

Title:	Overseas Manager – France
Grade:	Level E (or Equivalent grade) – Expat position
Business Unit:	Global Markets
Reporting to:	Regional Director – Eurozone, Central & Eastern Europe (EZCEE)
Location:	Paris
Contract Duration:	3-year fixed term contract 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:	EI.119.25E
Salary:	€81,475
Closing Date:	14th November 2025

Applicants must have legal right to live and work in Ireland, and must fulfil the visa requirements of the host country (France), as the assignment is contingent upon the candidate securing the necessary work and/or residency visas

Role Purpose:

The French market is key to the achievement of Enterprise Ireland's ambitious growth targets and diversification strategy of our clients. Enterprise Ireland clients deliver exports of €1.83bn to France, making France our 5th largest export market. The Overseas Manager France will be responsible for delivering on the European strategy by building on the significant progress already achieved in this market. This will involve ongoing development and execution of sectoral plans to achieve ambitious targets and metrics across all non-food sectors.

The person appointed will be based in our Paris office whilst having the responsibility for the management of both the Paris and Lyon offices and will be required to travel between both offices regularly. The role involves managing a team of highly motivated individuals, in adherence with Enterprise Ireland's client service excellence model, to optimize client impact. This involves supporting Scale clients to deliver on short to medium term growth targets while fostering Start client's entry into these markets for future growth. They will also be responsible for the development & execution of a 3-year growth plan to increase Enterprise Ireland client exports to France across relevant sectors in line with Enterprise Ireland new strategy 2025-2029.

This is a key position within Enterprise Ireland's Global Markets division and the person appointed will play an important role within the EZCEE Management Team. In addition to responsibilities for all activities in the French market, the successful candidate will contribute to the further development and implementation of the Eurozone and Central Eastern European strategy and to increased collaboration across the EZCEE region and the Global Markets Division.

Key Deliverables:

Develop and lead a high performing Team.

- Lead the French team (10 FTE) 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 the French market.
- Lead, manage and mentor the French team. Maintain high staff engagement and output levels across the team, including active implementation of the Performance Development process.
- Mentor and coach new staff and arrange for provision of relevant training and learning where required.
- Manage the day-to-day operations of the Paris and Lyon offices including budget management and the achievement of the office targets.

Implement a range of services and solutions to support Irish company business development activities in France, leading to job growth in Ireland.

- Lead on the design and implementation of relevant in-market sectoral initiatives prioritising Scale clients grow market share. Ensure these initiatives are aligned with sectoral engagement in HQ by working in collaboration with Ireland based sector teams.
- Design and implement relevant processes to ensure prioritisation, engagement and impact with clients at various stages of entry into France including start-up, early exporters and established exporters to achieve greater scale in the region.
- Work closely with relevant Irish based and overseas colleagues to identify high engagement and developmental clients and determine the appropriate business model to properly prepare them for market entry.
- Implement a range of services and solutions aligned to the new Client Service Excellence Model to support Irish company in-market sales activities.
- Directly advise clients on key areas of doing business in France – channels to market, competition, local partners, establishing a presence, recruitment etc.
- Promote the French market with clients, internally and in the public domain to ensure our client base is informed regarding the critical success factors for growing exports in these markets.
- Help to shape the capability of clients to credibly address sales opportunities independently of Enterprise Ireland including the identification of prospects for support under the Strategic Marketing Review, Market Discovery Fund etc

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

- Build a strong collaborative relationship with the Department of Foreign Affairs and Trade and key stakeholders such as IDA, 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 nurture an extensive network of contacts at senior level in relevant buying organisations, using sales navigator as well as traditional networking methods, and make them aware 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 key clients in each sector team.
- Establish and grow effective networks and relationships within international agencies based in Paris and elsewhere in France.

Deliver on all assigned corporate responsibilities.

- Deliver on all organisational metrics set for the French team as agreed with the Regional Director.
- Contribute to the Enterprise Ireland EZCEE 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 corporate and European strategies, emphasising the continued importance of the European markets in delivering growth and scale for Enterprise Ireland clients during this period.
- Take a lead role in working collaboratively with relevant colleagues in HQ in the delivery of an integrated effective client service excellence model.
- Proactively engage with the Market and Communications team at HQ to deliver initiatives to raise the profile of Enterprise Ireland and our clients across the French 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.
- Achieve budget management targets set out by the Regional Director.
- Represent Enterprise Ireland in the broader media, the Irish associations and amongst the Irish diaspora and project a positive image of Ireland as an international supply source.

Functional Competencies:

- Experience / demonstrated ability to lead and manage a dispersed team to deliver on targets with proven team-working skills and a track record in achieving results is **essential**.
- Ability to manage the overseas responsibility and manage senior stakeholders active in-market is **essential**.
- A solid understanding of Ireland based Enterprise Ireland supports, services and processes together with an understanding of Enterprise Ireland supports and services delivered through the overseas office network is **essential**.
- Proven skills in creating strategic networks is **essential** such as:
 - key relationships with business leaders in France;
 - a well-developed network within Enterprise Ireland;
 - a closely integrated approach with relevant sector divisions;
- Company development skills required to include:
 - Strong marketing ability with good knowledge of business models and sales processes;
 - Understanding of company stages of development and corresponding needs;
 - Experience of implementing marketing/sales and business development strategies in companies;
 - Good knowledge/understanding of the major issues impacting business competitiveness of Irish companies in European markets.
- Ability to deal with multiple sectors and knowledge/understanding of some or all of the key sectors of responsibility.
- 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 in-market and abroad to support the delivery of Enterprise Ireland and client objectives.
- Excellent communication and presentation skills.
- A third level qualification in Business or a related discipline is desirable.
- Proficiency in French language skills are a distinct advantage.

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.

Embracing & Leading Change

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

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.

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.

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.

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:

€81,475 to €100,064 per annum contributory superannuation

Rising to €106,220 by long service increments

€78,696 to €95,058 per annum non-contributory superannuation

Rising to €100,909 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.

A relocation and expatriation package will be offered for candidates outside of France in line with the applicable policy

Application and Selection Process:

The selection process may include short-listing of candidates. 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 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 your supporting document accompanying your CV.

To apply for the position, send a detailed CV and supporting document quoting reference number **EI.119.25E** to hrconnect@enterprise-ireland.com to be received on or before **Friday 14th 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 hrconnect@enterprise-ireland.com



ISSUED BY THE HR DEPARTMENT, ENTERPRISE IRELAND ON FRIDAY 24th OCTOBER 2025

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