

<b>Title</b>	Regional Manager, Southern Region
<b>Grade</b>	Level E
<b>Department</b>	Southern Region
<b>Division</b>	Entrepreneurship Regions & Local Enterprise
<b>Reporting to</b>	Regional Director, Southern Region
<b>Location</b>	<b>Waterford</b>
<b>Job reference</b>	<b>041.EI.26E</b>
<b>Salary</b>	<b>€ 82,290</b>
<b>Closing Date</b>	<b>Monday 4th May 2026</b>

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

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### **Background**

Enterprise Ireland's remit is to accelerate the development of world class Irish companies to achieve leading positions in global markets. Our clients, employing over 220,000 people across Ireland, make a significant contribution to the Irish economy nationally and regionally.

Enterprise Ireland's (EI) forthcoming strategy, for the period 2025-2029, will focus on supporting Irish business to accelerate sustainably and increasingly contribute to economic growth. The environment in which Irish businesses operate is constantly changing and business needs to be innovative and ambitious to succeed. Our 5-year strategy sets out how we will support Irish business to START, COMPETE, SCALE and CONNECT to deliver jobs across Ireland and impact globally. We will work with our fastest growing to:

- Develop leadership teams with ambition;
- Strengthen management and financial capability;
- Provide pathways to new sources of funding;
- Assist enterprises to connect with and realise opportunities overseas

EI's Entrepreneurship and Regions Division, plays a key role in the delivery of Enterprise Ireland's objectives across the country working with companies and key stakeholders, to accelerate development agendas which maximise regional impact. The Regional Manager will report to Regional Director, Southern Region and will primarily support activity in the Southeast but also the initiatives across the Southern Region as required.

### **Role purpose**

The Regional Manager will be a catalyst for the future growth and sustainability of Irish enterprises in the region, from start-ups to scaling businesses. By empowering regional ecosystems and enabling growth engagement with both new and existing EI client companies, they will ensure a thriving business environment.

Additionally, the Regional Manager will play a crucial role in fostering the ecosystem for company growth and accelerating job growth in the region. This will be achieved through strategic collaboration with partners/stakeholders in the region and EI sector teams to support regionally significant clients, making a lasting positive impact on the local economy.

### **Key deliverables**

- Deep understanding of the regional strengths and gaps with respect to the EI strategy and work on strategic improvements with the regional director that will impact enterprise development
- Proactively influence key stakeholder relationships in the region providing and leading a strong strategic representation agenda for the agency (e.g. Local Authorities, LEO, Elected Representatives, Regional Enterprise Plans, etc.)
- Develop and manage the relationship with regional infrastructure Hubs/centres, previously supported by EI, to ensure client interaction is a priority and to deliver their agreed KPI's
- Proactively engage with the regional funds team to secure relevant new regional infrastructure for the region and to ensure suitable programmes are delivered to the benefit of EI client base
- Collaborate with the entrepreneurship team to work on key strategic initiatives to grow the number of start-ups in all regions, including under-represented regions
- Proactively position programmes, clusters, and start-up accelerators, driven by Regional Hubs/Centres, to the enterprise base in the Region
- Identify the regionally significant clients together with Sector Teams across all Divisions and ensure their growth agendas are a focus with local stakeholders to allow clients to compete and scale their businesses
- Lead regional business networking events, information sharing platforms incl. practical initiatives
- Support regionals meet the buyer events/supply chain solutions with colleagues, ensuring good connectivity to FDI and large EI clients in the Region
- Ensure time is spent on the LEO engagement with respect to client identification to transition to EI through the LEO evaluation panels
- Co-ordinate the county briefs and regional briefing materials / profiles and to ensure PQ's are addressed
- Work with the Regional Director to actively promote the Region as a location for growth and sustainability, leveraging regional specific marketing material and ensure media representation to showcase the region. Work with EI Press team to highlight the region across all media platforms
- Ensure the brand of EI is always held in high regard in the Regions when representing the organisation
- Manage and ensure the smooth running of Enterprise Ireland's Regional Operations, where appropriate, including regional offices, regional team, local budget requirements

\* Regional managers will be primarily aligned to the Southeast within and will support initiatives across the Southern region as required.

### **Functional competencies (key skills & knowledge)**

- Strong understanding of the factors that impact regional development and growth of indigenous business is essential
- Significant experience of working in a client development and/or regional development role is essential
- Strong commercial and strategic skills with experienced ability to identify gaps/opportunities that inhibit growth of companies is essential
- Excellent communication skills, including experience in acting as a spokesperson for an Organisation
- Experience of engaging and influencing with key internal and external stakeholders at senior level both in private and in public fora is essential
- Proven ability to manage a team is essential

- Knowledge and understanding of Enterprise Ireland's supports to industry and the ability to direct indigenous clients to appropriate programmes and financial supports
- Experience of project management, including the ability to oversee/manage significant events
- A third level qualification in a Business-related area is desirable
- Willingness and flexibility to engage with key stakeholders, clients and networks and attend relevant events requiring engagement outside of Enterprise Ireland's business hours

## **Enterprise Ireland Behavioural Competencies**

### **Results Focused**

The ability to remain 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 look-out 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 Enterprise Ireland 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 & 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**

Lives the Enterprise Ireland purpose and values, acting genuinely and with integrity, in a manner that builds trust and engages and motivates others, placing the genuine needs of the client, the organisation, and staff ahead of personal agendas

### **Networking**

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

### **Developing Yourself & Others**

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

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### **Salary scale**

**€ 82,290 to €101,065 per annum contributory superannuation**

Rising to €104,169 by long service increments

**€79,483 to €96,009 per annum non-contributory superannuation**

Rising to €98,963 by long service increments

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.

**\*\*Point of entry on this salary scale may differ from the minimum point of the scale if the successful candidate is a current public or civil servant. \*\***

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### **Application and selection process**

The selection process may include short-listing of candidates. The selection criteria will be based on the essential 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. This must be presented in the mandatory application form (maximum 2 pages – template attached) accompanying your CV.

A complete application includes:

1. A completed mandatory application form
2. A copy of your CV

Failure to submit the mandatory application form and CV may result in your application not being considered.

To apply for the position, send a detailed CV and mandatory application form quoting the relevant job number **041.EI.26E** to [talentacquisition@enterprise-ireland.com](mailto:talentacquisition@enterprise-ireland.com) to be received **on or before Monday 4th May 2026**.

***N.B. All correspondence will be acknowledged in writing by the Talent Acquisition Department within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact [talentacquisition@enterprise-ireland.com](mailto:talentacquisition@enterprise-ireland.com).***

**ISSUED BY THE HR DEPARTMENT ON MONDAY 13<sup>th</sup> APRIL 2026.**

**Enterprise Ireland is an equal opportunities employer**

**[Recruitment Data Protection Statement | Enterprise Ireland \(\[enterprise-ireland.com\]\(http://enterprise-ireland.com\)\)](#)**