

ORANGE RECRUITMENT



Candidate Information Booklet

Divisional Manager

Technology, Services & Consumer

038.EI.26E

Enterprise Ireland

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The Role

Job Title: Divisional Manager, Technology, Services & Consumer

Tenure: Permanent

Location: East Point Business Park, The Plaza, Dublin 3

Organisation Website: www.enterprise-ireland.com

Application Link: <https://orangerecruitment.ie/current-opportunities-enterprise-ireland>

Applicants must have employment eligibility to work in Ireland and to be available to work in the Enterprise Ireland location specified for the role.

Background

Enterprise Ireland is the Irish government's trade and innovation agency, helping innovative Irish businesses go global. We support ambitious, internationally focused Irish companies to grow, create jobs and achieve greater scale and global reach. Our clients, employing 230,000+ people across all regions of Ireland, make a crucial contribution to the Irish economy.

Delivering for Ireland, Leading Globally (2025-2029) is our strategy that outlines our aims and ambitions for the Irish enterprise base and its purpose to 'Accelerate Sustainable Irish Business'. The ambition of the strategy is to support Irish exporting companies to make an even greater contribution to the Irish economy through international growth and nationwide employment, with the long-term ambition that exporting Irish companies become the primary driver of the Irish economy. The strategy sets out four strategic objectives for the Irish enterprise base; Start, Compete, Scale and Connect.

Enterprise Ireland supports businesses throughout Ireland with a comprehensive, tailored and client-focused approach. Its programmes include extensive start-up, scaling, innovation and management development programmes and supports, direct investment, funding seed and venture capital schemes and services, all of which is supported by a highly experienced employee complement of c.850 across a network of offices in Ireland and 42 overseas locations to help Irish enterprise succeed globally.

Role Purpose

Enterprise Ireland is seeking applicants for the role of Divisional Manager for Technology, Services & Consumer. This role presents a hugely exciting opportunity

for an experienced and collaborative professional to drive the development of Ireland's Technology, Services & Consumer sector, working with client companies at all stages of development including early-stage businesses at pre-seed stage, High Potential Start Ups (HPSUs), SMEs and large international businesses. This role is focussed on advancing the scaling, leadership development and internationalisation of these clients. The person appointed will ensure the delivery of client service excellence from the divisional team in line with Enterprise Ireland's strategy.

The Divisional Manager will be a key member of the Senior Leadership Team and will have direct responsibility for the Technology, Services & Consumer Division, comprising the four key departments of:

- Enterprise Solutions
- Digital Technologies
- Fintech & Financial Services
- Consumer & International Education

Key Deliverables

- Provide direction and build commitment across all functions of the Technology, Services & Consumer Division, ensuring key strategic and operational goals set out in Enterprise Ireland's Strategy 2025 - 2029 are achieved, including new technology start-ups, increased exports and particularly the achievement of targets for high value job creation.
- Work as a member of the Enterprise Ireland Senior Leadership Team and play a full role in developing and driving corporate strategy including strategic recommendations relating to the development of Ireland's technology, services and consumer sectors.
- Ensure the delivery of specific targets associated with the client portfolios relating to:
 - Creation of high-quality jobs at scale
 - Promoting technology, services and consumer sectors across the client portfolio
 - Increasing the number of companies achieving scale in their global markets
 - Driving competitiveness and sustainability and market diversification, to build resilience to external market shocks
 - Supporting the creation of new, innovative start-ups through partnering in the start-up ecosystem, the provision of advisory support and through direct equity investment

- Lead the development and implementation of detailed sub-sectoral strategies and policies to transform the competitive capabilities of companies in these sectors and optimise their export success in key international growth markets.
- Provide inspiring people leadership to all colleagues across the teams within the Division including the development of their skills, capabilities, experience and expertise and the evolution of a continuous improvement culture to effectively deliver on Enterprise Ireland's services to clients, industry and stakeholders.
- Develop and nurture existing and new relationships and engage and collaborate effectively with key internal and external stakeholders (including Industry, Government Departments, State bodies and the private sector).
- Provide thought-leadership, share insights, experience and knowledge gained on sectoral issues and challenges and proactively contribute to national policy discussions and strategies to benefit these sectors, representing Enterprise Ireland both nationally and internationally.
- Play a key role in the development of significant organisation transformation programmes and initiatives that will contribute to the performance of the organisation, providing guidance in progressing strategic change.
- As a member of the senior leadership team, ensure that Enterprise Ireland maintains the highest levels of corporate governance and accountability.
- Ensure effective and responsible budget management of financial resources within the Division leading to the achievement of demanding targets and objectives that contribute to corporate goals.

As a senior leader, the post holder will be expected to undertake work during evenings/weekends, along with international travel, to support Enterprise Ireland's global mandate.

Functional Competencies (Key Skills and Knowledge)

- Excellent people management and leadership skills with the experience and capability to direct, inspire, energise and develop high-performance, inclusive, client focused teams are essential.
- A significant track record of achieving corporate goals and business targets, objectives and results is essential.
- In-depth knowledge of the Irish technology and services sectors and of the key influencing factors and challenges facing the accelerated development and sustainable growth of internationally focused Irish companies across different sub-sectors and stages of development is essential.

- Strong commercial acumen and judgement, with a track-record of driving significant financial negotiations and decisions is essential.
- Excellent strategic skills and a strong capability to lead the development and execution of strategic plans to maximise the future growth of the sectors is essential.
- Excellent communications, relationship-building and networking experience, including experience of influencing at a senior level across the public and private sector with proven experience of engaging with stakeholders is essential.
- Demonstrated ability to absorb, understand, interact and communicate on a broad range of multi sectoral technology and business topics.
- Ability to act as a thought leader and as a public spokesperson for Enterprise Ireland.
- A relevant third level qualification or equivalent experience in the relevant sectors.

Enterprise Ireland Behavioural Competencies

Results Focused

The ability to be outcome and results focused with regard to business priorities and organisational goals, monitoring progress and adjusting approach ensuring delivery against the appropriate timescales.

Innovation and Risk-Taking

Actively encourages new ideas, experimentation and measured risk-taking, while always being on the lookout for opportunities to continuously improve business processes and efficiencies within Enterprise Ireland and client organisations.

Problem Solving and Decision-Making

The ability to be decisive and take tough decisions about clients, people and costs to deliver sustainable results, using the analysis of information and situations to make logical and sound decisions.

Client Focused

The ability to provide an excellent client service focusing on client needs and building and maintaining effective personal and business relationships to advance clients' objectives and EI strategy.

Communicating with Impact to Influence Others

Communicates in a manner that will persuade, convince and influence their own staff and others, both internally and externally, in order to motivate, inspire or encourage them to follow a particular course of action.

Teamworking

Co-operates with colleagues, shares information and respects the opinions and values of staff members. Understands the skills, experience and knowledge of staff members and maximises how these can be utilised to the benefit of the department, the organisation and the client.

Embracing and Leading Change

Understands the business agenda of Enterprise Ireland and embraces changes for area of responsibility and for external and internal clients.

Acting / Leading with Integrity

Communicates the EI purpose, values and approach, acting genuinely and with integrity, in a manner that builds trust and engages and motivates others.

Networking

Establishes and maintains mutually beneficial relationships with colleagues and other networks for the purpose of sharing information.

Developing Yourself and Others

Creates an environment that enables you and others to excel in terms of job performance.

Enterprise Ireland Values



Salary Scale

For the role of Divisional Manager, Technology Services & Consumer, the salary is:

Contributory: €169,819 - €194,262 per annum contributory superannuation*

Non-Contributory: €161,330 - €184,551 per annum non-contributory superannuation*

The appointment is offered on a permanent contract of employment basis.

*Candidates should note that entry will be at the minimum of the relevant scale and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Subject to satisfactory performance, increments may be payable in line with current Government policy.

Pension

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Public Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”).

Full details of the Scheme are at www.singlepensionscheme.gov.ie

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.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI

Pension Abatement

If the appointee has previously been employed in the Civil and Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Services pension comes into payment during his/her re-employment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme or Other Provisions) Act 2012. **Please note: In applying for this position, you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.**

Probation

Employment will be subject to a probationary period of six months. This period may be extended by a period at the discretion of your manager. Performance of duties will be monitored and appraised during this period.

Location

The post is located at the Enterprise Ireland office at Eastpoint Business Park, The Plaza, Dublin 3

Hours of attendance

Hours of attendance will be fixed from time to time but will amount to not less than 35 hours per week (over a five-day week). Some work outside of standard hours, including weekends and evenings. Enterprise Ireland currently operate a hybrid working policy.

Annual leave

The annual leave allowance is 30 days. This allowance is based on a five-day week and is exclusive of the usual public holidays.

Outside Employment

The position will be whole time and the appointee may not engage in private practice or be connected with any outside business, which conflicts in any way with his/her official duties, impairs performance or compromises his/her integrity.

Enterprise Ireland is an equal opportunities employer - [Recruitment Data Protection Statement | Enterprise Ireland \(enterprise-ireland.com\)](#)

Application and Selection Process

To apply for the position, please send a detailed CV and the mandatory supporting document quoting reference number 038.EI.26E via <https://orangerecruitment.ie/current-opportunities-enterprise-ireland> or email: reception@orangerecruitment.ie

Closing date for applications: 3pm, Wednesday 15th April 2026

Applications will not be accepted after the closing date/time.

An acknowledgement email will be issued for all applications received. If you do not receive acknowledgement of your application within three working days of submission, please contact the Recruitment Team by email to ensure your application has been received.

Interviews

Interviews are expected to take place in May 2026. Candidates will be notified of interview details at the earliest convenience. Candidates should ensure that the contact details specified on their application form are correct.

Reasonable accommodations

Enterprise Ireland places a strong emphasis on diversity, inclusion and equality at all levels of the organisation. Any candidate who requires reasonable accommodations at any stage of the selection competition should indicate their requirements. Any

queries in relation to any disability or other issue which may be addressed through making such reasonable accommodations, can be addressed to accessibility@enterprise-ireland.com

Selection process

The Selection Process will include the following:

- Shortlisting of candidates based on the information contained in their application;
- Competency based interviews;
- Psychometric assessment;
- An executive task.

The selection criteria will be based on the requirements of the position. It is therefore important that you provide a detailed and accurate account of where you believe your skills and experience meet the essential requirements for the position. This should be contained in the short mandatory supporting document accompanying your CV.

Shortlisting

Enterprise Ireland reserves the right to shortlist applications. The information you supply in your application will play a central part in the shortlisting process. You may be contacted in relation to same for purposes of clarification and/or further detail.

Other important information

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

Pre-Employment Checks

Please note that any offer of employment made to a successful candidate will be subject to satisfactory verification of references, academic and professional qualifications as well as proof of eligibility to work in Ireland. The candidate will also be required to complete an online pre-employment medical.

Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process. Applicants should however note that all application material will be made available to those with direct responsibility for the recruitment process within Enterprise Ireland.

Please note information provided by you as part of your application may be used as part of our diversity, equality and inclusion metrics in relation to this campaign.

Legal Compliance

Orange Recruitment (Ireland) Ltd. and Enterprise Ireland are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2015, the Employment (Miscellaneous Provisions) Act 2018, the Data Protection Acts 1988 - 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.

GDPR Compliance

Collects, processes and stores personal data, as provided by applicants when applying for the role available. The data provided by applicants is collected, recorded, stored, retained and destroyed in compliance with the Data Protection Acts 1988 - 2018.

Benefits of Employment at Enterprise Ireland

Benefits



- Public sector pay scales
- Generous Annual Leave entitlement
- Maternity Leave
- Employee Assistance Programme
- Flexible Working arrangements
- Hybrid Working Model
- Cycle to Work & Annual Travel Pass Schemes

People & Culture



- Strong focus on diversity, equality and inclusion (ED&I)
- Wellness initiatives
- Employee led networks e.g. CSR, Green Team, and Innovation Network
- Motivating purpose contributing to the success of Irish enterprises on a global stage

Career



- Global exposure – be part of an international organisation with offices worldwide
- Comprehensive structured onboarding
- In-house and leadership training – continuous professional development opportunities
- Employer-sponsored academic education – support for further studies with paid study leave
- Career progression opportunities