



## EXECUTIVE DIRECTOR JOB DESCRIPTION

<b>POST</b>	Executive Director
<b>REPORTING TO</b>	The Board of Léargas and relevant Government Departments
<b>PURPOSE</b>	<ul style="list-style-type: none"><li>• Guide the organisation's vision, culture, and performance,</li><li>• Ensure effective governance, financial stewardship, and programme delivery in line with European and national priorities,</li><li>• Represent Léargas nationally and internationally,</li><li>• Lead the Senior Management Team,</li><li>• Champion the organisation's mission to unlock potential and empower connections across Ireland and Europe.</li></ul>
<b>PAY GRADE</b>	Principal Higher Scale – PPC: €114,104, €118,801, €123,522, €128,232, €132,248, €136,482 (after 3 years of satisfactory service at the maximum), €140,713 (after 6 years of satisfactory service at the maximum). The successful candidate will join on the first point of the salary scale.
<b>APPLICATION DEADLINE</b>	5pm, Thursday 9 <sup>th</sup> October 2025



Léargas is responsible for developing and implementing national and international exchange programmes across adult education, school education and early years, vocational education and training, sport, youth and volunteering. These activities connect people across communities and countries, bringing an international dimension to organisations throughout Ireland.

As the National Agency for the Erasmus+ and European Solidarity Corps programmes, and the National Support Office for other EU initiatives in Ireland, Léargas has built a national and international reputation for effectively managing significant EU funding to support collaboration and exchange. A company limited by guarantee and a registered charity (CHY 8317), Léargas operates under the auspices of the Department of Further and Higher Education, Research, Innovation and Science. This is a unique opportunity to lead a purpose-driven organisation with national impact and strong European reach.

## **ABOUT THE POSITION**

Reporting to the Board and relevant Government Departments, the Executive Director is the strategic and operational leader of Léargas. They will guide the organisation's vision, culture, and performance, ensuring effective governance, financial stewardship, and programme delivery in line with European and national priorities. The role will involve representing Léargas nationally and internationally, leading the Senior Management Team, and championing the organisation's mission to unlock potential and empower connections across Ireland and Europe.

## **KEY RESPONSIBILITIES AND TASKS**

- Lead the implementation of the Léargas Strategic Statement 2025–2030, grounded in the pillars of Ignite, Inclusion, Innovation, and Impact.
- Collaborate with the Board to refine and deliver vision, mission, and strategic goals.
- Represent Léargas nationally and internationally at Government, European Commission, and sectoral meetings.
- Ensure effective delivery of Erasmus+, European Solidarity Corps, PeacePLUS, and other initiatives.
- Promote inclusive access to programmes, particularly for underrepresented groups.
- Maintain and enhance governance in line with national and EU codes, including the Charities Governance Code.
- Oversee risk management, compliance, and accountability across the organisation.
- Lead the Senior Management Team, fostering a high-performing, inclusive, and learning-oriented culture.
- Champion staff development, wellbeing, and innovation.
- Build and sustain strategic relationships with Government Departments, European bodies, and civil society organisations.



- Advocate for the value and impact of international learning mobility and youth engagement.
- Oversee budgeting, financial planning, and compliance with funding and governance standards.

## EXPERIENCE & REQUIREMENTS

- Significant senior leadership experience, ideally within public, education, or youth sectors.
- Proven success in strategic planning, organisational change, and team leadership.
- Strong understanding of EU programme management and public-sector governance.
- Experienced in working with Boards and senior Government/EU officials.
- Excellent stakeholder engagement, communication, and advocacy skills.
- Degree-level qualification required; Masters qualification desirable.
- Experience in cross-border or reconciliation programmes, inclusion strategies, or digital transformation an advantage.

## APPLICATION PROCESS

For more information and/or a confidential discussion on this Executive Director opportunity, please send your CV and letter of motivation referring to the capability framework for the Principal Officer role (max 2 pages / 400 words) to Yvonne McNulty Senior Partner at Brightwater Executive at [leargas@brightwaterexecutive.com](mailto:leargas@brightwaterexecutive.com) by 5pm on Thursday October 9th at 5pm.

## RENUMERATION PACKAGE

Competitive Remuneration Package and Benefits and the guide is Grade: **Principal Higher Scale – PPC**: €114,104, €118,801, €123,522, €128,232, €132,248, €136,482 (after 3 years of satisfactory service at the maximum), €140,713 (after 6 years of satisfactory service at the maximum).

**Note the successful candidate will join on the first point of the salary scale.**

**Note this is not a public-sector position.**

**Contract:** Fixed-term, five-year contract

Léargas is an equal opportunities employer and welcomes applications from people with disabilities.