

Title: Department Manager
Grade: Level F
Department: Financial Performance & Reporting
Reporting to: Executive Director
Location: East Point, Dublin
Job Reference: EI.133.25E
Salary: €106,021 – Contributory Superannuation
** 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.

Applicants must have the legal right to live and work and be available to work in the location.

The organisation

Enterprise Ireland is the Irish Government agency dedicated to supporting Irish enterprises to start, innovate, and succeed globally. The Government's ambition is for Enterprise Ireland supported companies to become the primary driving force of an even more successful Irish economy in the decades ahead. Working with a client base employing over 234,000 people and generating annual exports of €36.75 billion, Enterprise Ireland plays a pivotal role in the Irish economy.

Enterprise Ireland's comprehensive, client-focused approach includes programmes focused on start-ups, scaling, innovation, management development programmes, direct equity investment, and funding seed and venture capital schemes.

The new 'Delivering for Ireland, Leading Globally (2025-2029)' strategy outlines Enterprise Ireland's aims and ambitions for the Irish enterprise base and its purpose to 'Accelerate Sustainable Irish Business', setting out four strategic objectives for the Irish enterprise base; Start, Compete, Scale and Connect.

Role Purpose

The role of the Financial Performance & Reporting Department Manager presents an exciting opportunity for an experienced finance & business professional to lead the strategic financial management of the agency.

This role provides incisive, accurate and timely financial, analytical and commercial insights to support delivery of Enterprise Ireland's strategy.

The Department Manager will be a key member of the EI Leadership Team, collaborating seamlessly with internal and external stakeholders to ensure that the agency's financial performance is planned and managed optimally.

Key Deliverables

- Develop and manage a professional and proactive financial performance and reporting function to include:
 - Strategic financial planning
 - Funding negotiation and oversight
 - Budgeting development and management
 - Financial analysis and insights
 - Oversight of statutory accounts and audit
 - Developing key financial management information and ad hoc reporting
- Manage effective financial systems, reporting procedures and controls to facilitate timely and effective decision-making.
- Provide financial leadership and oversight for the organisation contributing to the achievement of the strategic and operational objectives and targets set out in Enterprise Ireland's new Strategy 2025 – 2029.

- Provide effective people leadership to all colleagues including the development of their skills, competencies, experience and expertise and the evolution of a continuous improvement culture to effectively deliver on Enterprise Ireland's services.
- Develop and nurture existing and new relationships and engage effectively with key internal and external stakeholders to ensure the effective budget management of financial resources across the agency.
- Work with officials of the Department of Enterprise, Tourism & Employment and other Government Departments as appropriate to achieve an effective relationship based on trust and mutual goals.
- Work as a member of the Enterprise Ireland Leadership Team and play a proactive role in strategic decisions to deliver value for money and strategic impact.
- Provide thought-leadership, share insights, experience and knowledge by proactively contributing to strategic and policy discussions.
- Ensure that Enterprise Ireland maintains the highest levels of corporate governance and accountability through effective financial management and reporting procedures and controls.

Functional Competencies (Key Skills and Knowledge)

- Qualified accountant with 10+ years' experience and demonstrated financial and commercial leadership is essential.
- Strategic thinker with hands-on execution capability in a dynamic environment is essential.
- Excellent people management and leadership skills with the experience and capability to lead, inspire, and motivate high-performance, results-focused teams, are essential.
- Results-oriented, with experience of achieving targets and objectives, working with and through others to contribute to corporate goals is essential.
- Demonstrated experience and ability to interact and influence a broad range of financial and business stakeholders, develop and leverage effective networks, and build constructive relationships internally and externally are essential.
- Experience in managing large budgets in the public sector and/or highly regulated industries is desirable.
- Proven experience in identifying risk and acting decisively when mitigating and managing risk.
- Ability to think critically and to identify and lead the implementation of innovative options and solutions.

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.

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:**€106,021 to €123,275 per annum contributory superannuation**

Rising to €131,139 by long service increments.

€100,719 to €117,112 per annum non-contributory superannuation

Rising to €124,582 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.

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Application and Selection Process

The selection process may include shortlisting 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 (template attached - maximum 2 pages) 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.133.25E** to hrconnect@enterprise-ireland.com to be received **on or before Tuesday 14th October 2025**.



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 HR DEPARTMENT, ENTERPRISE IRELAND ON TUESDAY 23RD SEPTEMBER 2025

Enterprise Ireland is an equal opportunities employer

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