



Job Title: Manager
Grade: 6
Unit: Finance
Reporting to: Director of Finance
Location: SOLAS, Block 1, Castleforbes House, Castleforbes Road, Dublin 1
Reference: 622

Closing date for submissions of SOLAS Application forms is Tuesday, 19 May 2026

Role Overview:

SOLAS is the state agency responsible for Further Education and Training (FET) in Ireland, driving the responsiveness, innovation, transformation, sustainability and success of the FET and apprenticeship systems. This is done by setting strategy, channelling investment, leading implementation, and ensuring accountability across FET providers, with an overriding focus on the needs of their learners and apprentices, to maximise the impact of State investment.

SOLAS is seeking an experienced, highly motivated, ambitious and strong individual to lead a team to oversee efficient and effective achievement of key deliverables which will support SOLAS to deliver on its objectives. This includes the strong management of a robust funding process in relation to the significant funding SOLAS provides to the FET sector in Ireland.

The role will report to the Director of Finance and will require an experienced manager with excellent digital, numerical, written and verbal skills. The Manager will be expected to interact and network with a diverse range of stakeholders, both internally and externally, have proven management skills with the ability to plan, organise and meet deadlines across multiple activities to accomplish goals with the team. The Manager will demonstrate initiative to drive the on-going development of robust guidelines, processes and systems in Finance, as well as significant cross functional work with other Business units to promote best practice and support the FET system.

Key Responsibilities:

- Management of a robust process in relation to the annual FET funding activities, which includes leading and supporting internal teams across different business units through effective planning, reporting, and assurance mechanisms. This will include oversight, continuous development and management of a robust financial reporting system to ensure potential challenges can be identified and addressed in a timely manner.
- Drive significant transformation initiatives in the area of FET funding, including supporting the development and implementation of outcomes-based funding model for FET provision, which is required to align with FET Strategy, organisational goals and the finalisation of the outstanding items from the FET funding model review.
- Production of Financial data, reports and analysis to support insights on FET outcomes across the FET sector to ensure that State investment is being maximised. This will include both regular and ad-hoc reporting and analysis which will require critical thinking to provide clear, succinct findings and recommendations as required.

- Oversight of, and further development in, robust processes to review all financial and non-financial information provided to SOLAS across the FET system to highlight any risks and concerns for SOLAS. This would include, but not limited to, financial returns made to SOLAS, Audited Financial Statements and Internal Audit reports. This would include reporting on risks and potentially working with internal and external stakeholders to mitigate any risks identified as appropriate.
- Requirement to build up and maintain strong collaborative working relationships with colleagues across all functions of SOLAS, in particular the FET College, System Performance and the Apprenticeship units. This will include the flexibility to work with these Business Units on a collaborative basis and promote a 'one-team' ethos across the Business Units.
- On-going leadership in change management to continuously enhance an already robust system with practical support, clear communication, hands-on engagement and a 'can do' attitude.
- Responsive management of self, others, and resources to deliver against changing priorities at short notice with high levels of professionalism, sectoral expertise, and a 'can do' attitude.
- Make efficient and effective use of all resources in planning, organising, executing, and monitoring the unit's activities.
- Management of risk associated with FET system funding, including responses to audit queries, Parliamentary Questions, Requests from DFHERIS, and stakeholders, both internal and external.
- Ensure that the reputation of the organisation is properly protected. Demonstrate the highest level of integrity in all areas of work and interaction with internal and external stakeholders. This includes proactively identifying risks or concerns and addressing/highlighting them as appropriate.
- The post-holder will engage with government departments, ETBs, ETB Shared Service, agencies, and other key external stakeholders to ensure on-going support of the FET system.
- Working across the unit, support the Director and contribution as a senior manager to the overall management and future development of the Finance Unit and the organisation. This will include development and delivery of annual business plans and effective utilisation of allocated budgets, consistent with the overall FET strategy, the SOLAS Corporate and Annual Business Plan, and other relevant national policies.
- Provide strong leadership and direction to team members, ensuring efficient use of organisational resources and ensuring that staff development needs are being considered and managed.
- Deputise for the Director as required.
- Any other duties which may be specified from time to time

Requirements:**Essential:**

- NFQ/QQI level 8, or equivalent standard of education in finance or business is the minimum required
- Minimum of 5 years' relevant working experience in the Finance/Funding area of a public sector or similar complex organisation, ideally within the FET/HEA Sector
- Results focussed with excellent digital and numerical modelling, written, verbal, communication and presentation skills.
- Excellent information technology skills, including strong working knowledge of Microsoft Office (Excel, Word, PowerPoint).
- Demonstrate the highest level of professional integrity at all times
- Experience of process development and on-going improvement
- Ability to interact, network, and build up strong working relationships with a diverse range of internal and external stakeholders including government departments, SOLAS Senior Leadership Team and FET providers
- Ability to make informed decisions in a timely manner
- Significant experience in task and people management, including leading and motivating teams, providing clear direction to accomplish a range of goals in a well planned and organised manner.
- Demonstrated leadership in organisational change and stakeholder engagement.

Desirable Requirements:

- Qualified Accountant or possession of relevant post-graduate qualification.
- Demonstratable knowledge of the FET, Tertiary and/or educational sectors
- Previous experience working alongside other agencies or educational organisations in receipt of Government funding.
- Knowledge of public sector financial procedures and how they relate to the role
- Experience working independently and taking initiative.