

Title: Senior Executive, Digital Platforms & Programmes, Start-Up Ireland
Grade: Level E
Department: Start Up & National Enterprise Hub
Divisions: Entrepreneurship, Regions & Local Enterprise
Reporting to: Department Manager, Startups & National Enterprise Hub
Location: Dublin
Job reference: EI.152.25E
Salary: €81,475
Closing Date: Thursday 20th 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.**

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 deliver a roadmap for Startup Ireland.

The Government's Competitiveness and Productivity Action Plan sets out a number of actions to support startups including the establishment of Startup Ireland, a national accelerator and a national startup hub. This role will lead the delivery of a digital national startup hub and lead the delivery of a number of operational programmes and projects.

Role purpose

Enterprise Ireland is seeking a dynamic leader to spearhead the development of the new Startup Ireland Digital Hub & Data Platform to support its startup pipeline digital generation and development through ecosystem programmes, initiatives and partnerships and to significantly enhance the digital experience for startup founders in Ireland.

This strategic role will shape and deliver a comprehensive digital roadmap that underpins new and existing startup programmes, funding, and advisory supports—aligned with Enterprise Ireland's wider Digital Transformation agenda and its ambitious goal of supporting 1,000 new startups by 2029.

Key accountabilities

- Leadership of the roadmap for the development of a national digital startup hub working with colleagues across the Startup & National Enterprise Hub team, BP&IT team and Service Transformation team

- Delivery of an end-to-end digital platform that supports the journey of startup founders at all stages, from early stage to scaling, that simplifies their journey and access to relevant programmes and funding supports
- Implementation of a startup partner portal, integrated with EI's overall technology platform, to ensure a seamless onboarding experience across all startup programmes including the new National Accelerator
- Management of the development of a CRM platform for a centralised approach to managing all startup data, end-to-end, ensuring a more simplified customer journey and lead and demand generation for pipeline development
- Leading a small, agile team, the successful candidate will collaborate across Enterprise Ireland and the wider startup ecosystem to design and implement a seamless digital journey for founders at every stage – from ideation to scaling – ensuring that they access the right supports at the right time
- With responsibility for the platform's ongoing development and evolution, this role will oversee contracts, budgets, operator coordination, and performance management, ensuring the digital experience remains impactful, founder-focused, and future-ready
- Lead on the development of measurement and KPI framework for development of a pipeline of startups from a wide range of sources
- The role will also lead on wider programme delivery and initiatives for Startup Ireland
- 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, HPSU and follow on funding

Functional Competencies (Key Skills and Knowledge)

- Extensive experience in the design, development, and delivery of strategic programmes, including but not limited to large-scale digital transformation initiatives, with a proven track record of enhancing customer experience, improving service delivery, and driving organisational impact is essential
- Strong ability to lead agile, cross-functional, and geographically distributed teams, ensuring timely and effective delivery of programme objectives is essential
- Proven capability in engaging and aligning senior stakeholders (Board, C-suite, strategic partners) to drive programme success and deliver measurable outcomes is essential
- Significant experience in managing contracts and budgets, with a focus on leveraging commercial terms to maximise value, drive supplier performance, and support programme delivery is essential
- A wide-ranging portfolio of programme delivery across multiple domains (e.g. operational, strategic, digital, transformation), demonstrating versatility and adaptability in complex environments is essential
- 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.

** 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 your supporting document accompanying your CV

To apply for the position, send a detailed CV and supporting document quoting reference number **EI.152.25E** to HRconnect@enterprise-ireland.com to be received **on or before Thursday 20th 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 WEDNESDAY, 29th
OCTOBER 2025**

Enterprise Ireland is an Equal Opportunity Employer

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