oversight.

3. Candidate profile

The successful candidate will be a member of an Irish Recognised Accountancy Body with significant and extensive technical experience in the application of financial reporting standards (IFRS and/or Irish/UK GAAP).

The successful candidate will ideally have:

- operated at a senior level in a large accountancy firm/practice;
- capacity to apply sound judgement in challenging technical areas of financial reporting;
- strong and demonstrable experience in managing competing demands and in driving performance and results;
- experience in managing and developing a team of professional staff;
- confidence and capacity to challenge senior executives within significant corporate entities;
- ability to develop and maintain relationships with key stakeholders; and
- self-motivation, commitment and energy, with a passion to serve and protect the public interest.

4. Indicative description of principal duties and responsibilities

Reporting to the Chief Executive, the Head of FRQ will hold overall responsibility for the operation of IAASA's Financial Reporting Quality role. In this context, the key duties and responsibilities include:

- i. developing strategy, work programmes and processes & procedures for the Financial Reporting Quality Unit;
- ii. developing strategy for IAASA's contribution to Financial Reporting Standards development, including representing IAASA as observer at the relevant committee of the Financial Reporting Council;

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- iii. representing IAASA at relevant international groups and events, and in particular at EU level, including submission and presentation of IAASA enforcement decisions, and other engagements with the relevant sub-committees of the European Securities & Markets Authority;
- iv. producing publications to inform and assist key stakeholders in ensuring high quality financial reporting;
- v. leading and coaching the staff within the Financial Reporting Quality Unit;
- vi. representing IAASA in relevant public engagements to its domestic stakeholders, including accounting firms and bodies and relevant corporate entities, through public speaking and written articles for publication;
- vii. liaising, and developing working relationships, with other countries' financial reporting enforcement authorities and with other relevant regulatory bodies;
- viii. working with the Chief Executive and the rest of the Management Team in furthering the overall aims of IAASA;
- ix. providing relevant policy advice to the Chief Executive and the Board of IAASA and responding to consultation papers and other processes relevant to the Financial Reporting Quality remit; and
- x. undertaking such other duties and responsibilities as may be reasonably and properly delegated by the Chief Executive.

5. Salary

This is a permanent position and the salary on commencement for *new entrants*¹ to the public service is €87,741, rising annually following each year's satisfactory performance on the following scale:

€87,741; €91,213; €94,703; €98,185; €101,154(Max); €104,281²; €107,410³.

Increments (other than long service increments), subject to satisfactory performance, may be awarded annually.

Alternative arrangements may apply to serving public servants. The rate of total remuneration may be adjusted from time to time in accordance with government pay policy as applying to public servants generally.

6. Other terms of employment

- 6.1. *Superannuation*: The successful candidate will be a member of the Single Public Service Pension Scheme unless s/he was a public servant in the 26 weeks prior to being offered the contract. Scheme membership, contributions and benefits are in accordance with terms set down by the Minister for Public Expenditure & Reform, and are dependent on personal circumstances on recruitment.
- 6.2. *Location*: The role is based in Naas, but will entail engagement on a periodic basis with stakeholders based in Dublin and overseas. Travel and subsistence allowances are paid in accordance with rates applicable to civil servants.
- 6.3. *Annual Leave*: The annual leave allowance is as applicable to a civil service Principal Officer (Higher), currently 30 days. This is in addition to statutory public holidays and Good Friday.
- 6.4. *Professional subscriptions and Continuing Professional Development ('CPD')*: IAASA reimburses the annual membership subscription to the incumbent's legal professional body, and all mandatory CPD. IAASA also supports participation in relevant training and professional

¹ Persons who have not, on the date of appointment, been employed in the public service on a continuous basis since 1 January 2011.

² Long service increment 1: payable after three years' satisfactory service on the maximum

³ Long service increment 2: payable after six years' satisfactory service on the maximum

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development courses related to an employee's business activities including, but not limited to mandatory CPD activities.

7. Application procedure

Persons interested in this role should send a curriculum vitae together with a brief covering letter setting out how they meet the above requirements, to:

**Fergal Ó Briain
Head of Finance & Administration
Willow House
Millennium Park
Naas, Co Kildare
W91 C6KT**

OR

By e-mail to recruitment@iaasa.ie

The deadline for the receipt of applications is **5:00pm on Monday, 28 August 2017**. Late applications will not be considered.

8. Selection process

The selection process includes the following elements:

- Dependent upon the number of applications received, IAASA may shortlist respondents. In the event that this is the case, short-listing will be based solely on the material submitted.
- Thereafter, applicants, or in the event of short-listing those respondents that have been shortlisted, shall be invited for interview.
- Successful candidates at this point may be invited for second interview if considered appropriate by the interview panel. Candidates invited for second interview may be requested to consider a case-study or make a presentation.

9. Further information

Persons interested in having a confidential discussion regarding this role should contact IAASA on (045) 983 600.

Further information on IAASA and its activities can be obtained at www.iaasa.ie.

IAASA is committed to a policy of equal opportunities and welcomes applications from people with disabilities.