



Appointments to the Board of the Grangegorman Development Agency

Closing Date: 15:00 on Friday 25th November 2022

**State Boards Division
Public Appointments Service
Chapter House, 26 – 30 Abbey Street Upper, Dublin 1**

Telephone Number: 353 1 858 7441

Email: stateboards@publicjobs.ie

Stateboards.ie operates under the auspices of the Public Appointments Service and is committed to a policy of equal opportunity.

The Public Appointments Service (PAS), established under statute in 2004, provides an independent shared service in recruitment, assessment and selection to organisations across the Civil and Public Services. PAS also has responsibility for providing an open, accessible, rigorous and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, www.stateboards.ie, is the channel through which the PAS advertises vacancies on State Boards. It is also the means through which accomplished, experienced and qualified people, including people who might not previously have been identified as available for appointment, can then apply to be considered for particular vacancies.

Membership of State Boards

High standards of corporate governance in all State Agencies, whether in the commercial or non-commercial sphere, are critical to ensuring a positive contribution to the State's overall social and economic development.

Members of State Boards are appointed to act on behalf of the citizen to oversee the running of the affairs of state bodies. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. Members of State Boards, and the relevant management team, are accountable for the proper management of the organisation.

Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the State body, subject to the objectives set by Government. In that regard and in accordance with 13.2 of the Guidelines on Appointments to State Boards, "it is advisable that no member of a State Board should serve more than two full terms of appointment or should hold appointments to more than two State Boards."

The [Code of Practice for the Governance of State Bodies 2016](#) (the Code) provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies.

In order to be an effective contributor on a State Board it is recommended that members should:

- bring independent and objective scrutiny to the oversight of the organisation;
- be prepared to be challenging when necessary while being supportive to the delivery of organisational strategy and objectives;
- be equipped to offer considered advice on the basis of sound judgement and experience;
- be prepared to make a time commitment to their work commensurate with their role.

Appointments to the Board of the Grangegorman Development Agency

Location:	Grangegorman
Number of Vacancies:	2
Remuneration:	€5,985 (It should be noted that in line with the 'One Person One Salary' principle, no public servant will be entitled to receive remuneration in the form of board fees, save for situations that are statutorily provided for e.g. Worker Directors). Travel and subsistence is payable at the appropriate Civil Service rate.
Time Requirements:	On Average 8 Board meetings are held per annum. Each meeting lasts 3-4 hours. In addition to attendance at Board meetings, 64 hours per annum for Board meetings and 32 hours per annum per committee meeting, leading to a total preparation time of approximately 100. Successful candidates will be required to sit on committees.

Candidates' attention is also drawn to the provisions of the Code in relation to Audit and Risk Committee membership which can be found [here](#).

1. Background

The Grangegorman Development Agency (GDA) is a statutory agency established in 2006 by the Irish Government under the Grangegorman Development Agency Act 2005 to redevelop the 30 ha (73 acre) former St. Brendan's Hospital grounds in Dublin's North Inner City. The development represents one of the largest regeneration projects and urban design undertaken within the city core for many decades.

The GDA's mission is to transform Grangegorman into a vibrant community that encompasses a world class, integrated and inclusive education, health, and community campus. This will be achieved by delivering a built environment that is in keeping with the Grangegorman Masterplan Vision.

In doing so, the Agency's vision is to be locally and internationally recognised as an exemplar of community urban regeneration, focused on education and health.

The Grangegorman Development consists of a number of interrelated projects across the education, health and community sectors as follows:

TU Dublin: Consolidation of TU Dublin's city centre activities which will ultimately bring some 22,000 students and 2,000 staff together at a single location. Programmes I and II included site-wide infrastructure and adaptive reuse of existing historic buildings along with the development of the new East and Central Quads. These are now completed and currently in full occupation by the University. Programme III is currently in advanced planning and will be the main TU Dublin delivery focus for the Agency over the coming years. TU Dublin Programme III is a suite of projects and tasks of varying scales and complexity, from circa €100K to greater than €100M. It includes, inter alia, the development of a West Quad to accommodate the School of Business, School of Languages and Law and the University

Exam and Event Space. The FOCAS Research Institute which will further consolidate an emerging research and innovation hub in Grangegorman, and the Academic Hub & Library to serve the campus and provide a focal point for Grangegorman and the city. The Academic Hub & Library has recently commenced a 2-year construction programme.

HSE: The relocation of residents and staff of St. Brendan's Hospital from antiquated accommodation into a purpose built 54-bed facility on the site was achieved in March 2013. The subsequent project, the Primary Care Centre opened in 2018, serving the Grangegorman and Cabra East areas, as well as providing specialist services, including audiology, for the wider Dublin area. The next phase for the HSE will be the Residential Care Neighbourhood. This project, which is due to be lodged for planning shortly, will result in the provision of a new Residential Healthcare Facility for older people with high dependency needs and a Day Care Centre offering services to older residents from the local area. A further significant new healthcare development off the North Circular Road and a new Mixed Use development at Broadstone are also to be delivered for the HSE.

Community: The GDA is providing a major public recreational and amenity resource for the north inner city including health facilities, primary school, playgrounds and park, and access to sports facilities. Connecting the Grangegorman site into the fabric of the wider city is fundamental to its success. The first playground opened in September 2015 and has proven to be a fundamental asset to the community. Further developments of this nature will be delivered in parallel with TU Dublin, HSE and other facilities. The GDA is a key partner in the Grangegorman Area Based Childhood programme and the Grangegorman Employment Charter, which seeks a minimum of 20% local employment for new jobs on site, has been successfully operating since 2012. The GDA is also supporting community involvement in a wide variety of initiatives through '...the lives we live' Grangegorman Public Art and Grangegorman Histories programmes.

2. Functions of the Board

The function of the Grangegorman Development Agency (GDA) is to transform Grangegorman into a vibrant community that encompasses a world-class, integrated and inclusive education, health and community campus. This will be achieved by building an environment that is focused on being local and internally recognised as an exemplar of community urban regeneration, focused on education and health.

Values of the GDA:

- **Collorabation:** The GDA continuously works with all stakeholders involved to ensure everyone's voice is heard and considered; aligned strategically and apply resources to achieving shared objectives.
- **Delivery Focus:** The GDA is a fixed purpose Agency whose job it is to transform Grangegorman, while optimising value for money.
- **Design Quality:** All projects, activities, and initiatives developed by, or on behalf of, the Agency are designed to the highest quality and sustainability standards.
- **Integrity:** The GDA acts with integrity with stakeholders, end users, neighbours, contractors, consultants, and colleagues. The Agency works to build and maintain trust, to treat everyone with respect, to be patient and to always endeavour to do the right thing.

- Sustainability: To ensure that everything designed and built by and on behalf of the Agency is as environmentally and socially sustainable as possible. This applies to buildings, infrastructure, and public realm; our activities, initiatives, relationships with stakeholders

Matters Reserved for the Board include:

- Approval of the long-term objectives and strategies of the GDA - Section 12 GDA Act 2005
- Establishment, terms of reference, membership, procedures and dissolution of Board committees - Section 19/20 GDA Act 2005
- Establishment and dissolution of the Consultative Group - Section 22 GDA Act 2005
- Approval of the annual report and accounts of the GDA - Section 36 GDA Act 2005
- Confirm annually to the Minister that the State Body has a system of internal financial control in place - Section 36 GDA Act 2005
- Adoption of Strategic Plan - Section 12(4) GDA Act 2005
- Approval of Oversight Agreement with the Department - Code of Practice for the Governance of State Bodies
- Implementation of adopted strategy through annual planning and budgeting cycle - Oversight Agreement with DFHERIS
- Approval of the annual plan and budget, and formal evaluation of performance by reference to the plan and budget on an annual basis for inclusion in the annual report where appropriate - Oversight Agreement with DFHERIS
- Borrowing by the GDA - Section 15 GDA Act 2005
- Determination of contract award procedures for GDA Service, Supply and Works Contracts, in line with procurement procedures - Code of Practice for the Governance of State Bodies
- Review of the GDA's overall corporate governance arrangements and terms of reference of committees - Code of Practice for the Governance of State Bodies
- Approve the risk management framework and monitor its effectiveness. The board will review material risk incidents and note or approve management's actions as appropriate - Code of Practice for the Governance of State Bodies
- Review material risk incidents and note or approve management's actions, as appropriate - Code of Practice for the Governance of State Bodies
- Approval of the appointment and succession planning for the Chief Executive Officer - Section 23 GDA Act 2005
- Determining strategic policy with respect to the prosecution, defence or settlement of litigation - Oversight Agreement with DFHERIS
- Acquisition and disposal of land, interest in land or any other property subject to the consent of the Minister for DFHERIS - Section 8(2) GDA Act 2005
- Acquisition, disposal and retirement of assets with an anticipated value at or above a threshold level of €150,000 - GDA Procedures

There are five committees to the Board: Audit & Risk; Strategy & Property; Health & Safety; Community & Culture; Human Resources & Workforce Planning. Most members sit on two committees, which meet 4 times a year on average.

Current composition of the Board:

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Ciaran McCaffrey	30/11/2018	09/09/2021	08/09/2024	Board Member	PAS Process
David Conway	14/01/2020		14/01/2023	Board Member	PAS Process
Deirdre Scully	15/09/2021		09/09/2024	Ordinary Member	Appointed by the Minister for DFHERIS on the Nomination by Dublin City Council
Ger Casey CEO	13/07/2016	13/07/2021	12/07/2026	Board Member	Appointed by the agency in an ex officio role as CEO of the GDA
Jack MacGowan	30/11/2018	09/09/2021	08/09/2024	Board Member	PAS Process
Jim Curran	30/01/2013	09/09/2021	08/09/2024	Board Member	Appointed by the Minister on the Nomination by Minister for Health
Joe Costello (Cllr)	15/09/2021		09/09/2024	Ordinary Member	Appointed by the Minister on the Nomination by Dublin City Council
Luke McManus	15/09/2021		08/09/2024	Ordinary Member	Resident of Grangegorman Neighbourhood
Mellany McLoone	23/05/2019	09/09/2021	08/09/2024	Board Member	Appointed by the Minister on

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					the Nomination by Minister for Health
Paul Horan	20/05/2021		19/05/2024	Ordinary Member	Appointed by the Minister for Education and Skills on the Nomination by President, TU Dublin
Paul O'Toole	14/01/2020		13/01/2023	Chairperson	PAS Process
Penelope Kenny	11/09/2015	09/09/2021	08/09/2023	Board Member	PAS process
Susan O'Shaughnessy	13/01/2020	09/09/2021	08/09/2024	Board Member	Appointed by the Minister on the Nomination by President, TU Dublin
Terri Scott	30/11/2018	09/09/2021	08/09/2024	Board Member	PAS Process

Candidate's attention is drawn to the provisions of the Code in relation to the role of a Board member, where the principle states: -

- Each State body should be headed by an effective Board which is collectively responsible for the long-term sustainability of the body.
- Non-executive Board members should bring an independent judgement to bear on issues of strategy, performance resources, key appointments and standard of conduct.

Details on the role of Board Members can be found in Section 3 of the Code which can be found [here](#).

3. Person Specification

The Minister for Further and Higher Education, Research, Innovation and Science seeks applications from suitably qualified Candidates for appointment to the Board of Grangegorman Development Agency in the areas of Legal and Finance. Further vacancies may arise, over time, for members with experience in other backgrounds included below.

Essential

Candidates must demonstrate in their application, evidence of significant experience at an appropriately senior level in one of the following areas.

a. Legal

- Relevant senior expertise in the area of the law, more particularly with regard to construction, property, procurement, and / or planning and development.
- Legal qualification (e.g. Barrister at Law or Solicitor) with a significant level of experience and entitlement to be registered with a relevant legal professional body

b. Finance

- Significant relevant senior experience in the area of Finance, more particularly with regard to Auditing, Accountancy, Risk Management, Property and Development Finance, and Governance.
- A relevant accounting professional qualification and membership of a professional body.

c. Future Vacancies

Candidates with previous board level experience can apply for the following board roles in the GDA – all related to the delivery of the functions of the Agency, infrastructure for health care and education and community relations.

- Legal/ Insurance / Procurement / Corporate Governance / Compliance
- Strategy Development / Public Affairs / Public Administration / Public Engagement / Communications
- Project Management / Engineering / Construction / Architecture / Health & Safety / Spatial planning / Urban Regeneration
- Sustainability / Green Procurement / Climate Action

Desirable

- Risk Management
- ICT/Cyber Security
- Corporate Governance, in particular the Code of Practice for the Governance of State Bodies
- Skills and Experience in the fields of Property, Construction, Design, Management and Development

The Minister encourages applications from diverse, qualified candidates to ensure the Board is a true reflection of Irish society and shall have regard to the desirability for gender balance, diversity and inclusion on the Board as the Minister considers appropriate and determines from time to time when making appointments, in line with the updated Code of Practice for the Governance of State Bodies 2016.

In order to qualify for appointment a person must not have any legal impediment or conflicts of interest likely to interfere with his/her ability to assume the role of a member of the Board. Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. The Assessment Panel may decide, based on the perceived level of conflict, not to forward your name for consideration.

4. Term of Appointment

Appointments to the Board will be for an initial period of 3 years with an option to extend the term of engagement for a second term, subject to:

- The membership of any member of the Board may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- A member of the Board may resign his or her membership of the Board by notice in writing sent or given to the Minister, and the resignation shall take effect on the day on which the Minister receives the notice.
- Members of the Board shall, subject to the provisions of this Schedule, hold office upon such terms and conditions as the Minister may, with the consent of the Minister for Public Expenditure and Reform, from time to time determine.
- The roles and responsibilities of Board Members are described in the Code of Practice for the Governance of State Bodies 2016 which is available here [Code of Practice for the Governance of State Bodies](#).
- A board member shall cease to be a member of the board if he or she is nominated as a member of Seanad Éireann, is elected as a member of either House of the Oireachtas or as a representative in the European Parliament or elected to the European Parliament.

5. Submitting your Application

Having considered the general suitability criteria for membership of a State Board, you should consider carefully how your background and experience fits with the specific appointment criteria set out in the Person Specification section in this booklet.

Your submission should be made via the following link www.stateboards.ie together with your **Curriculum Vitae** and a **cover letter** (see Appendix 1 of this booklet for help with the online process).

IMPORTANT NOTE

Please take care when submitting your expression of interest. As the Assessment Panel will generally make its recommendation(s) based on consideration of the documentation which you submit, it is most important that you do the following:

1. *Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the Authority position(s) specified in this booklet, and*
2. *That you fully answer any supplementary questions which are presented to you as part of our online application process.*

This will help ensure that the Assessment Panel is as informed as possible as to the basis for your candidature and why you believe you are a person who could potentially be appointed to this State Board. **Please only include information that is directly relevant to the particular role for which you are applying.**

If you have any questions regarding the application process please email stateboards@publicjobs.ie

6. Assessment Process

An Assessment Panel (the "Panel") will be convened by PAS to consider and assess the applications received by PAS. The Panel will:

- review and discuss the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet;
- assess potential candidates further once they meet the specified appointment criteria by undertaking any or all of the following steps:
 - Consideration of the written applications; and/or
 - Meeting/conference call; and/or
 - Referee checks; and/or
 - Any other selection or verification method deemed appropriate (this may include PAS requiring statutory declarations from shortlisted applicants as to the bona fides of the qualifications and experience contained in their applications).
- arrive at a shortlist of the most suitably qualified candidates (based on the information provided by the candidate) to be sent forward for consideration by the Minister.

Please note that the Public Appointments Service will not be responsible for any expenses incurred by candidates as part of our selection process.

7. Confidentiality

Subject to the provisions of the Freedom of Information Acts, 2014, applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

8. Data Protection

The Data Protection Act 2018 provides that the processing of personal data shall be lawful where such processing is necessary for the performance of a statutory function of a controller. PAS is mandated by statute under the Public Service Management (Recruitment and Appointments) Act, 2004 to act as the centralised assessment and selection body for the civil service and to carry out all the procedures necessary to undertake the recruitment, assessment and selection of suitable candidates for appointment. By submitting your personal data (including your name, address, contact details and details of your education and work history contained in your curriculum vitae and cover letter) via publicjobs.ie, you acknowledge that such data may be used by the Public Appointments Service and disclosed to and used by client departments, in connection with its statutory roles to assist and advise relevant Ministers in relation to appointments to the boards of State bodies. The information contained in your public jobs profile is yours to manage, amend, update or delete as appropriate. For more detailed information on our Data Protection Policy, please see our [Code of Practice for the Protection of Personal Data in the Public Appointments Service](#).

If your application is assessed and you are considered to be suitable for appointment your C.V. and cover letter (and any additional supplementary information requested as part of the application process), will be forwarded to the State Board Liaison Officer in the relevant Department. Once it obtains your personal data, the Department will act as data controller of such data and will retain it for up to one year following the appointment/s. Unless you request the withdrawal of your application such data may be used in considering your suitability for other similar vacancies/roles that arise for a period of up to one year for this Board.

APPENDIX 1

Submitting your application:

In order to submit your application, you should take the following steps:

1. Go to www.stateboards.ie.
2. On the bar at the top of the page click on "Available Appointments".
3. This brings you to a page with all our advertised vacancies. Select whichever position you would like to apply for (you are welcome to apply for more than one position if you wish).
4. On the relevant page please click on the "apply for position" button at the bottom of the page
5. This will bring you to a page on www.publicjobs.ie and, if you already have a publicjobs.ie account, will prompt you for your username and password. If you do not have an account, you will be asked to create one.
6. Once you input your details you will be brought to a page where there is a prompt in the middle of the page which says "apply here". Click on the link to the online application form beside it.
7. A form will appear on your screen, some of the text boxes will be populated with information from your publicjobs.ie profile (Name, address etc.). You will need to complete the rest of the fields and enter your name and the date at the bottom of the form.
8. If there is a supplementary question, ensure that your response complies with the word limit and that it does not contain any special characters (i.e. %, & etc.) or you may receive an error message and will be unable to submit your application.
9. Click on "continue".
10. You will then be brought to a screen where you should upload your CV and Cover Letter. These are required documents and your application cannot be processed without them. Once you have selected these and uploaded them, please click on the "submit" button at the bottom of the page.
11. You will receive an e-mail confirmation (to the address listed in your publicjobs.ie profile) to confirm that your application has been submitted.