



Is seeking to recruit a Director of System Funding and Performance.

**Title of Position:** Director of System Funding & Performance (Grade 4)  
**Office:** SOLAS  
**Location:** Block 1, Castleforbes House, Castleforbes Road, Dublin 1.  
**Reference:** 325

### Background

**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 Education and Training Act, 2013 see <http://www.irishstatutebook.ie/2013/en/act/pub/0025/index.html> for the full text of the Act.

### Job Purpose

SOLAS is now seeking to recruit a **Director of System Funding & Performance**. Reporting directly to the Executive Director of Transformation, the Director of System Funding & Performance will have broad, relevant work experience at a senior level, leading the funding, appraisal, or strategy functions in a complex organisation and a record of continuous development, improvement, and innovation. The successful candidate must be flexible, positive and enthusiastic and able to demonstrate an outstanding record of achievement in their career to date. They will support the effective oversight and responsibility of the delivery of SOLAS System Funding and Performance services in line with the SOLAS FET Strategy 2020-2024. The role will form a key part of the Transformation Division.

### Key Responsibilities:

- Demonstrate strong leadership and management skills in leading an effective, high-performing internal team and in supporting the Executive Director Transformation as well as other Executive Directors and the CEO of SOLAS as required
- Lead, direct and oversee the evaluation process and allocation of recurrent funding to ETBs, agencies and bodies and other FET providers, including the management of competitive funding schemes, and assure that funding has been used for the purposes intended
- Hold annual budget meetings with ETBs, and monitor and challenge their provision and performance in line with commitments in the FET strategy and SOLAS/ETB strategic performance agreements
- Monitor and challenge agencies, bodies and other non-ETB providers to ensure delivery against agreed commitments in return for funding
- Develop and manage the capital development function, overseeing a range of capital grant schemes, developing processes for technical and business assessments of FET capital proposals, ensuring a pipeline of capital projects for ongoing FET capital funding, and supporting the realisation of the FET College of the Future via development of major flagship projects
- Lead the development of funding proposals and estimates for the Department of Further and Higher Education, Research, Innovation and Science
- Implement the recommendations of the review the FET funding model, and the move towards an outcomes-based approach to funding ETBs
- Support simplification and harmonisation of the complex FET programme and provision structure

- Oversee expenditure within the Directorate, while contributing to identifying future resource requirements for large scale cross-SOLAS projects as part of the transformation agenda
- Deliver on System Funding and Performance responsibilities as part of the overall SOLAS 3-year Corporate and annual business plan
- Ensure compliance with public procurement policy, data protection and governance practices
- Review existing funding and performance processes and make recommendations for change as part of the transformation agenda
- Implement the performance management system for all direct reports and ensure onward cascading across areas of responsibility, contributing strongly to an overall SOLAS high performance culture
- Represent the organisation on relevant external groups as required
- As a member of the senior leadership team, contribute to the successful achievement of SOLAS' strategic goals and objectives in collaboration with other teams across the organisation
- Provide strategic leadership, vision, and direction in the management of the team, working effectively with peers, external colleagues, departments, and other relevant funded bodies
- Perform such other duties as may be assigned from time to time

### **Key Skills, Qualifications and Experience**

- Higher education or equivalent relevant qualification in Business/Finance/Economics related discipline. A post graduate qualification in these fields would be desirable but not essential
- A minimum of 3 to 5 years senior management experience in a related discipline and knowledge of the funding/planning/appraisal function within a complex organisation.
- Ability in relating effectively with a diverse range of people internally and externally to the organisation, including government departments, Board members and staff representatives
- Excellent leadership, negotiation and influencing skills with the ability to motivate, challenge and engage individuals and teams
- Proven track record of developing, driving, and delivering against implementation plans
- Familiarity with or have the capacity to quickly acquire a good working knowledge of SOLAS's wide range of responsibilities, strategic objectives for both SOLAS and the wider FET system
- Excellent written and spoken communications skills, as well as a working familiarity with information technology

The current salary scale is €89,072 - €109,547 per annum inclusive of two long service increments. Entry salary will be subject to public service regulations.

**Applications must be submitted through [recruitment@solas.ie](mailto:recruitment@solas.ie) using the SOLAS Application Form and quoting reference number 325.**

SOLAS is an equal opportunities employer. Canvassing will disqualify.