Candidate Information Booklet

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Chief Executive Officer
Irish Auditing and Accounting Supervisory Authority (IAASA)

Vacancy ID: 10814

Location: Kildare

Closing Date: Thursday 17th December 2026 at 3pm



CEO - Irish Auditing and Accounting Supervisory Authority (IAASA)

Vacancy ID: 10814

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publicjobs is advertising this post and conducting the selection in compliance with the code of practice for appointment to positions in the Civil Service and Public Service prepared by the Commission for Public Service Appointments (CPSA). Codes of Practice are published by the CPSA and are available on www.cpsa.ie

publicjobs refers to Public Appointments Service established under the Public Service Management (Recruitment and Appointments) Acts 2004-2013

Contact: Ms. Michelle Noone

Email: michelle.noone@publicjobs.ie

URL: www.publicjobs.ie

Title of Position: Chief Executive Officer (CEO) - Irish Auditing and Accounting Supervisory Authority

Location: IAASA's headquarters are currently based in Naas, Co. Kildare.

Tenure: The appointment will be on the basis of a fixed-term contract of employment for a period of five years. The successful candidate must serve a probationary period, which normally will last for nine months. If at any time during this period it appears that the appointee would not be suitable for final appointment the probation will be terminated.

About IAASA:

The Irish Auditing and Accounting Supervisory Authority (IAASA) is the independent statutory body responsible for supervising the accounting and auditing profession in Ireland.

IAASA's statutory functions include supervising the regulatory activities of prescribed and recognised accountancy bodies; examining corporate reports for compliance with relevant reporting requirements; inspecting the quality of audit and sustainability assurance engagements of public interest entities; adopting auditing, ethical and assurance standards; and investigating and enforcing non-compliance.

IAASA has 36 employees, organised into seven teams carrying out regulatory activities and support functions. It is governed by a nine-member Board, comprising eight non-executive directors and the Chief Executive. IAASA is funded through a combination of Exchequer grants and statutory levies on professional bodies and audit firms.

IAASA's vision is public trust and confidence in quality auditing and accounting, and its mission is upholding quality corporate reporting and an accountable profession. Its Work Programme 2026–2028 is structured around three strategic strands: Deliver Effective Regulation, Promote High Standards and Enhance Organisational Capability.

Overview of the Role:

Under section 909 of the Companies Act 2014, the Chief Executive Officer (CEO) is responsible for:

- carrying on, managing and controlling the administration and business of IAASA; and
- for performing such other functions as may be determined by the Board.

The CEO is also a member of the Board pursuant to section 907 of the Act.

As the head of an independent statutory regulator, the CEO provides strategic leadership to the organisation and is accountable for the effective delivery of IAASA's statutory mandate. The CEO is responsible for ensuring that IAASA's regulatory, supervisory and enforcement activities are discharged effectively, independently and in the public interest, thereby promoting public trust and confidence in corporate reporting, auditing, and sustainability assurance. The CEO is also responsible for implementing the strategic direction established by the Board and for the leadership, management and development of the organisation.

Key Responsibilities:

Strategic leadership: Setting direction, supporting the Board and delivering organisational objectives.

- Working closely with the Chairperson and Board, provide leadership to the Authority and ensure the successful delivery of IAASA's statutory mandate.
- Support the Board in setting IAASA's strategic direction, policies and priorities, and ensure Board decisions are implemented.
- Lead the development and delivery of IAASA's three-year work programme and expenditure programme, translating strategic priorities into measurable outcomes.
- Lead IAASA's response to emerging legal, market and technological developments, driving the organisational development and continuous improvement initiatives needed for the Authority to meet future challenges.
- Foster a culture of excellence, independence, and integrity across the organisation.

Regulatory leadership and public interest impact: Leading an independent regulator in the discharge of its statutory responsibilities.

- Lead IAASA's oversight of prescribed accountancy bodies, corporate reporting supervision, audit quality and sustainability assurance inspections, standard-setting activities and enforcement functions, ensuring the statutory mandate is discharged in a way that protects the public interest and promotes trust and confidence in corporate reporting, audit and assurance.
- Ensure IAASA's regulatory, supervisory and enforcement policies are effective, proportionate, and aligned with international best practice.
- Ensure regulatory decisions are supported by sound judgement, effective risk management, and robust governance.

Governance, risk and accountability: Ensuring accountability, financial oversight and effective risk management.

- Ensure the highest standards of governance, financial management, internal control and statutory compliance.
- Manage IAASA's operational, financial, legal and reputational risks, and maintain appropriate mitigation and assurance frameworks.
- Ensure public resources are used efficiently and effectively, supported by strong systems of accountability and assurance.

- Maintain an effective relationship with the Chairperson and Board, providing timely and accurate information on significant developments, risks and emerging issues to support informed oversight and decision-making.
- Appear before Oireachtas Committees as required and fulfil the statutory accountability obligations attaching to the office.

People and organisational capability: Building capacity, culture and performance.

- Lead and develop a high-performing leadership team and workforce in delivering IAASA's mandate and work programme.
- Ensure effective workforce planning, succession planning and talent development.
- Establish clear accountabilities, delegated authorities and performance expectations across the organisation.
- Ensure IAASA has the structures, technology and resources to meet emerging regulatory challenges.
- Promote an inclusive, collaborative and high-performing culture.

Stakeholder influence and external leadership: Building relationships, influencing regulatory developments and representing IAASA.

- Develop and maintain strong relationships with key domestic and international stakeholders, including Government departments, the Oireachtas, audit firms, prescribed accountancy bodies, issuers, and regulatory counterparts.
- Represent IAASA in national, European and international regulatory forums, contributing to regulatory policy and advancing the Authority's strategic objectives.
- Promote confidence in IAASA as an independent and credible regulator through visible leadership and transparent engagement with stakeholders, the media and the wider public.

Person Specification

In addition to meeting the competency model as set out in Appendix I, the successful candidate must satisfy the essential criteria outlined below. The desirable criteria identify additional expertise and experience that would be advantageous.

Essential expertise and experience

Candidates must demonstrate:

- possession of a professional qualification in a discipline relevant to IAASA's remit.
- significant senior leadership experience in a regulatory environment, or in a field of direct relevance to IAASA's remit.
- a successful track record of leading an organisation or major function, including setting strategy, delivering measurable outcomes, and driving change.
- sound judgement and decision-making in complex, sensitive or high-profile matters, particularly where decisions may have significant organisational, stakeholder or public-interest implications.
- a strong understanding of the role of regulation, oversight and enforcement in protecting the public interest and maintaining public confidence.
- strong governance, financial management and risk management capability, including experience of operating within robust accountability, governance and stewardship frameworks.
- a track record of building organisational capability and leading high-performing teams.
- strong stakeholder management, influencing and communication skills, including the ability to represent IAASA credibly at senior level, and to build productive relationships with Government, regulated entities and other key stakeholders.

Desirable expertise and experience

It would be advantageous for a candidate to have:

- knowledge of auditing, sustainability assurance, corporate reporting, or related regulatory frameworks.
- public sector or statutory body experience.
- experience operating at a senior level within an organisation accountable to a board or equivalent oversight body.
- experience engaging with Government, international bodies or regulatory counterparts.

Eligibility to Compete and Certain Restrictions on Eligibility

Citizenship Requirements

Eligible candidates must be:

(a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or

(b) A citizen of the United Kingdom (UK); or

(c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or

(d) A non-EEA citizen who has a Stamp 4 permission[1] or a Stamp 5 permission.

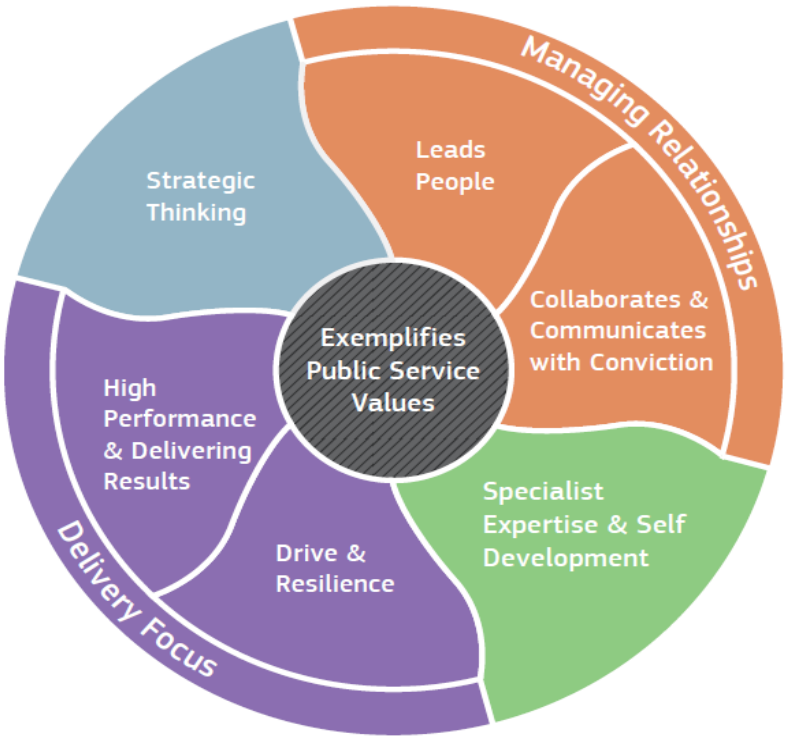
To qualify, candidates must be eligible by the date of any job offer.

Candidates must satisfy the independence requirements set out in Article 21 of Regulation (EU) No. 537/2014 relating to statutory audit and statutory audit firms. In broad terms, a candidate is not eligible for appointment if, during the previous three years, they have carried out statutory audits, held voting rights in an audit firm, been a member of the administrative, management or supervisory body of an audit firm, or been a partner, employee of, or otherwise contracted by, an audit firm.

[1] Please note that a 50 TEU visa, which is a replacement for Stamp 4EUFAM after Brexit, is acceptable as a Stamp 4 equivalent.

Key Competencies for the Role:

The attention of candidates is drawn to the key competencies model that has been developed for posts at this level.



Please see Appendix 1 for a breakdown of the key competencies model and performance indicators for vacancies at this level.

Principal Conditions of Service

General

The appointment is made under section 909 of the Companies Act 2014.

Salary

The current salary for the position is as follows:

ASSISTANT SECRETARY EQUIVALENT – Personal Pension Contribution (PPC) Rate:

€171,517 - €179,312 - €187,760 – €196,205

This rate reflects the most recent pay adjustment of 1 June 2026.

The PPC rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's Scheme, or the Additional Superannuation Contributions (ASC). A different rate will apply where the appointee is not required to make a Personal Pension Contribution.

Important Note

Entry will be at the minimum of the scale and the rate of remuneration will not be subject to negotiation.

The rate of remuneration may be adjusted from time to time in line with Government pay policy as applying to public servants generally.

Different terms and conditions may apply if you are a currently serving civil or public servant.

Subject to satisfactory performance, increments may be payable in line with current Government policy.

Payment will be made fortnightly in arrears by Electronic Fund Transfer (EFT) into a bank account of your choice. Payment cannot be made until a bank account number and bank sort code has been supplied on appointment and statutory deductions from salary will be made as appropriate.

You will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members/Former Staff Members/Pensioners.

Statutory Independence Requirements

As the Chief Executive Officer is a member of IAASA's Board, the successful candidate must satisfy the independence requirements set out in Article 21 of Regulation (EU) No 537/2014. Accordingly, a person is not eligible for appointment if, during the three years prior to appointment, they have carried out statutory audits, held voting rights in an audit firm, served on the administrative, management or supervisory body of an audit firm, or been a partner, employee of, or otherwise contracted by, an audit firm.

Tenure and Probation

The appointment will be on the basis of a fixed-term contract of employment for a period of five years.

The successful candidate must serve a probationary period, which normally will last for nine months. If at any time during this period it appears that the appointee would not be suitable for final appointment the probation will be terminated.

Location

Headquarters will be such as may be designated from time to time by the Board of the Authority. IAASA's headquarters are currently based in Naas, Co. Kildare.

Business travel

You may also be required to travel, within and/or outside of Ireland, in the performance of your duties. Travel and subsistence allowances will be paid in accordance with Authority policy and in compliance with public sector regulations.

Hours of attendance

Hours of attendance will be fixed from time to time but will amount to not less than 42 hours and 15 minutes gross per week or 36.25 hours net of lunch breaks. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of their duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Duties

The employee will be required to perform any duties appropriate to the position which may be assigned from time to time. The officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict with their role.

Annual Leave

The annual leave allowance for this position is 30 working days. This allowance is subject to the usual conditions regarding the granting of annual leave in the public service, is based on a five-day week and is exclusive of the usual public holidays.

Sick Leave

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the sick leave circulars.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Authority, at the time of being offered an appointment. In general, this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Single Scheme can be found at http://www.singlepensionscheme.gov.ie/. The maximum retirement age for most Single Scheme members is age 70.

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Candidates will be notified of which scheme will apply to them at the time of being offered an appointment.

The above outlines the principal conditions of service and is not intended to be a comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate.

THE SELECTION PROCESS

How to Apply

Applications must be made by submitting an **online** application through www.publicjobs.ie and attaching a single document with the following elements included:

- **A comprehensive CV**, including an organisation chart
- **The 'Key Achievements Form'**
- **A short cover letter/personal statement**

The Application Form template can be found on the right-hand side of the advertisement on publicjobs. If you have any issues finding this, please contact us at **seniorexec@publicjobs.ie**

Closing Date: 3pm, Thursday 17th December 2026

Applications not submitted in the required format or after the closing time / date will not be considered / accepted.

At publicjobs, we are transitioning to a new recruitment platform with the aim of enhancing our services and the candidate experience. The new service will give you greater visibility and control of your application.

When accessing our new recruitment platform for the first time, candidates must register as a New User to create a profile (register a new account). To do so, please access the vacancy you wish to apply for on our Jobs Board by clicking on the title of the position. You will be brought to the vacancy where you can click on "Register" in the top right-hand section of the vacancy page and follow the instructions provided.

Candidates who have already registered on the new platform will have an account and should select 'Login' or 'Apply' from the top right-hand section of the registration page or through the link at the bottom of the page.

Once you have registered and after your email address has been verified, you can then apply for the vacancy on our new system. To do this, for this campaign, you will be required to return to the vacancy page for – **CEO - Irish Auditing and Accounting Supervisory Authority** on the jobs board on www.publicjobs.ie and click on "Apply". This time, you should select the "Login" option in the top right-hand section of the Login Page and follow the instructions provided.

Please visit the Help Centre if you have questions or encounter technical difficulties navigating the site or making your application.

Interaction with candidates during the campaign process will primarily be conducted online. publicjobs will send most communication through your publicjobs candidate portal and email. Check your candidate portal on a regular basis as email notifications of updates /interviews etc issued to your candidate portal may sometimes be filtered into your Junk/Spam email

folders (or 'Promotions' in the case of gmail). You are also advised to check all these folders regularly.

The onus is on each applicant to ensure that they are in receipt of all communication from publicjobs. publicjobs accepts no responsibility for communication not accessed or received by an applicant. It is strongly recommended that you do not change your email address or mobile phone number in the course of this recruitment competition, as any email/text message notification will be sent to the email address/telephone number originally supplied by you.

Please note
If publicjobs is not notified of any issues or problems you experience on the day of the tests/interview, we will not be in a position to address these after the fact.

Selection Process:

The selection process may include:

- shortlisting of candidates, on the basis of the information contained in their application;
- a competitive preliminary interview;
- completion of an online questionnaire(s);
- Executive Assessment Centre;
- case study/work sample/role play/media exercise, and any other tests or exercises that may be deemed appropriate;
- a competitive interview, which may include a presentation.

Interviews will take place in person.

Please Note

We will acknowledge receipt of all applications. If you do not receive an acknowledgement within 3 days of applying, please email **seniorexec@publicjobs.ie** You can expect to receive emails from us at the relevant stages notifying you to check your secure publicjobs.ie message board for campaign updates. We endeavour to give as much notice as possible for interview dates etc. Candidates should make themselves available on the date(s) specified by publicjobs.

Shortlisting

The number of applications received for a position generally exceeds that required to fill the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, publicjobs may decide that a smaller number will be called to the next stage of the selection process. In this respect, publicjobs provide for the employment of a shortlisting process to select a group who, based on an examination of the application forms, appear to be the most suitable for the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience.

An expert board will examine the application forms against agreed shortlisting criteria based on the requirements of the position. The shortlisting criteria may include both the essential and desirable criteria specified for the position. It is therefore in your

own interest to provide a detailed and accurate account of your qualifications/experience in your application.

References

It would be useful if you would begin to consider names of people who would be suitable referees and whom we might consult (2 names and contact details should be provided). The referees do not have to include your current employer but should be in a position to provide a reference for you; at least one of these should be a person to whom you have had a direct reporting relationship. The referees should be able to provide relatively recent information on your performance and behaviour in a work context. You may wish to select referees who can provide such information from different perspectives or in different work contexts. Please be assured that we will only contact referees should you come under consideration after the preliminary interview stage.

Please note, should you be successful at the final interview, we will require a reference from your current employer prior to recommendation for appointment. Successful candidates may be required to complete a number of pre-employment checks such as Health and Character Declaration, Garda Vetting, and any other relevant checks required for the particular role.

If you feel you would benefit from a confidential discussion about any aspect of this significant opportunity, please contact Michelle Noone by email at michelle.noone@publicjobs.ie

Candidates with Disabilities

Attracting candidates from all sectors of society to ensure accessible routes to career opportunities is a key priority of publicjobs. We are committed to equality of opportunity for all candidates. If you have a **disability or need reasonable accommodations made during the selection process, (e.g. for interview, assessments or exercises), we strongly encourage you to share this with us** so that we can ensure you get the support you need.

Reasonable accommodation in our selection process refers to adjustments and practical changes which would enable a disabled candidate to have an equitable opportunity for this competition. **We can provide accommodations for any stage of the process, including online assessments, interviews or exercises**. Examples of adjustments we provide include the use of assistive technology, extra time, scribes and/or readers or a range of other accommodations.

Please be assured that having a disability or requiring adjustments will **not** impact on your progress in the selection process; you will not be at a disadvantage if you disclose your disability or requirements to us. Your disability and/or adjustments will be kept entirely **confidential**.
Should you be successful, the disclosure of a disability for this stage of the process **will not be passed onto the employing department** unless you request that we do so.

If you indicate on your application form that you require reasonable accommodations, you will have the following option:

A. If you have been provided with reasonable accommodations from publicjobs **in the last three years**, you should input the details of the most recent competition for

which you were assigned accommodations along with your Candidate ID

OR

B. You will need to **upload a psychologist/medical report** as part of your application, which details your disability/requirements.

We require a report to better understand your disability and requirements. The report, in addition to your request, helps us determine what accommodations may be suitable for you, in the selection process.

The reports will only be shared with our Assessment Services Unit. In the reports, it is useful for us to see the outcome of any diagnostic tests conducted by your psychologist/doctor, and their summary of recommendations in relation to your requirements. You may **redact (block out)** parts of medical reports/psychologist's reports that you feel are sensitive or unnecessary for the decision to make reasonable adjustments.

Please do not email your medical/psychologist's report to us – it should be uploaded directly to your online application.

Should you have any difficulty with uploading your report, please contact seniorexec@publicjobs.ie

publicjobs will ensure that your reasonable accommodations are implemented as necessary, for each stage of the recruitment process.

If you have any **queries** about the **reasonable accommodations process or the accommodations you have received**, please contact ASU@publicjobs.ie

If you wish to discuss any matter relating to the **accessibility** of our services or building, or if you require support from our **Disability Champion** Amanda Kavanagh, please contact edi@publicjobs.ie

For further information about Diversity and Inclusion please see the **Info Hub** on our website. Information on the accessibility of our service may be found on the **Accessibility page** on our website.

General information

publicjobs will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that publicjobs is satisfied that such a person fulfils the requirements.

publicjobs will make all such enquiries as are deemed necessary to determine the suitability of candidates for recommendation. Until all stages of the recruitment process have been fully completed, a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for appointment decline, or having accepted it, relinquish it, or should additional vacancies arise, publicjobs may at its discretion, select and recommend another person for appointment on the results of this selection process.

Specific candidate criteria

Candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned
- Be suitable on the grounds of character
- Be suitable in all other relevant respects for appointment to the post concerned;
- and if successful, they will not be appointed to the post unless they:

Agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed. Be fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview or other test when and where required by publicjobs, or who do not, when requested, furnish such evidence as publicjobs requires in regard to any matter relevant to their candidature, will have no further claim to consideration. Candidates are expected to provide all requested documentation to publicjobs, including all forms issued by publicjobs for completion, within five days of request. Failure to do so will result in the candidate being deemed to have withdrawn from the competition and their candidature will receive no further consideration.

Quality Customer Service

We aim to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge you to bring this to the attention of the unit or staff member concerned. This is important as it ensures that we are aware of the problem and can take the appropriate steps to resolve it.

Candidate Rights and Obligations

Confidentiality

Candidates can expect that all enquiries, applications and all aspects of the proceedings to the extent that they are managed by publicjobs are treated as strictly confidential subject to the provisions of the Freedom of Information Act 2014. However, candidates should note that all application material may be made available to the employing authority/organisation. Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

Review Process

The review procedures are set out in the Guidelines for appointments to positions not under the remit of the Public Service Management (Recruitment and Appointments) Act 2004, which are available to download as an additional document on the publicjobs vacancy advertisement page for this competition. The review form found in Appendix 1 of the Guidelines document must be used when requesting a review. Should you wish to request a copy of these Guidelines post advertisement, please email seniorexec@publicjobs.ie and request the same.

Requests for Feedback

Feedback in relation to the selection process is available on request. There are no specific timeframes set for the provision of feedback.

Please note that the Review Process as set out in the Guidelines for appointments to positions not under the remit of the Public Service Management (Recruitment and Appointments) Act 2004 is a separate process with specified timeframes that must be observed. Receipt of feedback is not required to invoke a review. It is not necessary for a candidate to compile a detailed case prior to invoking the review mechanism.

Candidates' Obligations

Candidates must not:

- knowingly or recklessly provide false information
- canvass any person with or without inducements
- personate a candidate at any stage of the process
- interfere with or compromise the process in any way

It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection process e.g. through social media or any other means, may result in you being disqualified from the competition.
A third party must not impersonate a candidate at any stage of the process.

Please note that all assessment and test materials are subject to copyright and all rights are reserved. No part of the test material (including passages of information, questions or answer options), associated materials or interview(s) may be reproduced or transmitted in any form or by any means including electronic, mechanical, photocopying, photographing, recording, written or otherwise, at any stage. To do so is an offence and may result in you being excluded from the selection process. Any person who contravenes this provision, or who assists another person(s) in contravening this provision, is liable to prosecution and/or civil suit for loss of copyright and intellectual property.

Use of Recording Equipment

publicjobs does not allow the unsanctioned use of any type of recording equipment. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.
Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and customers and the integrity of our assessment material and assessment processes.
Unsanctioned use of recording equipment by any person is a breach of this policy. Any candidate involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004.
In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

- Where he/she has not been appointed to a post, he/she will be disqualified as a candidate, and
- Where he/she has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) came into force on the 25th May 2018, replacing the existing data protection framework under the EU Data Protection Directive. When you register with publicjobs.ie or submit an application for a competition, we create a computer record in your name. Information submitted with a job application is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data.
If you are successful in the recruitment and selection competition, your application may be made available to the Human Resources section of the organisation to which you have been assigned.

To make a request to access your personal data please submit your request by email to: dpo@publicjobs.ie ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).

Information in relation to a candidate's personal data held by publicjobs is set out on the Data Protection page of www.publicjobs.ie.

Protected Disclosures

The publicjobs Protected Disclosures Policy (including Reporting Options for all those covered by the Policy) is available at
publicjobs_Protected_Disclosures_Policy_2025_Final.pdf

Canvassing

Candidates should note that canvassing will disqualify and will result in their exclusion from the process.

Other

Elements of the selection process may be undertaken by other parties. In such circumstances it will be necessary for your information to be shared between publicjobs and these parties in order for your application to be processed.

Appendix 1: Key Competency Model and Performance Indicators for positions at this level

Exemplifies Public Service Values

Effective performance is:

- Serving the Government and people of Ireland
- Acting at all times with integrity
- Treating others with respect
- Being responsible for own actions
- Operating with professionalism and probity
- Upholding the independence of an organisation and acting in the public interest

Strategic Thinking

Effective performance is:

- Creating a vision for an organisation and the regulation of the sectors within its remit and anticipating the requirements to deliver it
- Analysing complex issues quickly and anticipating knock-on consequences
- Taking a system-wide approach and seeing connections, risks and the potential for innovation in the wider environment
- Leading on the implementation of risk assessment practices and engaging in balanced risk taking
- Showing courage in making difficult decisions
- Anticipating legal, market and technological developments affecting corporate reporting, audit and sustainability assurance, and positioning an organisation to respond

Managing Relationships: Leads People

Effective performance is:

- Being a visible and energetic leader who fully engages others
- Building and supporting cross-functional teams
- Delegating responsibility and ensuring accountability in others
- Setting challenging goals and implementing effective performance management
- Coaching and supporting others to optimise their contribution and development

Managing relationships: Collaborates & Communicates with Conviction

Effective performance is:

- Playing a full and active part in shaping and leading an organisation
- Communicating professionally and credibly, managing the expectations of others

- Skilfully negotiating and influencing with conviction
- Anticipating political sensitivities and complexities and responding in an informed and constructive manner
- Building and maintaining effective working relationships with key stakeholders
- Facilitating collaboration, partnerships and networks internally and externally to achieve common goals
- Working effectively with a Chairperson and non-executive Board, providing timely and candid information on risk and emerging issues
- Representing an organisation credibly in European and international regulatory forums

Delivery focus: High Performance & Delivering Results

Effective performance is:

- Assuming accountability for own actions and decisions
- Ensuring the full range of management disciplines are used to deliver quality services at pace and within budget
- Challenging processes to improve organisational capacity, responsiveness and public interest focus
- Ensuring successful implementation through a range of delivery methods, including use of external parties
- Focusing effort on priority tasks to maximise results
- Ensuring a strong feedback loop between policy development and operations
- Demonstrating accountability for the effective, efficient, and proper use of resources, including fulfilling statutory accountability obligations.

Delivery focus: Drive & Resilience

Effective performance is:

- Showing initiative and sustaining high levels of personal drive and energy
- Leading and managing multiple complex priorities effectively
- Speaking own mind with confidence and conviction
- Keeping perspective and using personal support strategies to maintain focus and recover from setbacks
- Staying positive and professional in the face of difficult situations
- Sustaining regulatory decisions under challenge from well-resourced parties and public scrutiny

Specialist Expertise & Self-Development

Effective performance is:

- Maintaining a sound knowledge of developments in relevant sectors, political and international issues, and their wider implications for the citizen and the State
- Continuously updating and demonstrating expertise in relevant areas

- Being self-aware and seeking opportunities to act on areas for own development
- Seeking feedback and reviewing own practices and behaviours
- Being regarded as an expert in own area(s) of specialism

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