

**Appointment as Chairperson of The Electricity Supply Board**

**Closing Date: Midnight on Thursday, 9th April 2015**

**State Boards Division  
Public Appointments Service  
Chapter House, 26 – 30 Abbey Street Upper, Dublin 1**

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State Boards.ie operates under the auspices of the Public Appointments Service and is committed to a policy of equal opportunity.

The Public Appointments Service (PAS), established under statute in 2004, provides an independent shared service in recruitment, assessment and selection to organisations across the Civil and Public Services. On 30 September 2014, the Government decided that PAS should also be given responsibility for putting in place an open, accessible, rigorous and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, [www.stateboards.ie](http://www.stateboards.ie), is the channel through which PAS advertises vacancies on State Boards. It is also the means through which accomplished, experienced and qualified people, including people who might not previously have been identified as available for appointment, can then apply to be considered for particular vacancies.

1. **Entity:** ESB (Electricity Supply Board)
2. **Location:** Meetings will normally be in Dublin at ESB Headquarters
3. **Number of Vacancies:** 1
4. **Remuneration:** €31,500 per annum  
(It should be noted that in line with the 'One Person One Salary' principle, no public servant will be entitled to receive remuneration in the form of board fees, save for situations that are statutorily provided for e.g. Worker Directors.)
5. **Time Requirements:** c.4-6 days per month including attendance at Board meetings and sub-committees of the Board, the Company's AGM, site visits to ESB locations and ongoing familiarisation with ESB and industry issues. A more extensive time commitment may be necessary in the initial induction period.

## 1. Background

The Public Appointments Service ("PAS") in conjunction with NewERA (a business unit of the National Treasury Management Agency ("NTMA")<sup>1</sup>), wishes to identify suitable candidates to be presented to the Minister for Communications, Energy and Natural Resources for consideration by Government for appointment as Chairperson of ESB.

Expressions of interest are now sought from suitably qualified candidates for consideration as part of this process.

ESB was established in 1927 as a corporate body in Ireland under the Electricity (Supply) Act 1927. With a holding of 95% of the capital stock, ESB is majority owned by the Irish Government. The remaining 5% of the capital stock is held by an Employee Share Ownership Trust. As a diversified, vertically integrated utility, ESB operates right across the electricity market: from generation, through transmission and distribution to supply.

For more information on ESB, please see the company website <http://www.esb.ie/>

As ESB is established under statute candidates should also note that the principal relationship and governance arrangements between the State and ESB and its subsidiaries (the Group) are set out in legislation, with relevant Ministers given various functions in relation to the Group.

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<sup>1</sup> The role of NewERA is to provide independent commercial and financial advice to the relevant Ministers in relation to the exercise of specific functions, including, pursuant to Section 19 of the NTMA (Amendment) Act "the appointment of the chairperson, members, directors or chief executive of the designated body", with ESB being one of the designated bodies. Further detail on NewERA's activities is set out in Part 3 of the NTMA (Amendment) Act 2014 and in the annual reports of the NTMA ([www.ntma.ie](http://www.ntma.ie)).

## 2. Functions of the Board

The board of ESB (the “**Board**”) is responsible for the long term success of ESB and has reserved key decisions including, inter alia, the following for its own consideration:

- Approval of group strategy, annual budgets and annual and interim financial statements;
- Review of operational and financial performance;
- Approval of major capital expenditure;
- Overall review of Group health and safety performance;
- Appointment of the Chief Executive;
- Appointments to senior management on the recommendation of the Chief Executive; and
- Appointment of the Company Secretary.

The ["Code of Practice for the Governance of State Bodies"](#) of May 2009 which provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies also sets out information on boards and directors.

The Board is assisted in the discharge of its responsibilities by a number of sub-committees of the Board, which include:

- Audit and Risk;
- Health, Safety and Environment;
- Regulation;
- Remuneration and Management Development; and
- Finance and Business Performance.

The successful candidate will be expected to participate in one or more of these sub-Committees.

## 3. Vacancy Details

The key roles and responsibilities of the Chairperson include the following:

- Leading the Board;
- Leading on performance management – for the Group overall, for the CEO and for the board;
- Leading in the continued application of best practice corporate governance principles;
- Determining the Board agenda;
- Ensuring the Board’s effectiveness in decision making and facilitating full participation and open discussion in the Board; and
- Ensuring timely communication with the Group’s owners and stakeholders.

#### **4. Person Specification**

The Chairperson should have significant experience at a senior level in a large complex organisation and be in a position to clearly demonstrate the following:

- A successful career history at executive and/or non-executive level in a complex organisation of scale;
- Significant senior leadership experience that demonstrates an ability to chair a board of an organisation that is engaged in transformational change;
- The ability to ensure that the Board guides, challenges and supports the CEO and executive management team to deliver upon the organisation's strategy and plans whilst holding them to account in doing so;
- Strong stakeholder management skills;
- An objective approach to decision-making and the confidence and resilience required to operate in a complex and high profile organisation;
- Experience in chairing boards of directors, and/or significant experience at board level in a large complex organisation.

In addition to this experience it would be desirable if candidates had knowledge of the debt capital markets.

In addition the Chairperson should possess the following core competencies:

- The ability to work effectively and cohesively with others in leading a team;
- A strong sense of ethics and integrity;
- Sound business judgment;
- Excellent communication skills;
- Proven ability to critically analyse information and constructively challenge; and
- An understanding of good governance practices.

#### **5. Term of Appointment**

Appointments to the Board will be for an initial period of up to 5 years with an option to extend the term of engagement for a second term of 5 years.

## 6. How to Apply

If you are interested in this position, please review the self-assessment questionnaire which can be found on [www.stateboards.ie](http://www.stateboards.ie). Please note that the questionnaire is designed to help you in considering whether to submit an expression of interest - you are not required to submit the questionnaire as part of the application process.

Having considered the general suitability criteria for membership of a State Board, applicants should consider whether they meet the specific appointment criteria set out in the 'Person Specification' section above.

If you decide that you wish to be considered for appointment, you should submit an application via the following link [www.stateboards.ie](http://www.stateboards.ie) together with a detailed Curriculum Vitae and cover letter. In order to submit your application, you should take the following steps:

- i. Go to [www.stateboards.ie](http://www.stateboards.ie).
- ii. On the bar at the top of the page click on "Available Appointments".
- iii. This brings you to a page with all our advertised vacancies. Select whichever position would like to apply for (you are welcome to apply for more than one position if you wish).
- iv. On the relevant page please click on the "apply for this position" button at the bottom of the page
- v. This will bring you to a page on [www.publicjobs.ie](http://www.publicjobs.ie) and, if you already have a publicjobs.ie account, will prompt you for your username and password. If you do not have an account you will be asked to set one up.
- vi. Once you input your details you will be brought to a page where there is a prompt in the middle of the page which says "apply here". Click on the link to the online application form beside it.
- vii. A form will appear on your screen, some of the text boxes will be populated with information from your publicjobs.ie profile (Name, address etc). You will need to complete the rest of the fields and enter your name and the date at the bottom of the form. Click on "continue".
- viii. You will then be brought to a screen where you should upload your CV and Cover Letter. These are required documents and your application cannot be processed without them. Once you have selected these and uploaded them, please click on "submit" button at the bottom of the page.
- ix. You will receive an e-mail confirmation (to the address listed in your publicjobs.ie profile) to confirm that your application has been submitted.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.

## 7. Appointments Process

A Board Selection Panel (“Panel”) will be convened by PAS in conjunction with NewERA to consider the expressions of interest received via [www.stateboards.ie](http://www.stateboards.ie). The consideration of the expressions of interest may include any or all of the following steps:

- An initial screening of the expressions of interest received against the specific appointment criteria for the role
- Shortlisting
- Interview
- Any other assessment method considered appropriate
- Reference checking

In undertaking its functions under section 19 of the NTMA Act NewERA may also identify candidates from other sources that meet the specific appointment criteria. These names will also be assessed by the Panel. On completion of the assessment by the Panel, NewERA will recommend suitable candidates for consideration by Government.

In addition, the candidate who is being proposed for appointment as Chairperson of ESB is required to make themselves available to the Oireachtas Joint Committee on Transport and Communications<sup>2</sup>

If you have any questions regarding the application process please contact Adam Egan on (01) 8587769 or email [info@stateboards.ie](mailto:info@stateboards.ie).

## 8. Data Protection Acts 1988 & 2003

For further information on Data Protection please follow the [link](#)

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<sup>2</sup> Under the Programme for Government, those who are being proposed for appointment as chairpersons of State boards are required to make themselves available to the appropriate Oireachtas Committee.