



Role Specification Title: Director, FET College of the Future and Capital Development

Grade: 04X

Unit: FET College of the Future / Capital Team

Reporting to: Executive Director, Transformation

Role Summary:

The FET College of the Future (FCoTF) initiative is a key element of the national strategy to modernise and harmonise further education and training provision in Ireland. It brings together capital development, staffing and structural reform, and a unified approach to funding and governance. The Programme Office is responsible for driving the delivery of this vision, working in partnership with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS), Education and Training Boards (ETBs), higher education institutions, and other key stakeholders. The Director will lead a team tasked with overseeing strategic infrastructure upgrades, capital investment, and the transformation of FET provision, ensuring alignment with national priorities, FET Strategy, and best practice.

The Director will be a member of the senior leadership team, reporting directly to the Executive Director for System Transformation. The successful candidate will play a major role in the continued establishment, ongoing management and development of the FET College of the Future Programme Office, delivering on strategic objectives for capital development, organisational reform, and sectoral transformation. The Director will ensure the effective deployment of resources, robust governance, and the achievement of key targets as set out in the FET College of the Future implementation plan.

The role requires an innovative leader with extensive senior management experience in a complex, multi-functional organisation, capable of driving change, building capacity, and fostering collaboration across the FET sector. The Director will possess the technical and personal competencies required to deliver transformational change and continuous improvement within an organisational context.

Key Tasks/Responsibilities:

- Lead, direct, and oversee the FET College of the Future programme, ensuring effective planning, prioritisation, and delivery of capital projects and strategic upgrades.
- Develop and monitor delivery against the overall FCoTF strategy implementation plan, producing regular progress reports and updates for senior leadership and governance bodies.
- Continue to progress and drive reform in the ETB system, through both leading and supporting senior leadership in essential reform to the current FET funding model.
- Build and manage effective relationships with internal and external stakeholders, including ETBs, DFHERIS, external advisors, and other relevant bodies; represent SOLAS at key meetings and forums.
- Prepare and present reports, recommendations, board papers, and presentations for senior leadership and governance bodies; communicate programme progress, risks, and outcomes clearly and effectively.

- Support ETBs in developing capabilities and driving change in capital, staffing, structure, and provision reform; work in partnership with the network of change managers and the FET Strategy Implementation team.
- Lead the development and implementation of sectoral climate action plans, ensuring alignment with government commitments and best practice in sustainability.
- Promote a culture of continuous development, innovation, and improvement across all aspects of the programme and team.
- Undertake other responsibilities as required, consistent with the strategic objectives of SOLAS and the FET sector.
- Perform such other duties as may be assigned from time to time.

Requirements:

Key Skills, Qualifications and Experience:

- Demonstrated senior management experience in a complex organisation, with a strong track record in programme, project, or financial leadership.
- Deep understanding of financial management, budgeting, audit, and compliance in a public sector or large organisational context.
- Experience in strategic planning, governance, and risk management.
- Proven ability to analyse and improve business processes, including the use of technical solutions and IT systems.
- Strong leadership, communication, negotiation, and influencing skills, with the ability to motivate and engage teams and stakeholders.
- Ability to build effective working relationships both internally and externally, and to work collaboratively at executive level.
- Experience in capacity building, change management, and supporting organisational transformation.
- Knowledge of sectoral strategies, public procurement, and relevant codes and frameworks.
- Excellent written and spoken communication skills, with strong IT literacy.
- A record of academic achievement that will include a relevant primary degree, or equivalent, at a minimum.