

Title: Financial Accountant – FP&R Business Partner (Budgeting, Forecasting & Reporting)

Grade: Level E

Department: Financial Performance & Reporting Department

Reporting to: Department Manager, Financial Performance & Reporting

Location: East Point, Dublin

Job Reference: **044.EI.26E**

Salary: **€82,290**

Closing Date: **Wednesday, 13th May 2026**

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

The successful candidate will be a key member of the Finance team, assisting the Financial Performance & Reporting (FP&R) Department Manager and Finance colleagues in the areas of budgeting, financial analysis and reporting. The postholder will work closely with budget managers throughout the budgeting process, providing expertise on financial planning and budgeting.

The candidate will develop capital and operational expenditure budgets, monitor performance against budget, and provide accurate and timely performance information to the Senior Leadership Team and will liaise with colleagues in Government Departments to report and provide insights on budget performance and budget planning.

The postholder will assist in the preparation of the Statutory Accounts and the year end audit by the Office of the Comptroller and Auditor General. The candidate will review and analyse data and provide accurate and timely financial information to support monthly reporting to the Board and the Senior Leadership Team.

The FP&R Business Partner will play a central strategic role in Enterprise Ireland's financial planning cycle. The role provides analytical insight, budgetary challenge, forecasting leadership, and high-quality data and decision support to managers across the organisation. Operating as a key liaison between FP&R and business areas, the postholder strengthens financial stewardship, ensures that budgets and forecasts are evidence based, and helps maintain robust financial assurance across OPEX, CAPEX and programme expenditure.

While reporting directly to the Department Manager, the role will support and collaborate flexibly across the full FP&R team.

Key Deliverables

- Lead business partnering activities across departments, providing challenge, insight and guidance on budgets, forecasts and financial performance.
- Partner with internal budget holders to support accurate budgeting, forecasting and financial planning, providing clear analytical insights and financial challenge when required.
- Co-ordinate and lead on developing the annual and multi-year budgets for the agency, liaising with relevant internal and external stakeholders to prepare balanced budgets for approval by the Senior Leadership Team and the Board.
- Support the production of monthly, quarterly and annual performance reports, providing data, commentary and insight to senior management.
- Coordinate the annual budget cycle, mid-year reviews and multi-annual planning.
- Liaise with Government stakeholders, including Department of Enterprise Tourism & Employment (DETE), to provide insights on financial performance of the agency.
- Oversee real-time financial assurance, ensuring that expenditure and forecasts are supported by verifiable documentation.
- Provide high-quality financial analysis, commentary and decision-support to senior management.
- Lead the real time assurance process for OPEX, CAPEX and grant/investment expenditure, ensuring that financial outturns and forecasts are supported by verifiable documentation.
- Monitor and report on budgets at department, divisional and agency level and provide accurate, relevant and timely analysis to the Financial Performance & Reporting Department Manager and the Senior Leadership Team in support of strategic decision making
- Identify and escalate emerging risks in financial performance, documentation gaps, or compliance issues.
- Lead coordination across the FP&R team during peak cycles (budgeting, year-end, Estimates, audits and drawdowns).
- Development of financial reporting models, templates, dashboards and forecast processes.
- Reconciliation of financial data between the financial management system and other systems.
- Maintain strong working relationships with internal and external stakeholders, coordinating the flow of information required for budgets, forecasts, grant claims, and financial reporting.
- Build strong internal relationships, ensuring timely provision of financial information and clarifications.
- Support DETE and other required external engagement through reporting, analysis and briefing materials.
- Identify financial risks and escalate emerging issues promptly.
- Provide leadership, coaching and guidance to colleagues.
- Contribute to continuous process improvement, systems adoption and enhanced governance.
- Identify process and system opportunities to further develop Oracle Fusion EPM functionality and the adoption of same.
- Support the wider Finance team and take on other tasks as may be assigned from time to time.

Functional Competencies (Key Skills and Knowledge)

- Professional accountancy qualification, with strong financial planning and analysis post qualification experience, is essential.
- Demonstrated experience in the preparation, analysis, and reporting of budgets is essential.
- Demonstrable experience of analysing financial performance and producing insights into business decisions is essential.
- Experience in the preparation of financial statements and related audit files is essential.

- Demonstrated evidence of robust IT literacy (i.e. MS Office skills with extensive working knowledge of Excel) is essential, coupled with experience of using a large financial accounting system, such as Oracle Financials.
- Deadline orientated, high energy and an ability to meet tight and/or competing deadlines.
- Ability to work on your own initiative or as part of a team.
- Experience working in or knowledge of the financial operations of a non-commercial semi-state organisation is desirable.
- Excellent written and oral communications skills and experience communicating effectively with key stakeholders.
- Evidence of strategic decision support experience.

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 project' 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.

Salary Scale

€82,290 - €101,065 per annum contributory superannuation

Rising to **€104,169** and **€107,282** by long service increments

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

Rising to **€98,963** and **€101,918** 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. **

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 FULLY 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 **044.EI.26E** to talentacquisition@enterprise-ireland.com to be received **on or before Wednesday, 13th 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.

ISSUED BY THE HR DEPARTMENT ON WEDNESDAY, 22nd APRIL 2026.

Enterprise Ireland is an equal opportunities employer

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