

Candidate Information Booklet



Campaign ID 25216706 Appointments to the Board of EirGrid plc

Dublin

Minister for the Environment, Climate and Communications

Closing Date: 15:00 on Friday, 23rd of May 2025





State Boards Division publicjobs

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.

publicjobs refers to Public Appointments Service established under the Public Service Management (Recruitment and Appointments) Acts 2004-2013

publicjobs 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.publicjobs.ie, is the channel through which publicjobs 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.

Contact: State Boards

publicjobs

Email: stateboards@publicjobs.ie

URL: www.publicjobs.ie

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;
- be prepared to make a time commitment to their work commensurate with their role.

Appointments to the Board of EirGrid plc

Location of Meetings: Dublin

Number of Vacancies: 2

Remuneration: €12,600 per annum. Travel and subsistence are paid at appropriate Civil Service Rates. (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).

Time Requirements: 25 - 30 days per annum including meeting preparation, attendance at board and committee meetings, the Company's AGM, training sessions, employee engagement and site visits. Meeting packs issue one week in advance of the meeting date. A more extensive time commitment may be required 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](#).

It is expected that successful candidates will serve on either the Grid Infrastructure Projects Committee or the Offshore Committee and may be asked to serve as a member on other Board Committees (e.g., Audit and Risk).

1. Background

The Public Appointments Service ("**PAS**"), in conjunction with NewERA (a business unit of the National Treasury Management Agency ("**NTMA**"))¹, wish to identify suitable candidates for consideration for appointment to the Board of EirGrid plc by the Minister for the Environment, Climate and Communications (the "**Minister**")².

Company overview

EirGrid plc 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. See www.eirgrid.ie for information.

¹ The role of NewERA is to provide financial and commercial advice to the relevant Government Ministers in relation to the exercise of specific functions, including, pursuant to Section 19 of the National Treasury Management Agency (Amendment) Act 2014, "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 National Treasury Management Agency (Amendment) Act 2014 and in the annual reports of the NTMA (www.ntma.ie).

² Appointments to the Board of EirGrid are made by the Minister, with the consent of the Minister for Public Expenditure, NDP Delivery and Reform.

EirGrid plc and its subsidiary companies (EirGrid Group) are at the heart of the electricity system on the island of Ireland. EirGrid Group operates, plans and develops Ireland's transmission grid, the wholesale electricity market and interconnectors linking the Ireland's transmission system to those in other countries. 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;
- Single Electricity Market Operator (SEMO) – EirGrid Group (in conjunction with SONI Ltd its Northern Ireland counterpart) 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. This €1.6 Bn project is currently in the construction phase and forecast to be operational in late 2027.
- Offshore – EirGrid TSO has been appointed by the Irish Government as both the Operator and Asset Owner of Ireland's Offshore electricity transmission grid. 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.

In 2023 EirGrid generated profit before tax of €71.2m and underlying profit of €40.6m on revenues of €1,140.5m. See EirGrid 2023 Annual Report

<https://cms.eirgrid.ie/sites/default/files/publications/EirGrid-Annual-Report-2023.pdf>

Strategy

The EirGrid Group Strategy (2020-2025) <https://www.eirgrid.ie/about-us/our-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 strategy is to work, together with stakeholders and key partners, to securely transform the power system and wholesale electricity market to enable up to 80% 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 of the Irish Government.

Offshore

As the future owner of the State's offshore electricity grid assets, EirGrid has been tasked with enabling the transmission infrastructure assets (offshore electricity substations and associated undersea electricity cables) to connect 5GW of Phase 1 and Phase 2 assets. As part of its new role, EirGrid will acquire Phase 1 assets from offshore wind developers and construct Phase 2 assets itself. These additional responsibilities will require enhanced capabilities



including offshore network planning and construction, operations and maintenance, and finance capabilities.

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 Government's Climate Action Plan.

Members of the Board are appointed by the Minister for the Environment, Climate and Communications with the consent of the Minister for Public Expenditure, NDP Delivery 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 Projects Committee;
- Power System & Market Development Committee;
- Offshore Committee; and
- Remuneration Committee;

Specific matters reserved for the board include:

- Establishing board committees and their terms of reference;
- Determining policy on senior management remuneration;
- Reviewing operational and financial performance;
- Appointment of Chief Executive, agreement of terms and conditions and assessment of performance;
- Appointment of directors to board committees and subsidiary companies;
- Appointment of the Company Secretary;
- Appointment and removal of the company's auditors.

The Board is also responsible for approval of (some of which are also subject to Ministerial approval):

- The overall Group Strategy, Five Year Corporate Plan, Annual Business Plan and Annual Budget;
- Establishment or disposal of subsidiaries, undertaking of acquisitions or participation in joint ventures;
- Capital expenditure proposals in excess of specified limits;
- Group Treasury Policy, Group Risk Management Strategy and risk appetite;
- Codes of Conduct for directors and employees;
- Principles to be adopted in negotiating tariffs with regulators;
- Significant amendments to staff pension benefits.

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.

The successful candidate will be appointed to the Board of EirGrid. Under S.I. No. 445/2000 - European Communities (Internal Market in Electricity) Regulations 2000, the Board of EirGrid will comprise up to 10 members (including the Chairperson and the CEO *ex officio*).

Current composition of the Board:

Board Member	First Appointed	Reappointed	Expiry Date	Position Type	Basis of Appointment
Brendan Tuohy	12/11/2019	12/11/2024	11/11/2027	Chairperson	PAS process
Ivan Schuster	27/03/2024		26/03/2029	Board Member	PAS process
James Nyhan	19/10/2022		18/10/2027	Board Member	PAS process
Michael Hand	22/07/2015	22/07/2020	21/07/2025	Board Member	PAS process
Pauline Walsh	03/05/2023		02/05/2028	Board Member	PAS process
Rosa M Sanz García	23/05/2022		22/05/2027	Board Member	PAS process
Theresa Donaldson (Dr)	02/06/2017	02/06/2022	01/06/2025	Board Member	PAS process
Tom Coughlan	01/07/2018	01/07/2023	30/06/2026	Board Member	PAS process



Deirdre Merriman	22/12/2024		21/12/2029	Board Member	Elected Employee Member
Cathal Marley	1/04/2025		31/03/2032	Chief Executive Officer	Ex-Officio

3. Person Specification

The Minister for the Environment, Climate and Communications with the consent of the Minister for Public Expenditure, NDP Delivery and Reform invites applications from suitably qualified candidates to fill two positions as Ordinary Members of 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](#).

Essential

Profile 1 – Infrastructure Delivery

Essential Criteria

Candidates must demonstrate in their application evidence of a career history serving in positions of leadership at an appropriately senior level (i.e., executive level and/or equivalent advisory level and/or non-executive board membership) in a commercial organisation of scale.

In addition, for Profile 1, candidates must demonstrate in their application evidence of significant experience in:

- the planning and delivery of large capital investment programmes and/or projects, together with an engineering qualification or equivalent.

It is expected that the successful candidate for this role will serve as chairperson of the Grid Infrastructure Projects Committee and may be asked to serve as a member on other Board Committees.

Profile 2 – Finance / Debt Capital Markets

Essential Criteria

Candidates must demonstrate in their application evidence of a career history serving in positions of leadership at an appropriately senior level (i.e., executive level and/or equivalent advisory level and/or non-executive board membership) in investment banking or financial services or in a commercial organisation of scale.

In addition, for Profile 2, candidates must demonstrate in their application evidence of experience in the following area:

- Experience in raising significant funding in the bond/debt capital markets for regulated utility, infrastructure sectors or related sectors.

It is expected that the successful candidate for this role will serve as a member of the Offshore Committee and may be asked to serve as a member on other Board Committees (e.g., Audit and Risk).

Desirable Criteria (both Profiles)

It is also desirable that candidates demonstrate evidence of some of the following:

- Experience and a record of contributing, at board or senior executive level, to an organisation that is engaged in transformational change within a sector and a broader economy that is also undergoing significant transformational change itself;
- An understanding of energy sector policy (within the broader climate change and economic policies) and developments in Ireland, Northern Ireland, the EU and internationally;
- Experience in offshore electricity infrastructure development;
- An understanding of the dynamics of operating in a regulated business environment in Ireland;
- A passion for addressing the challenge of climate change;
- An understanding of the importance of international competitiveness (and the role that energy plays in that) and a knowledge and understanding of the future opportunities for developing industries in Ireland based upon the availability of renewable energy; and/or
- Experience of community engagement and dealing with community challenge to infrastructure.

The Minister encourages applications from diverse, qualified candidates to ensure the Board is a true reflection of Irish society and 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 of Practice for the Governance of State Bodies 2016 and its associated Annexes.

In order to qualify for appointment a person must not have any 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 legal impediment or 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.

Prospective candidates should refer to the below non-exhaustive list of potential conflicts of interest relating to these vacancies:

1) 16/2015 European Communities (Internal Market in Natural Gas and Electricity) (Amendment) Regulations 2015

Applicants may wish to be advised regarding the application of Article 12(8) of SI 16/2015 European Communities (Internal Market in Natural Gas and Electricity) (Amendment) Regulations 2015, which provides that the same person shall not simultaneously be a member of the board of, or a body legally representing, an undertaking (a) performing any of the functions of generation or supply of electricity (and/or gas*), and (b) which is an electricity transmission system operator or an electricity transmission system. The Department notes that whilst this specific restriction does not apply to EirGrid by virtue of EirGrid's certification under Article 43(8) of Directive 2019/944 on common rules for the internal market for electricity, applicants should be advised that the Department maintains a policy regarding conflict of interest or perceived conflict of interest likely to interfere with any applicant's ability to assume the role of a member of the Board. In this regard it reserves the right to decide, based on perceived level of conflict, not to propose a prospective candidate for consideration.

(* Gas is not referred to in Regulation 12(8) but references to the supply of electricity include gas as a result of Regulation 14.)

2) The Constitution of EirGrid

- The Constitution of EirGrid states that 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 in the previous year can be appointed as a director of EirGrid.
- The Constitution of EirGrid states on appointment, each director shall furnish to the Company Secretary details relating to his or her employment and all other business interests. Any interests of any person connected with him/her, which could involve a conflict of interest with any of the company's operations, should also be disclosed. Any changes in these particulars should be notified to the Company Secretary as soon as possible. Without prejudice to the generality of the foregoing an interest in any electricity undertaking (as defined in the Electricity Regulation Act, 1999) shall be notified to the Company Secretary. For this purpose, a connected person shall have the same meaning as a 'connected person' does in section 2 of the Ethics in Public Office Act, 1995.
- The Constitution of EirGrid states that the office of a director shall be vacated if on or prior to appointment, he or she fails to notify and seek the consent of the Commission for Regulation of Utilities to continue in any position as a director, employee or consultant of another electricity undertaking.



Note: Members of the EirGrid Board, 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 up to 5 years and may be extended for one further term of three years, subject to:

- The membership of any member of the Board may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- 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 on which the Minister receives the notice.
- Members of the Board shall, subject to the provisions of [S.I. 445/2000](#), 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 or elected to the European Parliament.

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.publicjobs.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 publicjobs, in consultation with NewERA, to consider and assess the applications received by publicjobs. The Panel will:

- 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.

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 publicjobs and NewERA 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 publicjobs and disclosed to and used by client departments, in connection with its statutory role to assist and advise relevant Ministers in relation to appointments to the boards of State bodies and to the NTMA in connection with its statutory role under the National Treasury Management Agency (Amendment) Act 2014 to assist and advise relevant Ministers in relation to appointments to the boards of relevant State bodies (as defined in that Act). The information contained in your publicjobs 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](#).

NTMA / 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

If your application is assessed and you are considered to be suitable for appointment, your CV and cover letter (and any additional supplementary information requested as part of the application process), may be forwarded to the relevant Government Departmental staff. 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. 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 for the Environment, Climate and Communications will retain your information for the duration of your appointment.

APPENDIX 1

Submitting your application:

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

1. Go to www.publicjobs.ie.
2. On the bar at the top of the page, State Boards, 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.



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You can also keep up to date
on **publicjobs.ie** and follow us
on our social platforms:

