

Job Title	Regional Development Executive
Department	Southern Region
Business Unit	Entrepreneurship, Regions & Local Enterprise
Reporting To	Regional Manager, Southwest
Grade / Level	Level D
Location	Cork
Ref	EI.059.25E
Closing Date	7th November 2025

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

Enterprise Ireland's (EI) 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 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, Regions and Local Enterprise 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.

Role Purpose

The Regional Development Executive (RDE) Southwest, will work as part of the wider Southern Regional team and will report directly to the Regional Manager, covering counties Cork and Kerry or locations as agreed with the Regional Manager.

The RDE will support the Regional Manager in managing stakeholder relationships in relevant organisations and companies as well as across different EI Depts., to support the client and entrepreneurship agenda in the region including connecting with the regional infrastructure projects.

Key Deliverables

- Identify the regionally significant clients in EI & LEOs to assist the EI sector teams to prioritise regional companies.
- Work with key stakeholders (Local Authorities, Chambers, IDA, Uisce Eireann, LDA and HEIs etc.) across the region that will provide appropriate solutions if needed by growth focused regional companies.
- Support the Regional Manager in the operation of regional "CEO Leadership Fora" as Communities of Best Practice, information sharing platforms including practical initiatives e.g. peer-to-peer, mentorship events.
- Support existing Regional Infrastructure projects (REDF, BEDF & Clusters) by providing advice, expertise, and input for programmes to support the EI & LEO client base including monitoring and reporting of outputs and impacts against agreed annual KPIs and metrics.

- Work collaboratively with the Smart Regions Enterprise Innovation Scheme team to progress strategic projects for ERDF funding approval.
- Collaborate with the entrepreneurship team to work on key strategic initiatives to grow the number of start-ups in under-represented regions.
- Assist in the implementation of relevant activities and actions arising from the Regional Enterprise Plan in association with the Regional Manager, which will stimulate and support the growth, innovation and competitiveness of EI clients and their business environment within the region.
- Represent Enterprise Ireland, as directed by the Regional Manager, on Local Enterprise Offices (LEO) Evaluation and Approvals Committees and liaise with relevant LEOs on clients suitable for transfer to ensure a seamless transition of clients to the services offered by both Enterprise Ireland and the LEOs.
- Collaborate with the relevant LEOs in the development and implementation of local Enterprise Development Plans and of the enterprise ecosystem, with the support of the Regional Manager.
- Maintain relevant regional information for collation to regional and county briefs and press related media information.
- Identify and develop strategic enterprise projects in the Southern region which will strengthen & maximise the future growth of the region.
- Supporting the Regional Director and Regional Manager on key strategic initiatives, as and when required.

Functional Competencies (Key Skills & Knowledge)

- Knowledge of the factors that impact regional development and growth of indigenous business is essential.
- Experience of working in regional development activities and/or client development is essential.
- Ability to engage effectively with key stakeholders, with an understanding of the role that they can play in creating an enterprise culture in the region, is essential.
- Ability to identify gaps/opportunities within the region to support and develop the ecosystem for indigenous enterprise and entrepreneurs.
- Good relationship management and influencing skills with Experience dealing with stakeholders in both the public and private sector.
- Knowledge of Enterprise Ireland's services to industry and the ability to signpost indigenous clients to appropriate programmes and financial supports.
- Sound knowledge of enterprise policy and indigenous business sectors.
- Excellent communication skills, both verbal and written.
- A third level qualification in a Business-related area is desirable.

Additional key requirement for this role

Willingness and flexibility to engage with key stakeholders 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.

Salary Scale

€52,026 to €74,725 per annum contributory superannuation

Rising to €76,521 by long service increments

€49,701 to €71,098 per annum non-contributory superannuation

Rising to €72,804 by long service increments

Candidates should note that entry will be at the minimum point 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 requirements for the position. This should be contained in a short document (maximum 2 pages – template attached) accompanying your CV.

Applicants should note that, for shortlisting purposes in particular, clear evidence of the functional competency requirements listed as essential in this specification must be demonstrated as part of the supporting document accompanying your CV.

To apply for the position, send a detailed CV and a completed supporting document quoting reference number **EI.059.25E** to gemma.gallagher@orangerecruitment.ie to be received **on or before Friday, 7th November 2025**

N.B. All correspondence will be acknowledged in writing by the HR Department within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact gemma.gallagher@orangerecruitment.ie

ISSUED BY THE HR DEPARTMENT, ENTERPRISE IRELAND ON FRIDAY, 17th OCTOBER 2025

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