



Rialtas na hÉireann
Government of Ireland

SEAI invites applications from suitably qualified candidates for this role. Full details of the role and how to apply are set out in this booklet.

Candidates should note that entry will be at the minimum of the salary scale and the rate of remuneration, including incremental progression, **will not be subject to negotiation** and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if you are currently a serving civil or public servant.

Canvassing will disqualify

THE POSITION

Title of Position:	Programme Manager – New Programme Development & Change
Job Ref:	2023/DS.11
Tenure	5-year fixed term contract
Head Office:	3 Park Place, Hatch Street Upper, Dublin 2, D02 FX65, Ireland
Work Location:	Dublin

SEAI is Ireland's national energy authority with a mission is to be at the heart of delivering Ireland's energy revolution. We drive the reduction and replacement of fossil fuel usage. We are a knowledge led organisation. We partner with citizens, communities, businesses and Government. We are trusted collaborators, innovators, funders and educators.

SEAI's strategy for 2022 to 2025 is our response to the challenging targets set by Government, particularly in the Climate Action Plan. It is firmly focused on delivery, and on driving Ireland's sustainable energy transformation for the benefit of all society. Aside from meeting our targets, decarbonisation will deliver enormous benefits to Irish society, including healthier environments in which to live, employment opportunities, and increased efficiencies and competitiveness. Reporting to the Department of the Environment, Climate and Communications, in 2023, SEAI will operate an annual budget of circa €500m.

Our role is to transform the way we all use energy by moving to more efficient and clean sources, and by leading innovation in Ireland's approach to energy. If you are interested in working in an organisation that has a real and measurable impact on tackling our climate challenges, then consider a career with SEAI. Find out more about us and learn more about our values as an organisation [Home - Sustainable Energy Authority Of Ireland | SEAI](#)

The Sustainable Energy Authority of Ireland (SEAI) has been designated as the National Retrofit Delivery Body for delivering on Ireland's target of upgrading 500,000 homes to B2 by 2030, as laid out in the Programme for Government and the National Climate Action Plan 2021. This will include managing a demand generation campaign, providing advice, grants and supports to homeowners and building supply chain capacity in the market to deliver on these targets.

The SEAI Retrofit Directorate is responsible for delivering energy efficiency and retrofit programmes in the residential and community sectors. This programme is aimed at upgrading the Irish housing stock to high standards of energy efficiency and renewable energy usage, thereby reducing fossil fuel usage, energy costs and greenhouse gas emissions. As part of this initiative, the SEAI is developing new schemes, supports and approaches to achieving this aim.

THE ROLE PROFILE

The position of Programme Manager - New Programme Development and Change will play a key role in the achievement of Ireland's climate action plan. The role will be in SEAI's National Retrofit Unit and will report to the Head of Delivery. As Programme Manager you will lead new programme development and manage any change or enhancements to existing programmes. The key objective is to support SEAI National Retrofit programmes ensuring that support National Retrofit goal attainment in of the Climate Action Plan.

Key Responsibilities of the role of Programme Manager - New Programme Development and Change

The responsibilities of the Programme Manager - New Programme Development and Change outlined in this job description are indicative of the currently envisaged scope and may be added to or altered as required, in line with the requirement of SEAI across Business Units/Department. They will include, but not limited to, the following:

- Lead new Programme launch and responsibility for all elements of same including transition to steady state,
- Change/Transformation/ Enhancement/ Streamlining of existing SEAI National Retrofit Programmes ensuring that SEAI programmes are on track to meet National Climate Action plan targets/goals
- Directly engage with stakeholders including consumers, industry and the public sector and represent SEAI at events, meetings, and workshops,
- Proactively develop effective management and oversight plans for delivery of their programme/projects on time, within budget,
- Maintain effective financial management of the project /programme with adherence to programme/projects targets and budget milestones,
- Develop and maintain strong business relationships and work collaboratively with a range of internal and external stakeholders including relevant representative associations within the industry and other various service providers for the benefit of the programme and the wider organisational goals/targets,
- Partner, on new programme launch or programme enhancements, by working with installers and contractors on ensuring readiness.
- Partner across SEAI organisation and with Service Providers to ensure continuous improvement of delivery process,
- Organise, contribute to, and participate in various events on behalf of SEAI,
- Develop, review, and maintain standard processes, documents, and communications,
- Partner with other SEAI teams to ensure effective coordination across other programmes,
- Conduct ongoing organisational tasks including website updates, handling programme inquiries and general programme administration,
- To undertake any other duties/projects as may be assigned from time to time within the wider residential programme and across other SEAI Business Units.

To ensure that activity peaks within the Department are addressed in a proactive manner, it is expected that the candidate appointed to this role will need to be flexible in terms of working hours during these periods.

Key Knowledge and Skills

The knowledge and skills required include but are not limited to the following:

- Excellent communication (written and oral) and interpersonal skills, including ability to communicate technical information to non-technical audiences.
- Excellent people management skills.
- Strong project management and organisation skills and knowledge of business process management.
- Strong experience in change management including programme launch.
- Experience in transformation projects including programme/process simplification, standardisation and alignment.
- Ability to manage multiple projects in tandem.
- Experience working in a multi-disciplinary team and managing projects involving a diverse range of internal and external stakeholders.
- Strong networking and relationship development capability.
- Good understanding of all supports available across SEAI relevant to programmes.
- Well-developed IT skills (Word, Excel, PowerPoint, SharePoint).
- Ability to work on own initiative and to deadlines/milestones.
- A capacity to foster a positive working relationship with colleagues and external stakeholders; to work in multi-disciplinary teams and to network effectively.
- Flexible approach to problem solving and decision making to ensure the best solution is achieved focusing on the need for greater efficiency and effective delivery.
- Ability to ensure that decisions are strategically aligned with the retrofit programme and with the wider SEAI strategy.
- Strong proactive approach to achieving results, including managing scope, time, risk assessment, cost, and quality.

EXPERIENCE, QUALIFICATIONS & PERSONAL QUALITIES

Essential Requirements

The successful candidate must be able to demonstrate:

- Degree level (or greater) or equivalent professional qualification in a relevant such as project management, business etc.
- Minimum 5 years' experience of working in this or a related sector or in a similar role (can include post-graduate studies)
- Ability to communicate complex concepts to non-technical audiences
- Strong written and verbal communication skills, including report writing, presenting, public speaking
- Strong project management and organisation skills and knowledge of business process development experience, including change management and business process re-engineering

Desirable Requirements

- Understanding of project management methodologies.
- Industry experience including knowledge of the retrofit sector
- A masters or level 8/9 in project management and a technical discipline such as engineering or science.

There may be a requirement for the successful candidate to further develop specialist knowledge and expertise relevant to the role. Training will be encouraged (formal and informal) and supported where required.

GRADE LEVEL E – SKILLS & COMPETENCIES

At interview, candidates should demonstrate the ability to carry out successfully the duties of the role, as well as the general skills and competencies required at Level E grade. The key competencies that have been developed for roles at this grade level are as follows:



Each of the key competencies is supported by a list of key performance indicators which are available [here](#).

Candidates are strongly encouraged to prepare in advance of the interview clear and relevant examples of how they have previously demonstrated these specific competencies.

APPLICATION PROCESS

SEAI invites applications from suitably qualified candidates for this role, as set out in this booklet. SEAI is an equal opportunities employer and welcomes applications from people from diverse backgrounds and under-represented groups including ethnic minority and people with disabilities.

HOW TO APPLY

- (A) Applications should be submitted in the form of a cover letter (max of two pages) demonstrating how the applicant meets the requirement for this role as set out in this booklet together with an up-to-date Curriculum Vitae (CV).
- (B) The **cover letter and CV** should be submitted via the candidate portal and instructions outlined on the careers page of the SEAI <https://www.seai.ie/careers/national-retrofit/>
- (C) **Eligibility to Work:** The SEAI has a legal obligation to ensure that all employees are lawfully entitled to work in Ireland. Where applicable and to support a candidate's application, candidates must submit a valid work permit/visa confirming permission to work in Ireland. Failure to submit the required evidence, and failure to hold a valid permit/visa during the period of the contract, will result in the application and/or contract of employment being rendered void.
- (D) **Closing Date:** Your application must be received by **midnight on Thursday 23rd February 2023**. Applications will not be accepted after this time and date. All applications will be acknowledged by email. If you do not receive an acknowledgement within five working days, please contact recruitment@seai.ie

SHORTLISTING

A shortlisting exercise will be employed when assessing eligibility of applications. Eligible applications will be shortlisted according to how well the experience and skills as described by applicants match the requirements of this role of as outlined above as contained in this booklet. It is important that applicants consider the information contained in this Information Booklet in presenting and demonstrating their relevant qualification, skills and experience in their application.

The candidates whose applications, in the opinion of the shortlisting panel, appear best suited to the position will be shortlisted for interview.

INTERVIEW

Shortlisted applicants will be invited to attend for an interview, which will include a competency-based interview. A presentation may be required on a topic of relevance to the role and/ or other such assessment methods as deemed appropriate. The SEAI may invite candidates to a second-round interview and to undergo further assessment, including the use of psychometric assessment if so required. Interviews may take place in person, over video-conference or other remote technology where appropriate.

Prior to recommending any candidate for appointment to this position, SEAI will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed, a final determination cannot be made, nor can it be deemed or inferred that such a determination has been made.

SELECTION PROCESS

SEAI will be undertaking a competency-based selection process in identifying suitable candidates for this role. The selection process may include shortlisting of candidates, based on the information contained in their application, other tests or exercises that may be deemed appropriate, and/or a competitive interview which may include a presentation.

An interview process will be held with a selection board comprised in accordance with SEAI arrangements for posts at this level. Please note interviews may be held in person, remotely using Video-Conferencing software or other tools.

Candidates are not permitted to use any type of recording equipment at any stage of the selection process unless written permission has been provided in advance of the process. This applies to any form of sound recording and any type of video recording, whether including sound recording or not, and covers any type of device used for these purposes.

DEEMING OF CANDIDATURE TO BE WITHDRAWN

Candidates who do not attend for interview or other tests when and where required, or who do not, when requested, furnish such evidence, as the SEAI require in regard to any matter relevant to their candidature, will have no further claim to consideration.

FEEDBACK

Feedback will be provided to applicants on written request.

CODE OF PRACTICE

This campaign is being organised in accordance with the existing Code of Practice 'Appointment to Positions in the Civil Service and Public Service' published by the Commissioners for Public Service Appointments (CPSA).

CONDITIONS OF SERVICE

TENURE: This position will be offered on a **5-year Fixed Term** contract basis.

SALARY AND PAYMENT ARRANGEMENTS:

The Level D salary scale for this position effective from 1st October 2022 is as follows:

- €73,236 to €95,479 (inclusive of two long service increments which applies after three (3) and after six (6) years additional service served at Max of grade)

Incremental progression will be subject to satisfactory performance.

Important Note: Candidates should note that **entry** will be at the **first point of the scale** and the rate of remuneration, including incremental progression, will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if you are currently a serving civil or public servant. For any candidate who joined the public sector pre 1995, the non-contributory pay scale may apply.

LOCATION

The place of work will be based at Three Park Place, Hatch Street Upper, Dublin 2. D02 FX65, Ireland though SEAI offer the option to work in a hybrid working arrangement, in line with the SEAI Blended Working Policy. SEAI reserves the right, at its discretion, to change working location within reason on any future date.

BLENDED WORKING ARRANGEMENTS

As an employer, SEAI operates a blended working policy that facilitates access to remote working options having regard to work-life balance/integration, mental health, and the need for a safe and productive working environment. Blended working arrangements will be operated under SEAI's Blended Working Policy, which **currently** requires staff to **work from the office a minimum of two (2) days per week**. Availability and patterns of blended working will be based on business needs and the suitability of the role and may be subject to change should the business needs dictate.

PROBATION

On appointment, the appointee will serve a six (6) month probationary period. In certain circumstances, probation period may be extended, in line with the SEAI's Probationary Policy and Procedures.

WORKING WEEK

Hours of attendance will be as fixed from time to time but will amount, on average, to not less than 41.25 hours per week (**35 hours net of rest breaks**). Pro-Rata will apply in the case of part-time role. Additional hours may from time to time be reasonably required to meet the requirements of the position. No additional payment will be made for extra attendance as the rate of remuneration payable covers any exceptional extra attendance liability that may arise from time to time.

ANNUAL LEAVE

The annual leave allowance will be **30** working days a year, based on a five-day week and is exclusive of public holidays. Pro-rata will apply in the case of part-time role. Annual Leave is to be taken at a time or times convenient to SEAI.

SUPERANNUATION AND RETIREMENT

The appointee will be offered the appropriate superannuation terms and conditions as prevailing in the Public Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at <http://www.per.gov.ie/pensions>

THOSE NOT ELIGIBLE TO APPLY FOR THE ROLE

Anyone who the following schemes are applicable to is not eligible to apply for this role.

Those who availed of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09

Those who availed of the Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS) under the Department of Health Circular 7/2010 dated 1 November 2010 for a period of 7 years.

Those who availed of the Collective agreement: Redundancy payments to Public Servants who will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment.

Declaration: Applicants will be required to declare whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

Other conditions of employment

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the appointee.

Reference Checks

Please note that any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of academic and professional qualifications.

Security clearances

Please note that Garda clearance will be required for this position. If you have resided / studied in countries outside of the Republic of Ireland for a period of six months or more, you must furnish a separate Police Clearance Certificate from each country stating that you have no convictions recorded against you while residing there.

It is YOUR responsibility to seek security clearances in a timely fashion. The successful candidate cannot be appointed with this information being provided and being in order.

Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process. Applicants should however note that all application material will be made available to those with direct responsibility for the recruitment process with SEAI.

Please note that information provided by you as part of your application may be used as part of our diversity, equality and inclusion metrics in relation to this campaign.

Garda Vetting

SEAI is set up with a registered organization for Garda vetting purposes. You may be asked to make an application to be vetted.

Legal Compliance

SEAI are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2015, the Data Protection Acts 1988 and 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.

Expenses

SEAI will not be responsible for any expense, including travel expenses, candidates may incur in connection with their candidature.

Canvassing

Canvassing will result in disqualification from the competition.

SEAI commits to treat all the information or documents received under GDPR guidelines.

GDPR Privacy Statement- Recruitment Process Purpose of Processing

SEAI conducts a competency-based recruitment process to fill vacancies within the organisation. To complete this, interested individuals are asked to submit a CV and Cover Letter for assessment by the interview panel. For the successful candidate, some of the information provided will form the basis of the contract of employment (e.g. address).

Legal Basis for Processing

- Necessary for performance of a contract or to enter into such a contract
- Compliance with legal obligation (Terms of Employment Information Act)

Recipients

The following shall receive your information for reasons outlined below:

Recipient	Reason
HR (internal)	Storing application, acknowledging responses and corresponding with applicants
HR (external Service provider)	If outsourced support is sought, our outsourced HR provider may receive applications to assist with elements of administration, or to manage the entire recruitment process
Interview Panel	The Interview Panel will receive your applications to conduct shortlisting and assessing applicants
Referees	Applicants are asked to provide references who can be contacted to validate work records and/or comment on suitability of the applicant for the position applied for. These shall be contacted, and the applicants name will need to be provided to receive the reference.
Company Doctor	We will use your personal details to refer you to the company doctor if considered for appointment for a pre-employment medical

Details of Data Transfers Outside the EU

This does not apply to this process.

Automated Decision Making

This does not apply to this process.

Retention Period for Data

For unsuccessful candidates, applications and correspondence shall be retained for 12 months. For successful candidates, their application will be

placed on their employee file and retained during their employment and for an appropriate period thereafter.

Your GDPR Rights in Relation to this Process

Right	Explanation
Access	You can request and receive access to the information requested in the process at any time.
Portability	You can request and receive a copy of this data, in electronic/transferable format, at any time
Erasure	You can request the data held be erased. We have outlined the anticipated retention period above.
Rectification	You can have any incorrect information, due to this being updated or otherwise, to be corrected.
Objection	You can object to this information being processed
Complaint	You can make a complaint to our internal Data Protection Officer (contact details outlined below) and/or make a complaint to the relevant supervisory authority – Data Protection Commission in Ireland.

Contact Details

Name: Data Protection Officer

Email: dataprotection@seai.ie