Title:	**Overseas Manager India**
Grade:	Local Hire Overseas Manager
Business Unit:	People and Global Markets
Reporting to:	Regional Director – India, Middle East & Africa (IMEA)
Location:	Mumbai, India
Contract Duration:	This post is being offered on the basis of a 3-year local assignment with the option to extend to 5 years based on successful delivery of a range of milestones throughout the course of the assignment.
Job Reference:	**102.EI.26E**
Salary:	INR 6,857,983
Closing Date:	**Friday 13th November 2026**

Applicants must have the legal right to live and work in India.

Role Purpose:

India is one of the fastest growing major economies in the world, fueled by its demographic strength, innovation and entrepreneurship. With a population of more than 1.4 Billion people, India is harnessing its young workforce, digital transformation and industrial base to become a global hub for technology, services and manufacturing. In 2025, Enterprise Ireland clients' exports grew strongly across all sectors, supported by the Enterprise Ireland team in Mumbai. Enterprise Ireland's 5 year plan and the focus on international markets is available here **enterprise-ireland-strategy-2025-2029-english-en-152674.pdf**

The Overseas Manager is responsible for leading and delivering on our strategy for the Indian (including Sri Lanka and Bangladesh) market building on the progress already achieved. This will involve ongoing development and execution of sectoral / regional plans to achieve ambitious targets and metrics across all relevant sectors.

This role involves managing a small and diverse team of three highly motivated individuals to optimize client impact, fostering innovation and new ideas and ensuring adherence to Enterprise Ireland's organizational policies. This involves leading and providing support to the team in India to deliver strategic advice to our clients and meaningful introductions to buyers and key stakeholders to accelerate market development. Client Service Excellence is at the heart of everything we do, a deeply embedded culture of going the extra mile for our client companies, supported by world class technology platforms, like Salesforce. The global mantra of the Global Markets Division (40 offices across the world) is right client, right market and right time.

The role includes representing Enterprise Ireland as a trusted custodian of our reputation in the market, media relations, public speaking, working with external stakeholders in India and with Team Ireland colleagues (The Irish Embassy in Delhi and the Consul General in Mumbai (where Enterprise Ireland is based), IDA, Bord Bia and Tourism Ireland).

This is a key position within Enterprise Ireland's GMD Division with the appointed individual playing an important role within the IMEA management team. In addition to responsibilities for all activities in the market, the successful candidate will contribute to the further development and implementation of our regional strategies and to increase collaboration across the IMEA team, colleagues in APAC and the Global Markets Division.

Key Deliverables:

Develop and lead a high performance Team.

- Lead the Indian team in the achievement of all strategic and operational targets which will support new entry and scale to deliver sustainable export growth for Enterprise Ireland clients in India
- Lead, manage and coach the team. Maintain high staff engagement and output levels across the team, including active implementation of performance development and reviews.

- Mentor and coach new staff and arrange for provision of relevant training and learning where required. Manage the day-to-day operations of the office(s) including budget management, payroll and the achievement of the office targets.

Implement a range of services and solutions to support Irish company sales activities in the region, leading to job growth in Ireland.

- Lead on the design and implementation of relevant in-market sectoral initiatives prioritising key clients to grow market share. Ensure these initiatives are aligned with the priorities of the sector teams in Ireland.
- Design and implement relevant processes to ensure prioritisation, engagement and impact with clients at various stages of market entry and established exporters to achieve greater scale in the region.
- Work closely with relevant overseas and Irish based colleagues to identify high engagement and developmental clients and determine the appropriate business model to properly prepare them for market entry.
- Work closely with colleagues and the team in Education in Ireland, which has responsibility for international student recruitment and higher education institutions ambitions around partnerships with Indian Universities in research and innovation.
- Implement a range of services and solutions aligned to our new operational model to support Irish company sales activities in the target markets, leading to jobs growth in Ireland.
- Directly advise clients on key areas relevant to doing business in India – channels to market, competition, local partners, establishing a presence, recruitment, regulation and compliance
- Communicate with relevant exporters the trends and opportunities in the market, internally and in the public domain to ensure our client base is informed regarding opportunities and the critical success factors for growing exports in India.
- Help to shape the capability of clients to credibly address sales opportunities with the support of Enterprise Ireland including the identification of prospects for financial support under the Strategic Marketing Review, Market Research and Validation grants Funding and grants | Business Support | Enterprise Ireland

Gain a thorough understanding of the markets and build a network of contacts and supports in relevant sectors or service providers.

- Build a strong collaborative relationship with the Department of Enterprise Tourism and Employment (DETE), Department of Foreign Affairs and Trade Policy (DFAT) and key stakeholders such as IDA Ireland, Bord Bia and Tourism Ireland so that they remain aware of the collaborative opportunities with, and the priorities and objectives of Enterprise Ireland.
- Establish and grow effective networks and relationships with relevant trade and economic bodies in India.
- Establish and nurture an extensive network of contacts at senior level in relevant buying organisations, ensuring awareness of the range of capabilities that can be sourced in Ireland.
- Develop/build on expertise in key sectors of the market where Enterprise Ireland clients have substantial capability and proactively share this information with relevant clients in each sector team.

Deliver on all assigned corporate responsibilities.

- Deliver on all organisational metrics set for the team as agreed with the Regional Director IMEA.
- Contribute to the Enterprise Ireland IMEA Regional Management Team. Propose & implement new initiatives / project ideas / market opportunities to increase export growth and job increases in Ireland.
- Take a lead role in supporting the execution of Enterprise Ireland's 5 year corporate strategy, emphasising the continued importance of the target market in delivering growth and scale for Enterprise Ireland clients.

- Take a lead role in working collaboratively with relevant colleagues in HQ in the delivery of an integrated effective client engagement model.
- Proactively engage with the Market and Communications team at HQ to deliver initiatives to raise the profile of Ireland, Enterprise Ireland and our clients across the market.
- Lead by example in inputting relevant market / client information to management information systems across the organisation, particularly the regular and accurate updates on SalesForce and monthly reports.
- Achieve budget management targets set out by the Regional Director IMEA.
- Represent Enterprise Ireland in media, the Irish associations and amongst the substantial base of Irish educated Business Alumni and project a positive image of Ireland as an international supply source.

Functional Competencies:

- Demonstrated experience to leading and managing a team to deliver on targets with proven team-working skills and a track record in achieving results is essential.
- Ability to manage the regional responsibility and manage senior regional stakeholders is essential.
- Proven skills and experience in creating strategic networks is essential such as:
    - key relationships with business leaders throughout the region
    - key relationships across the trade bodies and other international agencies in the region
    - work on a closely integrated approach with relevant sector divisions in Ireland
- Proven Business development experience is essential, to include:
    - At least 10-15 years commercial or relevant experience is essential
    - Strong commercial and marketing acumen, with a sound understanding of business models, sales processes, and market development strategies.
    - Understanding of company stages of company growth and its corresponding needs
    - Demonstrated experience in developing and implementing successful marketing, sales, and business development strategies that drive business growth and international expansion.
    - Good knowledge/understanding of the major issues impacting business competitiveness and how this might effect Irish companies in the region and looking to enter.
- A third level qualification in Business or a related discipline is desirable.
- Ability to deal with multiple sectors and knowledge/understanding of some or all of the key sectors of responsibility in the region.
- Proven Project Management skills including the ability to oversee/manage significant events including inward and outward missions involving Government Ministers.
- Ability to manage multiple ongoing priorities including projects / events / client work / team and build appropriate contingency plans.
- High level of flexibility to travel across the priority markets to support the delivery of Enterprise Ireland and client objectives.
- Excellent communication & presentation skills.

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 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 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.

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.

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.

Salary Scale:
INR 6,857,983 - INR 7,889,009

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.

Application and Selection Process:

This recruitment competition is being managed by our recruitment partner Spearhead Intersearch.

How to apply:

The selection process may include shortlisting of candidates. The selection criteria will be based on the functional competency requirements listed as essential for the position. It is therefore important that you clearly demonstrate how your skills, knowledge and experience meet each essential competency, providing specific, relevant examples and evidence where appropriate to support your application using the mandatory application form.

To apply for the position, send a detailed CV and supporting document quoting **102.EI.26E** reference to lotika.spearhead@intersearch.in be received no later than **Friday 13th November 2026.**

All correspondence will be acknowledged in writing by CPL within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact lotika.spearhead@intersearch.in

ISSUED BY THE HR DEPARTMENT ON MONDAY 19th October 2026

Enterprise Ireland is an equal opportunities employer.

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