

**Title:** Divisional Manager, Research & Innovation  
**Division:** Research & Innovation  
**Grade:** Grade 1  
**Reporting to:** Executive Director  
**Location:** East Point, Dublin  
**Job Reference:** EI.043.22E  
**Salary:** €145,283

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 200,000 people across Ireland, make a significant contribution to the Irish economy.

Our new strategy, Leading in a Changing World (2022 – 2024), is set in a time of significant change for enterprise. Business is being transformed by drivers such as climate change, the accelerated adoption of technology, and changing trends in globalisation presents both challenge and opportunity. Our 3-year strategy sets out how we will encourage and enable Irish enterprise to pursue the high growth plans necessary to compete and win internationally.

With a comprehensive, tailored suite of supports including extensive start-up, scaling, innovation and management development programmes, a network of over 40 overseas locations, supported by a highly experienced staff of 800 at home and abroad, Enterprise Ireland is equipped to help Irish enterprise achieve their ambitions.

### **Role Purpose**

The role of Divisional Manager, Research & Innovation, presents an exciting and challenging opportunity for an experienced business leader to take a lead role in implementing Enterprise Ireland's role in driving the commercial exploitation of research and innovation within Irish industry and, in particular, for translating third level research into commercial activity leading to increased jobs and exports.

The Divisional Manager will be a key member of the senior management team and will have direct responsibility for the Research & Innovation Division, undertaking significant engagements to advance Enterprise Ireland's research and innovation agenda. The Divisional Manager will represent the agency both nationally and internationally.

### **Key Responsibilities:**

- Work as a member of the Enterprise Ireland senior management team and play a full role in developing and driving corporate strategy including strategic recommendations relating to innovation and the commercialisation of research.
- Lead with vision and creativity, Enterprise Ireland's role in contributing to the development and implementation of national technology policy. This will have a specific focus on industry innovation and the commercialisation of research within Irish based industry resulting in increased jobs and prosperity in Ireland.
- Lead a number of specialist technical / commercial management teams to deliver and maximise on return, on company spinouts, collaborations, licences and strong commercial outcomes for Irish industry from the Irish publicly funded and international research systems.
- Develop and nurture relationships and engage effectively with key stakeholders.
- Lead the organisation's consideration of policy and strategy, acting as a thought leader on innovation and the commercialisation of research and engage with key stakeholders including interactions with client companies, Government departments, the Irish publicly funded research system, Irish State agencies and innovation agencies across Europe.

- Work with the management teams to develop and drive a range of innovation and technology programmes aimed at strengthening the commercial performance of industry in Ireland.
- Direct Ireland's participation in key international technology programmes including the EU Horizon Europe programme, the European Space Agency and the Enterprise Europe network with a view to maximising the benefits for Irish industry.
- Provide effective leadership and oversight of Enterprise Ireland's Research and Innovation Division including the development of skills, competencies, experience and expertise to effectively deliver on Enterprise Ireland's objectives while ensuring the effective budget management and financial resources within the Division.

### **Functional Competencies (Key Skills and Knowledge)**

- Excellent leadership and people management skills with the senior level experience and capability to lead, engage and develop high-performance, results-focused teams is essential.
- Robust skills and experience at senior level of developing and implementing commercially driven strategies in research and innovation and evaluating their impact is essential.
- Excellent communications, relationship-building and networking experience, including experience of influencing at a senior level across the public and private sector with proven experience of engaging with stakeholders is essential.
- A significant track record of achieving corporate goals and business targets, objectives and results is essential.
- A significant track record of budget management and negotiation leading to the achievement of demanding targets and objectives that contribute to corporate goals is essential.
- A relevant third level scientific, technical or business qualification is essential.
- Robust knowledge and understanding of the commercialisation of research that has an enterprise development and growth focus at its core from within industry and/or from the publicly funded research system, in addition to knowledge of the international landscape of innovation agencies.
- Experience of developing long-range strategic thinking, short term strategic planning and implementing impactful tactical plans in research and innovation.
- Ability to act as a thought leader, champion and public spokesperson for Enterprise Ireland on industry innovation and the commercialisation of research nationally and internationally.
- Proven skills and experience of developing and leveraging networks and building effective relationships with relevant stakeholders internally and externally and with a large range of other organisations, clients, Government Departments and representative bodies.
- Demonstrated ability to absorb, understand, interact and communicate on a broad range of multi sectoral technology and business topics.
- Knowledge and understanding of the national and international research and innovation landscape across both industry and third level. This will include key areas that relate to research and innovation such as State Aid, particularly GBER; Intellectual property and its protections; Licensing and contracts and the collaborations and frameworks that make them work; International innovation agencies.
- Programme and project management skills and experience.

## **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.

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### **Salary Scale:**

#### **Contributory**

€145,283 - €166,194

#### **Non-Contributory**

€138,018 - €157,886

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:**

To apply, send a detailed CV and supporting document as outlined below, quoting reference number **EI.043.22E** to [divisionalmanager@amrop.ie](mailto:divisionalmanager@amrop.ie) to be received no later than **Monday, May 23<sup>rd</sup> 2022**.

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.

Applicants should note that, for shortlisting purposes in particular, clear evidence of the functional competency requirements listed as essential in this specification must be provided. Applicants must therefore complete and submit the supporting document for this role using the template provided. The completed document should not exceed two pages with evidence provided in bullet point format.

For queries in relation to this role or the application process applicants should email [divisionalmanager@amrop.ie](mailto:divisionalmanager@amrop.ie) or call David Kelly at +353 1 5649646

**Amrop will acknowledge all correspondence within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact [divisionalmanager@amrop.ie](mailto:divisionalmanager@amrop.ie)**

**ISSUED BY THE HR DEPARTMENT, ENTERPRISE IRELAND ON 4<sup>th</sup> MAY 2022**

*Enterprise Ireland is an equal opportunities employer*