

Title	National Accelerator & Startup Programmes Manager, Start-Up Ireland
Grade	Level E
Department	Start Up & National Enterprise Hub
Divisions	Entrepreneurship, Regions & Local Enterprise
Reporting to	Department Manager, Start Up & National Enterprise Hub
Location	Dublin
Job Reference	EI.124.25E
Closing Date	7th October 2025.

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 230,000 people across Ireland, make a significant contribution to the Irish economy.

Enterprise Ireland's (EI) strategy for the period 2025 – 2029, will focus on supporting Irish business to accelerate sustainably and increase their contribution 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.

Enterprise Ireland's new Strategy 'Delivering for Ireland: Leading Globally' outlines key ambitions to support 1,000 new startups and to develop a new National Accelerator Programme.

Role purpose

The purpose of this new role within Enterprise Ireland is to lead the development and governance of new National Accelerator Programme which will support early-stage entrepreneurs from a wide range of diverse sectors, regions (national & international), and stages of development.

This will include overseeing the full tendering and procurement process of the new National Accelerator Programme (including pre-accelerator, accelerator, regional, sectoral and specialist programmes). It will include procurement strategy, detailed scope design, consultation and oversight of the multistage tendering process through to appointment of operator(s) and programme delivery.

The role will also lead on the ongoing management and evolution of the National Accelerator Platform, managing contracts, budgets, coordination across operators and performance management across all of the programmes.

Key Accountabilities

1. Programme Development & Management

- Lead the full lifecycle of the National Accelerator Programme – from strategic design and procurement through to implementation and delivery – ensuring alignment with national priorities, stakeholder engagement, and measurable impact
- Develop and shape a new overarching framework for developing and measuring impact of all Startup programmes funded by Enterprise Ireland aligned with best practice
- Ensure high quality delivery and best practice across all programmes ensuring alignment across the ecosystem and simplified access for founders/entrepreneurs
- Delivering continuous improvement of programmes to ensure they meet evolving founder and market needs, particularly in key sectors

- Support the knowledge transfer of best practice across the full start-up ecosystem and ensure strong coordination with EI funding instruments, in particular PSSF and HPSU
- Ensure contract management, achievement of KPIs, end to end project management and budget management ensuring value for money

2. Programme & Ecosystem Coordination & Governance

- Develop an overarching framework ensuring robust governance, metrics/KPIs and oversight frameworks across all programmes
- Lead and develop a new National Accelerator & Incubator network across all publicly funded incubators and accelerators and regional hubs to ensure alignment, remove duplication and put in place monitoring and evaluation processes

3. Stakeholder Engagement & Consultation

- Lead the Stakeholder engagement approach with founders, programme operator(s) and key ecosystem stakeholders ensuring quality standards and regular feedback loops across the programme
- Manage the Client Relationship Management instance, as part of EI's Service Transformation Programme, for startup accelerators and incubators, including coordinating internal and external steering committees, to implement the governance approach
- Report to key EI committees including Executive Committee, Cross Government and Industry Advisory Committees on National Accelerator Programme performance, activities and impacts

Functional Competencies (Key Skills and Knowledge)

- Senior leadership experience in the design, development and delivery of National Programmes through strong project management, stakeholder engagement ensuring alignment and measurable outcomes is essential
- Strong experience in contract and budget management, actively leveraging terms to maximize value, drive performance, and support programme delivery is essential
- Significant experience in leading end-to-end design procurement processes, including tender development, evaluation, and contract award, with a strong understanding of best practice and compliance is essential
- Experience in designing and implementing effective governance frameworks aligned to best practice and achieving strategic outcomes is essential
- Significant senior level stakeholder engagement and influencing experience is desired
- Demonstrated ability to manage CRM systems to support service transformation and governance, coordinate cross-functional steering committees to drive adoption and effectiveness, and ensure data integrity for informed decision-making
- Ability to manage and motivate a new team to deliver strategic and operational goals, whilst creating a culture of collaboration and high-performance
- Willingness to travel and work outside standard business hours, including regular regional and some international travel where required

Enterprise Ireland Behavioural Competencies

Results Focused

Strong drive to achieve, with the ability to remain outcome and results focused with regard to multiple business priorities and organisational goals. Strong commitment to 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

Expertise in building and developing teams, working collaboratively with colleagues, shares information and respect the opinions 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

The ability to lead, inspire, motivate and energise yourself and others to creates an environment that enables others to excel in terms of job performance.

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 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.

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.

To apply for the position, send a detailed CV and supporting document quoting reference number **EI.124.25E** to HRconnect@enterprise-ireland.com to be received no later than **Tuesday, 7th October 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 TUESDAY 16
SEPTEMBER 2025**

Enterprise Ireland is an Equal Opportunity Employer

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