

# Job Vacancy: Manager of Performance and Evaluation

## About Skillnet Ireland

Skillnet Ireland is a business support agency of the Government of Ireland. Our mandate is to promote enterprise-led workforce development to advance the competitiveness, productivity, and innovation of Irish-based businesses. Skillnet Ireland leads a partnership with 57 enterprise bodies, providing innovation and upskilling to 18,000 businesses and 70,000 workers throughout the country every year.

We work with businesses of all sizes to identify and effectively address their skills and talent needs. We put enterprise in control of the process, fostering a networked and partnership-based approach that leverages Ireland's uniquely open culture of collaboration.

Skillnet Ireland is funded from the National Training Fund through the Department of Further and Higher Education, Research, Innovation and Science.

## Manager of Performance and Evaluation

Skillnet Ireland is seeking to recruit a Performance and Evaluation Manager. We are looking for a commercially astute individual with extensive experience of: (i) delivering success through multi-stakeholder initiatives (ii) using evaluation frameworks to measure systemic impacts at cluster, industry, regional or national level.

The successful candidate will be responsible for maximising the potential of Skillnet Ireland Business Networks and Initiatives, supporting growth plans within the agency's Statement of Strategy 2021-2025.

This is an exciting senior level opportunity in a growing and dynamic agency.

## Key Responsibilities

- Take a central role in the future development of Skillnet Ireland Business Networks and Initiatives, working with industry partners to identify key drivers of growth and to facilitate the innovative application of Skillnet funding.
- Lead on the delivery of activities that optimise the impact of Skillnet Ireland-funded initiatives, including the research, design, and oversight of Calls for Proposals and other supporting projects.
- Lead on the development of a comprehensive evaluation system, enhancing methodologies for evaluating performance, so that Skillnet Ireland's contribution to industry and national policy is measured in terms of effectiveness and efficiency.
- Ensure that industry partners have the capacity to evaluate and demonstrate the impact of funded activity within given sectors and regions.

- Responsible for the performance, value for money and impact and of funded initiatives, and for the development and monitoring of new performance indicators and datasets, enhancing the quality of management information available to the executive and industry steering groups.
- Lead on modelling, forecasting and scenario planning regarding agency targets and work with colleagues to co-ordinate the agreement of targets with funded industry partners.
- Oversee the process for assessing funding applications, establishing evaluation panels, and determining the suitability of budgets and key performance indicators for funded initiatives.
- Support the executive in the preparation of reports and proposals, and through analysis which enables funding to be targeted at strategically important areas of commercial opportunity.
- Strengthen frameworks for the design, monitoring and evaluation of new initiatives, including responsibility for the monitoring and evaluation of programmes co-financed by the EU.
- Ensure that evaluation findings and recommendations contribute to organisational development and are translated into action through the development of processes, resources and training.
- Build key stakeholder relationships while working closely across functional areas and through external consultants, ensuring a cohesive approach to the oversight of performance and evaluation.

### Qualifications and Experience

- A minimum of 8 years' experience in a complex service delivery model, combining evaluation responsibility with a demonstrable record of success through multi-stakeholder initiatives.
- Hold a relevant 3<sup>rd</sup> level qualification, including, but not limited to: Human Resources Development, Organisational Development, Economics or Business.
- Excellent commercial acumen and interpersonal skills with the ability to network, build relationships and engage effectively with, and influence, stakeholders at all levels of seniority.
- First class oral and written communication skills, with the capacity to summarise and articulate complex issues and information that improves strategic and operational decision-making.
- Strong analytical, data management, financial and quantitative modelling capability.
- Knowledge of industry, business competitiveness and workforce development policy in Ireland and an ability to advise on the development of solutions to related challenges.
- Experience of implementing a performance measurement, monitoring or evaluation framework for national, sectoral, cluster or regional initiatives.
- Experience of planning, forecasting, and budgeting tools and in developing evaluation capability, through the creation of new resources or training.
- Performance monitoring / evaluation experience of publicly funded programmes is desirable.
- Self-directed and resilient, taking personal responsibility for the delivery of objectives and overcoming challenges.
- An ability to work both independently and collaboratively within a team, and of multi-tasking and delivering across a range of tasks and duties.
- Experience in harnessing talent across the organisation to achieve the business's ambitious growth goals.
- Excellent attention to detail, IT, project management, and organisational skills.

## Application Details

Please forward your Curriculum Vitae with a covering letter outlining why you should be considered for this position and what strengths you would bring to the role. Applications should be emailed to [recruitment@skillnetireland.ie](mailto:recruitment@skillnetireland.ie)

The closing date for receipt of completed applications is by 5pm, Friday **30<sup>th</sup> April 2021**. An attractive and competitive package will be offered to the successful candidate. This is a permanent, full time position, subject to a standard probationary period, based in Sandyford, Dublin 18. Further information on Skillnet Ireland is available at [www.skillnetireland.ie](http://www.skillnetireland.ie)

Skillnet Ireland is an equal opportunities employer.