

Title	Senior Development Adviser
Grade	Level E
Department	HPSU Industrial & Life Sciences
Business unit	Industrial and Lifesciences
Reporting to	Department Manager, HPSU Industrial & Life Sciences
Location	Dublin, Athlone, Cork, Galway, Shannon or Waterford
Job reference	EI.099.24E
Salary	€78,303 - €96,168 per annum contributory superannuation Rising to €102,085 by long service increments
Closing Date	26 th July 2024

Role purpose

This is an exciting role working with our innovative and energetic clients and stakeholders across the Industrial & Life science (ILS) ecosystem. The successful applicant will be client focused, solutions driven and enjoy working in a challenging ecosystem. They will work to stimulate the establishment of new start-up companies and help scale existing companies with export potential within the sectors. The focus will be on supporting companies at the start up stage and as they grow on their scaling journey.

The person appointed will help the companies secure funding and build export led businesses, identify and access export market opportunities. They will be heavily focused on working with entrepreneurs to build their team, business and support them on their journey to grow a viable and scalable international business. The portfolio will include a mix of clients on both a sectoral and regional basis. Sectors covered include Life sciences, engineering, construction, agritech and consumer products.

Key deliverables

- Work with a portfolio of Enterprise Ireland (EI) clients in the ILS sector, from enquiry stage through to early-stage development, and continuing to work with companies on their scaling journey with export potential within the sectors to assist them to grow and scale their businesses.
- Advise and support the portfolio of clients (pre and post Enterprise Ireland investment) and undertake diagnostic evaluations of their business needs and identify and address scaling challenges and opportunities across the areas of strategy, people and organisation development, sales and marketing, operations, innovation and finance.
- Undertake due diligence, with a focus on the financial business model, and bring forward investment and grant proposals to the appropriate funding committees in EI
- Help companies to improve their innovative and technical competencies by supporting company engagement with relevant EI R&I colleagues and centres of expertise including Technology Centres, Technology Gateways, SFI Centres.
- Update Client Engagement Systems (CES) and other data management systems regularly in relation to these client companies



- Connect companies with a network of external contacts within the sectors both in Ireland and internationally.
- Participate in events and networking initiatives and use these opportunities to identify potential new clients that will be part of the next generation Irish start-up.
- Expected to proactively engage with key stakeholders/events and represent EI at both national and international events, at sometimes outside office hours.
- Work collaboratively with other parts of Enterprise Ireland to ensure the full suite of supports are delivered to the client.
- Coach and mentor other staff members to strengthen the wider EI team's knowledge and expertise of the sector.
- Input to Enterprise Ireland policies and national strategy.

Functional Competencies (Key Skills and Knowledge)

- Robust demonstrated experience in evaluating business plans together with the business, analysing financial models and preparation and presentation of proposals to committees for support is essential.
- Experience in one of the following areas is essential:
 - Establishing or working in an innovative technology company, particularly in the development and implementation of funding, development and export growth strategies
 - Experience working with a Seed Venture Capital firm or Start Up Accelerator Program in a senior advisory role.
- Excellent understanding and knowledge of relevant start-up sector and start-up ecosystem is important.
- A good understanding of the Industrial Life Sciences sector and various global sub-sectors is desirable.
- Excellent understanding and experience of business models, and the phases of company development within these sectors, particularly the scaling journey
- Ability to understand and analyse trends in the sector.
- Knowledge and understanding of company supports, both financial and non-financial
- Network of contacts in the sector with proven ability to expand existing and develop new networks.
- Good experience and understanding of issues such as funding strategy, commercialisation and customer acquisition.
- Experience of coaching and mentoring other staff members
- Excellent oral and written communication skills, with strong report writing ability and presentation skills.
- Strong project management skills with the ability to co-ordinate inputs and activities from across relevant parts of the organization.

Enterprise Ireland Behavioural Competencies

Results Focused

The ability to remain outcome and results focused with regard to business priorities and organisational goals, monitoring progress and adjusting approach ensuring delivery against the appropriate timescales.

**Innovation and Risk-Taking**

Actively encourages new ideas, experimentation and measured risk-taking, while always being on the look out for opportunities to continuously improve business processes and efficiencies within Enterprise Ireland and client organisations.

Problem Solving and Decision-Making

The ability to be decisive and take tough decisions about clients, people and costs to deliver sustainable results, using the analysis of information and situations to make logical and sound decisions.

Client Focused

The ability to provide an excellent client service focusing on client needs and building and maintaining effective personal and business relationships to advance clients' objectives and Enterprise Ireland strategy.

Communicating with Impact to Influence Others

Communicates in a manner that will persuade, convince and influence their own staff and others, both internally and externally, in order to motivate, inspire or encourage them to follow a particular course of action.

Teamworking

Co-operates with colleagues, shares information and respects the opinions and values of staff members. Understands the skills, experience and knowledge of staff members and maximises how these can be utilised to the benefit of the department, the organisation and the client.

Embracing & Leading Change

Understands the business agenda of Enterprise Ireland and embraces changes for area of responsibility and for external and internal clients.

Acting / Leading with Integrity

Lives the Enterprise Ireland purpose and values, acting genuinely and with integrity, in a manner that builds trust and engages and motivates others, placing the genuine needs of the client, the organisation, and staff ahead of personal agendas.

Networking

Establishes and maintains mutually beneficial relationships with colleagues and other networks for the purpose of sharing information.

Developing Yourself & Others

Creates an environment that enables others to excel in terms of job performance.

Salary Scale:

€78,303 - €96,168 per annum contributory superannuation
Rising to €102,085 by long service increments

€75,633 - €91,358 per annum non-contributory superannuation
Rising to €96,981 by long service increments.



Candidates should note that entry will be at the minimum of the relevant scale and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Subject to satisfactory performance, increments may be payable in line with current Government Policy.

****Point of entry on this salary scale may differ from the minimum point of the scale if the successful candidate is a current public or civil servant.****

Application and Selection Process:

The selection process may include short-listing of candidates. The selection criteria will be based on the requirements of the position. It is therefore important that you provide a detailed and accurate account of where you believe your skills and experience meet the requirements for the position. This should be contained in a short document (maximum 2 pages) accompanying your CV.

Applicants should note that, for shortlisting purposes in particular, clear evidence of the functional competency requirements listed as essential in this specification must be demonstrated as part of your supporting document accompanying your CV.

To apply for the position, send a detailed CV and supporting document quoting reference number **EI.099.24E** to HRconnect@enterprise-ireland.com to be received on or before **Friday 26th July 2024**.

N.B. All correspondence will be acknowledged in writing by the HR Department within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact hrconnect@enterprise-ireland.com

ISSUED BY THE HR DEPARTMENT, ENTERPRISE IRELAND ON THURSDAY 4th JULY 2024.

Enterprise Ireland is an equal opportunities employer