

Job Title	Senior Development Adviser – North West
Grade	Level E
Department	North East and North West
Business Unit	Regions and Entrepreneurship
Reporting To	Regional Director, North East and North West
Location	Sligo or Letterkenny
Ref	EI.075.22E

Role Purpose

Developing regionally based businesses is a key pillar of Enterprise Ireland's strategy and building the scale and expanding the reach of regionally based enterprises to support economic development is a crucial element of the strategy.

Reporting to the Regional Director, North East and North West, the Senior Development Adviser, North West (SDA) will identify, engage and work with a broad spectrum of existing and new SME clients in the North West region, across a range of sectors, on a one-to-one and one-to-many basis. The SDA will have a client portfolio of existing EI client companies with growth and export potential, clients transitioning from the Local Enterprise Offices (LEOs) and new client companies who are currently focussed on the domestic market but who may have the potential and the ambition to export.

Key Deliverables

- Increase the number of first-time exporters in the region:
 - Work with a diverse portfolio of existing and new clients from a range of sectors and at different stages of development to drive, influence and encourage the growth, scale and reach of their businesses.
 - Identify, build and connect with a pipeline of targeted prospects from the region's SME client-base i.e. from existing EI clients including Core and Exporter Development; the LEO network client-base and the domestic-market focussed companies in the region.
 - Investigate, qualify and build potential export-growth projects from within existing and new companies.
- Drive and deliver increased productivity and resilience among the existing and new client base in the region:
 - Lead EI's Exporter Development client engagement model and agenda by supporting clients through a diagnostic evaluation of their business needs to address both challenges and opportunities. This will include identifying the relevant EI supports that will address their priority gaps and will involve pre-meeting preparation, facilitated diagnostic meeting and post-meeting analysis that lead to agreed Growth Plans with client companies.
 - Drive increased uptake of EI's strategic supports and services, including Innovation, Market Diversification, Competitiveness and Management Development, by promoting the business impacts, value and benefits of these supports and services through sustained one-to-one engagements with companies.
 - Under the Business Growth Programme, work with Business Growth Advisers to manage the implementation of Growth Plans, monitoring to ensure continued progression and achievement of milestones, objectives and targets.
- Work closely with Regional Directors and the Export Development services team to continually review and improve existing supports and services and assist in the development of new offers, supports and programmes that will meet client needs and accelerate their pathway to exporting
- Input into EI policy and strategy development on regional and sector enterprise development, as appropriate
- Strengthen the pathways for progression of LEO clients to Enterprise Ireland by collaborating on initiatives, on both a one-to one and one-to-many basis, that will increase the number of exporting enterprises, particularly identifying and supporting companies with export growth potential

- Negotiate and carry out financial and commercial assessments of investment proposals and prepare and present investment propositions to relevant funding committees/the Board as appropriate
- Build and maintain strong networks, relationships and collaborations with a diverse range of internal and external stakeholders
- Connect prospects and clients to existing regional enterprise supports, initiatives and infrastructure that can assist with company development
- Support peer learning including proactive participation in team meetings, case conferences and portfolio reviews
- Coach and mentor new and existing staff members to support and develop their capability and knowledge of the Exporter Development Engagement process and relevant financial and non-financial supports
- Represent Enterprise Ireland at public fora and networking initiatives/events as appropriate within the regional portfolio

Functional Competencies (Key Skills and Knowledge)

- Significant track record in working with companies to develop their business and to deliver business impacts and results for these companies is essential
- Understanding of the context in which companies based in regional locations operate and their opportunities and challenges across the six business areas of EI's client engagement model is essential
- Demonstrated skills and experience of professionally assessing and evaluating companies' business development and growth plans through a structured and diagnostic-led engagement, coupled with an understanding of company finance and experience in undertaking financial analysis for business development purposes is essential
- Ability to assertively engage with senior level company management teams to influence, coach and encourage companies on their development and export-focussed growth agenda and to engage with the wider regional business stakeholder environment to credibly influence on a range of business issues is essential
- Proven ability to professionally evaluate, prepare & present cases for investment support is essential
- Strong knowledge and understanding of the Exporter Development (ED) Engagement process and the range of business growth sectors within its client-base
- Knowledge and understanding of EI's financial and non-financial supports and services for clients including an understanding of EI policy/EU State Aid in relation to financial offers
- A credible track record in proactively building and developing business networks and relationships, both internally and externally, with companies and relevant stakeholders
- Project management skills with the ability to co-ordinate inputs from across relevant parts of the organisation and to manage multiple projects at any one time to strict timelines
- Excellent oral and written communication skills, with strong report writing ability and presentation skills
- A relevant third level qualification in business or related discipline is desirable

Applicants should note that attendance at networking and other relevant events is an essential part of the job that will require some engagement outside of Enterprise Ireland's normal business hours.

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 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 project' 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 agenda.

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**€70,399 to €86,461 per annum contributory superannuation**

Rising to €91,781 by long service increments

€67,999 to €82,137 per annum non-contributory superannuation

Rising to €87,192 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 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.075.22E** to HRConnect@enterprise-ireland.com to be received **on or before Tuesday, 23rd August 2022**.

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 HR DEPARTMENT, ENTERPRISE IRELAND ON FRIDAY 05th AUGUST 2022