



Post: Director of Finance (Grade 4) – 3 Year Fixed Term Contract

Reporting to: Executive Director - Support

Location: Block 1, Castleforbes House, Castleforbes Road, Dublin 1.

Reference: 634

Closing Date for applications is Tuesday, 04 August 2026 at 12.00pm (Noon)

SOLAS (An tSeirbhís Oideachais Leanúnaigh agus Scileanna) is the Further Education and Training Authority of Ireland and is responsible for funding, planning and coordinating training and further education programmes. The general functions of SOLAS are set out in the Further Education and Training Act, 2013 see <http://www.irishstatutebook.ie/2013/en/act/pub/0025/index.html> for the full text of the Act.

The Role

SOLAS is seeking to recruit a Director of Finance for a three-year fixed term contract. The Director of Finance will be responsible for leading and overseeing the organisation's finance function, ensuring the delivery of robust financial management, effective governance, and strong financial control across SOLAS.

The role will have responsibility for budgeting, financial reporting, audit, compliance, treasury, and procurement, while also supporting strategic decision-making and driving continuous improvement and best practice across finance operations.

Reporting to the Executive Director – Support, the successful candidate will be a key member of the senior leadership team, contributing to the overall mission and strategic direction of SOLAS and the wider FET and tertiary system.

The SOLAS budget for 2026 is €1.35 billion and funding dispersed to Education and Training Boards and other funded bodies amounts to some €1.26 billion.

This senior management role will have a number of direct reports at manager level and have lead responsibility for financial matters, including the following areas:

Financial Management Unit

- Management and oversight of the SOLAS budget.
- Developing and implementing financial policies and procedures.
- Leading the estimates process and expenditure coordination, and reporting for SOLAS. This incorporates engagement throughout the year with the Chief Executive, Executive Directors, Directors, colleagues in the Department of Further and Higher Education, Research, Innovation and Science and the Office of the Comptroller and Auditor General (C&AG).
- Leading and maintaining high standards in statutory accounts preparation, C&AG audit coordination and supporting accountability at the Public Accounts Committee and other Oireachtas Committees.

- Supporting the development of enhanced metrics to measure performance, value for money and enhancing accountability.

Procurement

- Oversight and continued development of procurement in the organisation. Acting as business procurement partner for the organisation, managing supplier negotiations, tracking supplier performance, and ensuring all purchasing activities drive value while complying with corporate and public procurement guidelines.

Internal Audit

- Liaison and engagement with the Head of Internal Audit

Key Responsibilities

- Lead, direct and oversee the finance function including the production of monthly management accounts and annual accounts for audit.
- Ensure the delivery of an effective finance system, including the treasury functions, accounts payable and receivables, budgeting, staff payments, grants, procurement, supports to the Education & Training Boards, and act as lead contributor to finance transformation agenda across the Further Education and Training (FET) sector.
- Demonstrate strong leadership and management skills in leading an effective, high-performing internal team and in supporting the CEO and Executive team of SOLAS as required.
- Compliance with public procurement policy and Code of Practice for the Governance of State Bodies.
- Ensure continued compliance with Departmental Circulars, FRS and GAAP.
- As a member of the senior leadership team, to contribute to the successful achievement of SOLAS' strategic goals and objectives in collaboration with other business units.
- Providing strategic leadership, vision and direction in the management of SOLAS' Finance team, working effectively with both peers, external colleagues, departments and other relevant funded bodies.
- Oversee the role of SOLAS as Intermediate Body for the European Social Fund (ESF) and other EU claims in the Further Educations and Training (FET) Sector.
- Ensure that the operations assigned are consistent with overall national and organisational policies.
- Ensure that the assets and reputation of the organisation are properly protected.
- Ensuring robust financial systems, controls and processes are maintained whilst utilising technology to continually improve and enhance these areas.
- Engaging with, and supporting, the various internal Directors and teams, as well as the Education Shared Business Services Centre on wider system funding and reporting.
- Perform such other duties as may be assigned from time to time.

Requirements:

The person selected for this Director post will have a leadership role in managing for results and delivering to high standards.

The successful candidate will be able to demonstrate:

- At a minimum candidates must be qualified accountant and a member of a recognised accountancy body.
- The successful candidate should have sufficient experience with at least 5 years relevant experience at a sufficiently senior level.
- Significant experience in strategic budget management and financial reporting, ideally in a large public sector organisation, as well as knowledge of the annual Government estimates and accounting processes, or the capacity to quickly acquire an understanding of these processes;
- Familiarity with or have the capacity to acquire quickly a good working knowledge of SOLAS's wide range of responsibilities and the strategic objectives for both SOLAS and the wider FET system;
- Senior management experience in a role which involved leading and managing teams and liaising with senior leaders in the organisation;
- A record of accomplishment in their career to date demonstrating excellent senior management and leadership experience and a strong record of delivery in a large complex organisation;
- A track record of sound judgement, clear strategic thinking, and decision making in pressurised situations;
- A proven ability to oversee operational changes and to anticipate and manage change in a complex, fast-moving environment to deliver benefit while minimising and managing risk;
- The ability to engage effectively with the political system including with Ministers and negotiate with internal and external stakeholders at the highest level;
- A proven track record of effective interpersonal skills, building and maintaining relationships of trust, the ability to network and work well and effectively with others;
- Capacity to contribute to the overall strategic direction as a member of the Senior Leadership Team;
- Knowledge of, or the capacity to acquire quickly, a broad understanding of SOLAS's mandate and responsibilities;
- A good practical knowledge of tier one ERP systems;
- Knowledge of vote accounting would be helpful as would be grants under European Social Fund system.
- Excellent numeracy, communication and writing skills, excellent ICT skills.

Applicants must demonstrate their qualities, skills and knowledge for the role against the SOLAS competency framework at all executive level. While SOLAS intends to transition toward adopting a capability framework similar to the publicjobs capability framework, this position will continue to be assessed against the current competency framework within SOLAS.

This competition is open to all suitably qualified candidates. Where applicable, secondment arrangements may be considered in line with organisational requirements.