



Appointments to the Board of EirGrid plc

Closing Date: 15:00 on Tuesday 06th December 2022

**State Boards Division
Public Appointments Service
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stateboards.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. PAS also has responsibility for providing an open, accessible, rigorous, and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, www.stateboards.ie, is the channel through which the 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.

Membership of State Boards

High standards of corporate governance in all State Agencies, whether in the commercial or non-commercial sphere, are critical to ensuring a positive contribution to the State's overall social and economic development.

Members of State Boards are appointed to act on behalf of the citizen to oversee the running of the affairs of state bodies. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. Members of State Boards, and the relevant management team, are accountable for the proper management of the organisation.

Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the State body, subject to the objectives set by Government. In that regard and in accordance with 13.2 of the Guidelines on Appointments to State Boards, "it is advisable that no member of a State Board should serve more than two full terms of appointment or should hold appointments to more than two State Boards."

The [Code of Practice for the Governance of State Bodies 2016](#) (the Code) provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies.

In order to be an effective contributor on a State Board it is recommended that members should:

- bring independent and objective scrutiny to the oversight of the organisation;
- be prepared to be challenging when necessary, while being supportive to the delivery of organisational strategy and objectives;
- be equipped to offer considered advice on the basis of sound judgement and experience; and
- be prepared to make a time commitment to their work commensurate with their role.

Appointments to the Board of EirGrid plc

Location:	Meetings will normally be in Dublin at EirGrid plc Head Office
Number of Vacancies:	2
Remuneration:	€12,600. (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). Travel and subsistence is payable at appropriate civil service rates.
Time Requirements:	15 – 20 days per annum including attendance at Board meetings (min. 10 per annum) and committees of the Board (min. 4 per annum), the Company's AGM and ongoing familiarisation with EirGrid Group and sectoral issues. A more extensive time commitment may be necessary in the initial induction period.

Candidates' attention is also drawn to the provisions of the Code in relation to Audit and Risk Committee membership which can be found [here](#).

1. Background

The Public Appointments Service ("PAS") in conjunction with NewERA (a business unit of the National Treasury Management Agency ("NTMA")¹), wishes to identify suitable candidates to be presented to the Minister for the Environment, Climate and Communication for consideration by Government for appointment to the Board of EirGrid plc (EirGrid).

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

EirGrid is a company incorporated under the Companies Acts pursuant to Regulation 34 of S.I. No. 445/2000 – European Communities (Internal Market in Electricity) Regulations, 2000.

EirGrid and its subsidiary companies (EirGrid Group) are at the heart of the electricity system on the island of Ireland. EirGrid Group operates and develops the transmission grids, the wholesale electricity market and interconnectors linking the island's transmission system to those in other countries.

The EirGrid Group Strategy (2020-2025) is shaped by the need to address the climate change challenge, through the transition of the electricity sector to low-carbon, renewable energy, and the unique role that EirGrid Group will play in leading this radical transition.

The focus of our six -year strategy is to work, together with stakeholders and key partners, to securely transform the power system and wholesale electricity market to enable at least 70%

¹ 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 EirGrid 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).

(now up to 80% per Climate Action Plan 2021) of electricity supply from renewable sources by 2030 (“the Renewable Ambition”), leading to full decarbonisation of the system by 2050. This aligned to the ambition in the Irish Government..

Since our strategy was launched in late 2019 the Irish Government’s ambition for decarbonisation, and the role EirGrid itself will play in this transition, has increased

- the enactment of the Climate Act 2021 commits Ireland to a legally binding target of net-zero greenhouse gas emissions no later than 2050, and a reduction of 51% by 2030
- the publication in November 2021 of the Climate Action Plan 2021 sets out indicative ranges for emissions reductions for each sector of the economy by 2030 (Electricity Sector: 62% - 81%) and increases the target for the proportion of electricity supply from renewable sources by 2030 to up to 80% (from at least 70%) by 2030 (“the revised Renewable Ambition”)
- the publication in May 2021 of the Government’s Policy Statement on the Framework for Ireland’s Offshore Electricity Transmission System, which sets the objective that 5GW of offshore wind generation will be installed by 2030 and assigns ownership of the offshore transmission system assets to EirGrid in addition to EirGrid’s Transmission System Operator role.

To achieve the Renewable Ambition, renewable energy sources will increasingly replace fossil fuel-based sources of electricity. Electricity will also be used as a replacement energy source to enable other industry sectors, such as transport and heating, to meet their emission reduction targets as set out in the Climate Action Plan 2021.

The scale and pace of the transition is hugely challenging and will require significant changes to the current approaches to network planning and delivery, electricity system operation, electricity markets and the use of innovative technologies and systems, if the Renewable Ambition is to be achieved. Across all three of these dimensions, whole-of-system solutions will be required to be developed to meet the challenges.

EirGrid Group’s initiative, “Shaping Our Electricity Future”, developed in consultation with government, regulators and other stakeholders identifies an optimal roadmap for an orderly transition to the original Renewable Ambition over the next nine years in the most economical, reliable, and timely fashion. Following determination of this roadmap in late 2021, we are progressing its implementation at pace and have commenced work on the next iteration of the roadmap for the orderly transition to the revised Renewable Ambition set by Government in the Climate Action Plan 2021.

The assumption of ownership and operational responsibility for Ireland’s offshore transmission grid will be transformative for EirGrid in the coming years not only in terms of the scale of its balance sheet and financing requirements but also in the capabilities and skillsets required within the Group to deliver, manage, and operate this strategic State asset.

EirGrid, when directed by the Commission for Regulation of Utilities (with Ministerial consent) is required to take such action as the Commission directs to address electricity security of supply. Following recent receipt of such a direction, and the passing of the EirGrid, Electricity and Turf (amendment) Bill 2022, EirGrid is now implementing the actions outlined therein to address the temporary electricity emergency identified by the Commission.

EirGrid Group's current main licensed and regulated activities are as follows:

EirGrid Transmission System Operator (TSO) – EirGrid is the licenced TSO for the high voltage electricity transmission grid in Ireland and is regulated by the Commission for Regulation of Utilities;

System Operator Northern Ireland (SONI) TSO – SONI Ltd, a subsidiary of EirGrid, is the TSO for the high voltage electricity transmission grid in Northern Ireland and is regulated by the Northern Ireland Authority for Utility Regulation;

Single Electricity Market Operator (SEMO) – EirGrid Group operates the all-island wholesale electricity market, which is regulated by the SEM Committee;

East West Interconnector (EWIC) – EirGrid Group owns and operates the EWIC, which links the electricity systems of Ireland and Great Britain, and is licensed by the Commission for the Regulation of Utilities in Ireland and Ofgem in the UK; and

Celtic Interconnector – EirGrid TSO in partnership with its French counterpart RTE, is developing the Celtic Interconnector to link the Irish electricity system to that of mainland Europe.

Further information about EirGrid and its Annual Reports, can be found at <https://www.eirgridgroup.com/>.

Candidates should also note that the principal relationship and governance arrangements between the Government and EirGrid and its subsidiaries (the EirGrid Group) are also set out in legislation, with relevant Ministers given various functions in relation to the Group. The Code of Practice for the Governance of State Bodies (2016) and the Annex and Gender Balance and Diversity (2020) contain more information.

2. Functions of the Board

The Board is collectively responsible for the performance and long-term success of EirGrid. Its role is to provide effective leadership and direction for the company. All Board members have fiduciary responsibilities to the Company. In fulfilling its role, the Board has regard to the Shareholder's Expectations and Objectives and government's policy objectives as set out in the Climate Action Plan 2021.

Members of the Board are appointed by the Minister for the Environment, Climate and Communications with the consent of the Minister for Public Enterprise and Reform. The Board comprises a maximum of ten directors including the Chairperson, the Chief Executive, a staff representative Board member who is appointed following a staff election process and up to seven other non-executive directors.

All Board members are afforded the opportunity to fully contribute to Board deliberations, and to provide constructive challenge. From time to time, the Board may establish committees to assist it in the performance of its duties. The Board is currently assisted by: -

- Audit and Risk Committee;
- Grid Infrastructure Committee;
- Remuneration Committee; and
- Innovation Committee.

Further information on the EirGrid Board can be found [here](#).

3. Person Specification

The Minister for Environment, Climate and Communications invites applications from suitably qualified candidates to fill two vacancies on the Board of EirGrid plc.

Candidate's attention is drawn to the provisions of the Code in relation to the role of a Board member, where the principle states: -

- Each State body should be headed by an effective Board which is collectively responsible for the long-term sustainability of the body.
- Non-executive Board members should bring an independent judgement to bear on issues of strategy, performance resources, key appointments, and standard of conduct.

Details on the role of Board Members can be found in Section 3 of the Code which can be found [here](#).

The key roles and responsibilities of a Board Director include the following:

- Contributing strongly to effective decision making within the Board through active participation
- Excellent communication skills including the ability to listen sensitively to the views of others both inside and outside the Board;
- Contributing to the overall success of EirGrid, through supporting the development of effective strategic options for the Group and providing leadership in climate action efforts;
- Promoting proper governance and thorough oversight;
- Providing guidance, challenge and support to the CEO and executive management to deliver upon the organisation's strategy whilst holding them to account in doing so;
- Ensuring that the expectations of the Ministerial shareholders are fully met;
- Leading by example and setting the tone; and
- Participating in Board committees as appropriate.

The persons appointed are expected to display high standards of integrity and probity, both within and outside the Board, treat people fairly, take personal accountability and be prepared to commit sufficient energy and time to be effective in the role. The persons are expected to be independent in character and judgement, generating trust among Board colleagues.

Vacancy 1

Essential:

Candidates applying under this category must demonstrate in their application evidence of significant senior executive and/or non-executive board level experience in the following:

- A leadership role in complex organisations of scale, with the capacity to tailor such experience to the challenges of EirGrid plc and the potential to assume responsibilities in a Committee Chair role;
- The energy sector (preferably the electricity energy sector) in an economically regulated entity;
- Large-scale transformation and/or capital investment programme delivery with the capacity to tailor such experience to EirGrid;
- Knowledge of the technological issues as they apply to the energy sector (including, in particular, electricity systems, renewable energies, transition fuels, offshore renewable energy, hydrogen, etc.) and the significant innovations that are required across the sector to deliver the decarbonisation of the sector by 2050;
- Excellent commercial acumen, risk awareness and a record of contributing, at Board level, to an organisation that is engaged in transformational change within a sector that is also undergoing significant transformational change itself.

Desirable:

- A demonstrable understanding of energy sector policy (within the broader climate change policies) and developments in Ireland, Northern Ireland and internationally;
- Leading the delivery of technology and innovation in a complex organisation of scale (preferably within the energy sector) and/or experience of operating in a regulated utility environment;
- An understanding of the dynamics of operating in a regulated business environment on the island of Ireland; and
- A passion for addressing the challenge of climate change.

The Successful candidates will be expected to become members of a number of Board Committees.

Vacancy 2: Accountancy / Finance

Essential:

Candidates applying under this category must demonstrate in their application evidence of significant senior executive and/or non-executive board level experience in the following:

- Accounting and/or finance experience in a financially complex commercial organisation (ideally within the energy sector);
- Experience in project appraisal/assessing business opportunities with a proven ability to challenge constructively;
- Experience in raising significant project / corporate finance facilities;
- Corporate Governance and risk management principles and an ability to interpret their application from a risk management perspective;
- Excellent commercial acumen, risk awareness and a record of contributing, at Board level, to an organisation that is engaged in transformational change within a sector that is also undergoing significant transformational change itself; and
- A relevant professional accountancy qualification and membership of a professional body.

The successful candidate will be expected to be a member of, and Chair, the Audit & Risk Committee.

Desirable :

- A demonstrable understanding of energy sector policy (within the broader climate change policies) and developments in Ireland, Northern Ireland and internationally;
- An understanding of the dynamics of operating in a regulated business environment on the island of Ireland; and
- A passion for addressing the challenges of climate change.

Statutory Requirements/excluded groups

1. No person who is a member or has ceased to be a member of the Commission for Regulation of Utilities or the UK equivalent body within the preceding twelve months can be appointed as a director of EirGrid.

The Minister shall have regard to the desirability for gender balance, diversity and inclusion on the Board as the Minister considers appropriate and determines from time to time when making appointments, in line with the updated Code.

In order to qualify for appointment a person must not have any legal impediment or conflicts of interest likely to interfere with his/her ability to assume the role of a member of the Board. Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. The Assessment Panel may decide, based on the perceived level of conflict, not to forward your name for consideration.

It should be noted that members of the Board, and their immediate family members and close associates, are deemed to be “Politically Exposed Persons” (“**PEPs**”) under the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010 (as amended). This legislation places a requirement on “designated persons” (e.g., credit institutions) to undertake “Enhanced Customer Due Diligence” on those clients who are classified as a PEPs. Further information is available [here](#).

4. Term of Appointment

Appointments to the Board will be for an initial period of between 3 and 5 years with an option to extend the term of engagement for a further period to a maximum of eight years in total, subject to:

- The membership of any member of the Board may be terminated by the Minister with the consent of the Minister for Public Expenditure and Reform at any time.
- A member of the Board may resign his or her membership of the Board by notice in writing sent or given to the Minister, and the resignation shall take effect on the day specified in the notice.
- Members of the Board shall, subject to the provisions of this Schedule, hold office upon such terms and conditions as the Minister may, with the consent of the Minister for Public Expenditure and Reform, from time to time determine.
- The roles and responsibilities of Board Members are described in the Code of Practice for the Governance of State Bodies 2016 which is available here [Code of Practice for the Governance of State Bodies](#).

- A board member shall cease to be a member of the board if he or she is nominated as a member of Seanad Éireann, is elected as a member of either House of the Oireachtas or as a representative in the European Parliament, elected to the European Parliament, or becomes a member of a local authority.

5. Submitting your Application

Having considered the general suitability criteria for membership of a State Board, you should consider carefully how your background and experience fits with the specific appointment criteria set out in the Person Specification section in this booklet.

Your submission should be made via the following link www.stateboards.ie together with your **Curriculum Vitae** and a **cover letter** (see Appendix 1 of this booklet for help with the online process).

IMPORTANT NOTE

Please take care when submitting your expression of interest. As the Assessment Panel will generally make its recommendation(s) based on consideration of the documentation which you submit, it is most important that you do the following:

1. *Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the Authority position(s) specified in this booklet, and*
2. *That you fully answer any supplementary questions which are presented to you as part of our online application process.*

This will help ensure that the Assessment Panel is as informed as possible as to the basis for your candidature and why you believe you are a person who could potentially be appointed to this State Board. **Please only include information that is directly relevant to the particular role for which you are applying.**

If you have any questions regarding the application process, please email stateboards@publicjobs.ie.

6. Assessment Process

An Assessment Panel (the “Panel”) will be convened by PAS in conjunction with NewERA to consider and assess the expressions of interest received by via www.stateboards.ie. The consideration of the expressions of interest may include any or all of the following steps:

- review and discuss the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet;
- assess potential candidates further once they meet the specified appointment criteria by undertaking any or all of the following steps:
 - Consideration of the written applications; and/or
 - Meeting/conference call; and/or
 - Referee checks; and/or

- Any other selection or verification method deemed appropriate (this may include PAS requiring statutory declarations from shortlisted applicants as to the bona fides of the qualifications and experience contained in their applications).
- arrive at a shortlist of the most suitably qualified candidates (based on the information provided by the candidate) to be sent forward for consideration by the Minister.

In undertaking its functions under section 19 of the NTMA (Amendment) Act 2014, NewERA may also identify candidates from other sources that meet the specific appointment criteria. These names will also be assessed by the Panel.

The outcome of the Panel's assessment will be forwarded by PAS to NewERA for the purposes of the advice to be provided by NewERA pursuant to Section 19 of the NTMA (Amendment) Act 2014.

Please note that the Public Appointments Service will not be responsible for any expenses incurred by candidates as part of our selection process.

7. Confidentiality

Subject to the provisions of the Freedom of Information Acts, 2014, applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

8. Data Protection

The Data Protection Act 2018 provides that the processing of personal data shall be lawful where such processing is necessary for the performance of a statutory function of a controller. PAS is mandated by statute under the Public Service Management (Recruitment and Appointments) Act, 2004 to act as the centralised assessment and selection body for the civil service and to carry out all the procedures necessary to undertake the recruitment, assessment, and selection of suitable candidates for appointment. By submitting your personal data (including your name, address, contact details and details of your education and work history contained in your curriculum vitae and cover letter) via publicjobs.ie, you acknowledge that such data may be used by the Public Appointments Service and disclosed to and used by client departments, in connection with its statutory roles to assist and advise relevant Ministers in relation to appointments to the boards of State bodies. The information contained in your public jobs profile is yours to manage, amend, update, or delete as appropriate. For more detailed information on our Data Protection Policy, please see our [Code of Practice for the Protection of Personal Data in the Public Appointments Service](#).

NewERA

In performing its statutory functions, the NTMA may disclose your personal data to relevant Ministers and Department staff, including the State Board Liaison Officer. Once it obtains your personal data, the NTMA will act as data controller of such data and will retain it for up to one year following completion of the appointment. Unless you request the withdrawal of your application such data may be used in considering your suitability for other similar vacancies/ roles that arise for a period of up to one year for this State Board. If appointed, NewERA may retain your information for the duration of your appointment. For further information in relation

to how the NTMA processes personal data, including your various rights under data protection law and details of how to contact the NTMA, please refer to the NTMA Data Protection Statement policy which is available [here](#).

Departments

Your c.v. and cover letter (and any additional supplementary information requested as part of the application process), may be forwarded to the State Board Liaison Officer in the relevant department. Once it obtains your personal data, the Department will act as data controller of such data and will retain it for up to one year following the appointment/s. Unless you request the withdrawal of your application such data may be used in considering your suitability for other similar vacancies/roles that arise for a period of up to one year for this Board.

If appointed, the Department of the Environment, Climate and Communications will retain your information for the duration of your appointment.

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

APPENDIX 1

Submitting your application:

In order to submit your application, you should take the following steps:

1. Go to www.stateboards.ie.
2. On the bar at the top of the page click on "Available Appointments".
3. This brings you to a page with all our advertised vacancies. Select whichever position you would like to apply for (you are welcome to apply for more than one position if you wish).
4. On the relevant page please click on the "apply for position" button at the bottom of the page
5. This will bring you to a page on 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 create one.
6. 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.
7. 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.
8. If there is a supplementary question, ensure that your response complies with the word limit and that it does not contain any special characters (i.e., %, & etc.) or you may receive an error message and will be unable to submit your application.
9. Click on "continue".
10. 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 the "submit" button at the bottom of the page.
11. 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.