



# Sustainable Energy Communities / Education & Youth – Programme Executive

Programme Executive – Level D

Reference: DS.10

Candidate  
Information  
Booklet

*We're interested in you becoming involved in SEAI. We want people who are driven towards climate action in this country.*

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# About Us

SEAI is Ireland's national energy authority with a mission is to be at the heart of delivering Ireland's energy revolution. We drive the reduction and replacement of fossil fuel usage. We are a knowledge led organisation. We partner with citizens, communities, businesses and Government. We are trusted collaborators, innovators, funders and educators.

Our role is to transform the way we all use energy by moving to more efficient and clean sources, and by leading innovation in Ireland's approach to energy. If you are interested in working in an organisation that has a real and measurable impact on tackling our climate challenges, then consider a career with SEAI. To find out more about us as an organisation, click [here](#).

Our culture in SEAI is defined by our values. These values define the way in which we strive to behave and act. SEAI's values include being **Passionate, Innovative, Courageous, Collaborative**, respecting the **Trust** you placed in us and recognising the importance of technical **Expertise**.

SEAI invites applications from suitably qualified candidates for this role. Full details of the role and how to apply are set out in this booklet.

Candidates should note that entry will be at the minimum of the salary scale and the rate of remuneration, including incremental progression, will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if you are currently a serving civil or public servant.

**Canvassing will disqualify.**

# Position Profile

**Title of Position:** 2025/DS.10 Programme Executive (two roles):  
(1) Sustainable Energy Communities  
(2) Education & Youth

**Starting Salary:** €51,511 pa

(Other arrangements may apply if coming directly from another civil or public service body)

**Blended Working:** Details available within booklet.

**Tenure:** 5-year fixed term contract.

**Head Office:** 3 Park Place, Hatch Street Upper,  
Dublin 2, D02 FX65, Ireland  
[www.seai.ie](http://www.seai.ie)

**Work Location:** Dublin, Dundalk, Cork, or Sligo.

**Role Profile:** We have a number of exciting opportunities in the Sustainable Energy Communities, and Education & Youth Programmes within the Decarbonised Heat and System Supports Department.

The Decarbonised Heat and System Support Department is new to SEAI and comprises of the transfer of existing functions plus the establishment of the new national District Heating Centre of Excellence. The existing functions comprise of the Decarbonised Heating and Cooling research function, the Single Point of Contact service for consenting in renewable energy projects and the SEAI Sustainable Energy Communities, Education and Youth and RESS programmes.

These positions will play a key role in the Decarbonised Heat and System Supports Department and will report to the Sustainable Energy Communities and Education Programme Manager.

The successful candidates will join an enthusiastic and innovative team who are committed to the high-quality delivery of SEAI supports to schools and communities in Ireland through the Sustainable Energy Communities (SEC) Programme and the Education & Youth Programme.

The successful candidates will be required to undertake ad-hoc nationwide travel to attend and present at events on behalf of SEAI.

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| <b>Sustainable Energy Communities (SEC) Programme (one role)</b> | The Sustainable Energy Communities (SEC) Programme was established to support Ireland's transition to a low carbon energy future by enabling communities across Ireland to develop skills and capacity, identify opportunities on how to use less energy, adopt lower carbon options and invest in smart technologies. More than 900 |
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|  | <p>communities have joined the SEC network, availing of SEAI mentoring and grant supports delivered through this programme.</p>  |
| <p><b>Education and Youth Programme (one role)</b></p> | <p>SEAI's Education and Youth Programme involves developing and facilitating the delivery and implementation of a programme to teach young people (up to 18 years) about sustainable energy as a key pillar of climate action. The programme aims to lead in sustainable energy and climate change education for young people by offering in-school supports for students and teachers through a range of curricular aligned resources for teaching energy at all levels of the school system and supporting stakeholders in the sector.</p> |

Throughout SEAI, we believe in being welcoming, diverse and inclusive in our workplace, and in the services that we deliver, where we are respectful and value different experiences and perspectives. We are committed to achieving this for the benefit of all who work with SEAI and for all whom we support through our services'.

If reasonable accommodation is needed to participate in the job application or interview process, please contact Clare Anoop on 01-8082044 or [clare.anoopa@seai.ie](mailto:clare.anoopa@seai.ie).

# Key Responsibilities, Knowledge and Skills

## **Responsibilities**

The responsibilities of the roles outlined in this job description are indicative of the currently envisaged scope and may be added to or altered as required, in line with the requirement of SEAI across Business Units/Department.

They will include, but not limited to, the following:

The Programme Executive will support the delivery of the key objectives of their programme. This will typically involve supporting the delivery of programme related activity including service delivery and framework management, stakeholder engagement, and ongoing programme evaluation and enhancement.

### **Sustainable Energy Communities (SEC) Programme**

- Provide support and guidance to communities in their LEARN-PLAN-DO journey.
- Directly engage with Sustainable Energy Communities and represent SEAI at events, meetings, and workshops.
- Support the development and delivery of targeted community energy grant supports.
- Collaborate across the community energy and retrofit teams in the delivery of grants for communities.
- Develop and maintain strong business relationships and work collaboratively with a range of internal and external stakeholders including service providers.
- Support and input into the development of SEC marketing and communications plan to drive overall Programme reach and uptake.
- Develop, review, and maintain standard documents and communications.
- Partnership with other SEAI teams to ensure effective leverage of SEC Programme across the organisation.
- Conduct ongoing organisational tasks including website updates, handling programme inquiries and general programme administration.
- Any other duties assigned from time to time.

### **Education and Youth Programme**

- Conceptualise, plan, and implement outreach programmes to develop and increase awareness and behavioural change among young people of the meaning and the importance of sustainable energy use, and the scope for individual and collective action.
- Progress through to completion, existing initiatives including evaluation and assessment of impacts.
- Plan and implement promotional and information dissemination activities to publicise and ensure the success of the above activities.

- Manage existing links and develop new relationships with relevant government departments and agencies, teacher colleges of education and non-governmental organisations in the education sector.
- Represent SEAI at various national and international groups concerned with sustainable energy and environmental projects in the educational sector.
- On an ongoing basis, evaluate initiatives and programmes, track progress against allocated programme budget and workplan.
- Any other duties assigned from time to time.

To ensure that activity peaks within the Department are addressed in a proactive manner, it is expected that the candidate appointed to this role will need to be flexible in terms of working hours during these periods.

**Knowledge & Skills** The knowledge and skills required include but are not limited to the following:

- Excellent communication (written and oral) and interpersonal skills, including ability to communicate technical information to non-technical audiences.
- Good understanding of European and national energy policy.
- Good understanding of community engagement and education policies
- Good understanding of all supports available across SEAI relevant to the diverse community network.
- Ability to ensure that decisions are strategically aligned with the Programme and the ethos of SEAI
- Strong project management and organisation skills and knowledge of business process management.
- Ability to work on own initiative and to deadlines/milestones.
- A capacity to foster a positive working relationship with colleagues and external stakeholders; to work in multi-disciplinary teams and to network effectively.
- Flexible approach to problem solving and decision making to ensure the best solution is achieved focusing on the need for greater efficiency and effective delivery.
- Ability to ensure that decisions are strategically aligned with the Programme.
- Strong proactive approach to achieving results, including managing scope, time, risk assessment, cost, and quality.
- Experience of managing project finance or budgets

# Experience and Qualifications

## ESSENTIAL REQUIREMENTS

The successful candidate must be able to demonstrate:

- A degree (a minimum of NFQ Level 7 or greater) in Sustainability, Education, Social Sciences, Business, Environment, Engineering, Science, or other relevant discipline.
- Minimum three years' directly relevant experience working in this or in a related sector or in a similar role (postgraduate studies can be considered).
- An appreciation and general knowledge of the Irish education system and / or community sector particularly on points of intersection with the topic of sustainability and climate change.
- Experience building and maintaining effective working relationships internal and external stakeholders.
- Strong written and verbal communication skills, including report writing, presenting, and public speaking.
- Well-developed IT skills (Word, Excel, PowerPoint, SharePoint).

## DESIRABLE REQUIREMENTS

- Understanding of project management methodologies.
- Experience of working with or engaging with community groups.
- Knowledge of rural development, spatial planning, environmental or another relevant sector.
- Flexibility, creativity and innovation regarding programme development and delivery
- Full Driving Licence.

There may be a requirement for the successful candidate to further develop specialist knowledge and expertise relevant to the role. Training will be encouraged where required



# How to Apply

SEAI invites applications from suitably qualified candidates for this role, as set out in this booklet. SEAI is an equal opportunities employer and welcomes applications from people from diverse backgrounds and under-represented groups including ethnic minorities and people with disabilities.

**Submission** Applications should be submitted in the form of a cover letter (max of two pages) demonstrating how the applicant meets the requirements for this role as set out in this booklet together with an up-to-date Curriculum Vitae (CV). Both documents should be submitted via the candidate portal on the SEAI careers [website](https://www.seai.ie/careers/open-roles) [www.seai.ie/careers/open-roles](https://www.seai.ie/careers/open-roles)

**Eligibility to Work** The SEAI has a legal obligation to ensure that all employees are lawfully entitled to work in Ireland. To qualify, candidates must hold a valid visa on the date of application and where applicable to support a candidate's application, candidates must submit a valid work permit/visa confirming permission to work in Ireland when requested. Failure to submit the required evidence, and failure to hold a valid permit/visa during the period of the contract, will result in the application and/or contract of employment being rendered void.

Note in respect of UK citizens: Information regarding the Common Travel Area is available [here](#).

**Closing Date** Your application must be received by **midnight on Tuesday 1<sup>st</sup> April 2025**. Applications will not be accepted after this time and date. All applications will be acknowledged by email within three working days. If you do not receive an acknowledgement within three working days, please contact [recruitment@seai.ie](mailto:recruitment@seai.ie)

**Shortlisting** Eligible applications will be shortlisted according to how well the experience and skills as described by applicants match the requirements of this role of as outlined above as contained in this booklet. It is important that applicants consider the information contained in this Information Booklet in presenting and demonstrating their relevant qualification, skills and experience for this role. The candidates whose applications, in the expertise of the interview panel, appear best suited to the position will be shortlisted for interview.

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| <b>Interview</b>                            | <p>An interview process will be held with an interview panel in accordance with SEAI arrangements for posts at this level. Shortlisted applicants will be invited to attend for a competency-based interview. A presentation may be required on a topic of relevance to the role and/ or other such assessment methods as deemed appropriate. The SEAI may invite candidates to a second-round interview and to undergo further assessment, including the use of psychometric assessment if so required. Interviews may take place in person or online, as appropriate.</p> <p>Candidates are not permitted to use any type of recording equipment at any stage of the selection process unless written permission has been provided in advance of the process. This applies to any form of sound recording and any type of video recording, whether including sound recording or not, and covers any type of device used for these purposes.</p> <p>Prior to recommending any candidate for appointment to this position, SEAI will make all such enquiries deemed necessary to find that candidate's suitability. Until all stages of the recruitment process have been fully completed, a final decision cannot be made.</p> <p>Persons with disabilities invited to interview who anticipate needing accommodations or who have questions about physical access may call Clare Anoop on 01-8082044 or email <a href="mailto:clare.anoop@seai.ie">clare.anoop@seai.ie</a>.</p> |
| <b>Key Competencies</b>                     | <p>At interview, candidates should demonstrate the ability to carry out successfully the duties of the role, as well as the general skills and competencies required at Level D grade. The key competencies that have been developed for roles at this grade level are as follows.</p> <ul style="list-style-type: none"><li>• Leadership</li><li>• Judgement, Analysis and Decision Making</li><li>• Management and Delivery of Results</li><li>• Interpersonal and Communication Skills</li><li>• Specialist Knowledge, Expertise and Self Development</li><li>• Drive and Commitment to Public Service Values</li></ul> <p>Each of the key competencies is supported by a list of key performance indicators which are available <a href="#">here</a>.</p> <p>Candidates are strongly encouraged to prepare in advance of the interview, clear and relevant examples of how they have previously demonstrated these specific competencies.</p>   |
| <b>Deeming of Candidate to be Withdrawn</b> | <p>Candidates who do not attend for interview or other tests when and where required, or who do not, when requested, furnish such evidence, as the SEAI require regarding any matter relevant to their candidature, will have no further claim to consideration.</p>  |
| <b>Feedback</b>                             | <p>Feedback will be provided to interviewees on written request.</p>  |
| <b>Code of Practice</b>                     | <p>This campaign is being organised in accordance with the existing Code of Practice 'Appointment to Positions in the Civil Service and Public Service' published by the Commissioners for Public Service Appointments (CPSA).</p>  |

# SEAI Values



## Passionate

We are enthusiastic about our role in working towards a sustainable energy society. We channel our passion and commitment into the way we operate to ensure that we will deliver for all of Irish society



## Courageous

We understand the scale of Ireland's energy challenge and accept our role in meeting this challenge. We understand that every one of us has a part to play in delivering the energy changes that Ireland needs.



## Innovative

We know that existing technologies and processes alone will not allow us to realise a fully sustainable energy society. We are continually learning, seeking new solutions, and constantly adapting to meet the demands of our fast-changing environment.



## Trusted

We appreciate the trust placed in us by citizens, communities, business and Government. Without it we could not deliver on these objectives. We respect this trust and seek to maintain it by obtaining transparently, working with integrity, holding ourselves accountable and functioning independently.



## Experts




We recognise the importance that technical expertise lays in achieving a sustainable energy future. We seek to further enhance this expertise within SEAI through research, critical thinking, consultation, listening, analysis and delivery.



## Collaborative

We will not succeed by operating in isolation. We actively look to work with all those in Irish society; listening to ideas and concerns, incorporating feedback and looking to support every individual, community and business in Ireland to be a part of the sustainable energy revolution.

# Employee Value Proposition

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| <p><b>Benefits</b></p>        | <ul style="list-style-type: none"> <li>• Modern Dublin HQ located centrally and accessible with many transport options.</li> <li>• Regional office in Cork, Dundalk, and Sligo.</li> <li>• Hybrid working model (up to two days in office, three days remote with option for 1-month remote p/annum)</li> <li>• Employee Assistance Programme</li> <li>• Cycle to work scheme.</li> <li>• Range of 23-30 days annual leave, depending on role &amp; company date (Good Friday).</li> </ul> |
| <p><b>Culture</b></p>        | <ul style="list-style-type: none"> <li>• Purpose led organisation with passionate experts invested in making an impact.</li> <li>• Employee centred, value driven team environment.</li> <li>• Strong focus on Equality, Diversity, and inclusion (EDI).</li> <li>• Employee driven committees including Green Team, EDI, Social etc.</li> <li>• Focus on work life balance and flexibility.</li> </ul>  |
| <p><b>Compensation</b></p>  | <ul style="list-style-type: none"> <li>• Competitive and transparent salaries and salary scales.</li> <li>• Annual increments.</li> <li>• Obligatory pension schemes with Additional Voluntary Contribution option.</li> <li>• Financial support towards further education and study and exam leave.</li> <li>• Supportive illness policies and pay for different circumstances including Income Continuance Plan.</li> <li>• Good Gender pay balance.</li> </ul>                          |
| <p><b>Career</b></p>        | <ul style="list-style-type: none"> <li>• Successful track record of internal promotions.</li> <li>• Numerous different career paths across the organisation.</li> <li>• Training and mentoring programmes.</li> <li>• Investment in individual learning and development.</li> <li>• Leadership training and development.</li> </ul>  |

# Conditions of Service

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| <b>Tenure:</b>                       | This position will be offered on a 5-year Fixed Term contract basis.   |
| <b>Salary Payment Arrangements:</b>  | <p>The Level D salary scale for this position effective from 1<sup>st</sup> March 2025 is as follows: €51,511 to €75,762 (inclusive of one Long Service Increment (LSI1) which applies after three years additional service at Max of grade). Incremental progression will be subject to satisfactory performance.</p> <p><b>Important Note:</b><br/>Candidates should note that entry will be at the first point of the scale and the rate of remuneration, including incremental progression, will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy.</p> <p>Different terms and conditions may apply if you are currently a serving civil or public servant.</p> |
| <b>Location:</b>                     | The place of work will be based at one of the SEAI offices as listed on cover page. SEAI offer the option to work in a hybrid working arrangement, in line with the SEAI Blended Working Policy. SEAI reserves the right, at its discretion, to change working location within reason on any future date.  |
| <b>Blended Working Arrangements:</b> | As an employer, SEAI operates a blended working policy that facilitates access to remote working options having regard to work-life balance/integration, mental health, and the need for a safe and productive working environment. Blended working arrangements will be operated under SEAI's Blended Working Policy, which currently requires staff to work from the office a minimum of two (2) days per week. Availability and patterns of blended working will be based on business needs and the suitability of the role and may be subject to change should the business needs dictate.   |
| <b>Probation:</b>                    | On appointment, the appointee will serve a six (6) month probationary period. In certain circumstances, the probation period may be extended, in line with the SEAI's Probationary Policy and Procedures.  |
| <b>Working Week:</b>                 | Hours of attendance will be as fixed from time to time but will amount, on average, to not less than 41.25 hours per week (35 hours net of rest breaks). Pro-Rata will apply in the case of part-time role. Additional hours may from time to time be reasonably required to meet the requirements of the position. No additional payment will be made for extra attendance as the rate of remuneration payable covers any exceptional extra attendance liability that may arise from time to time.  |
| <b>Annual Leave:</b>                 | The annual leave allowance will be <b>29 working days</b> a year, based on a five-day week and is exclusive of public holidays. Pro-rata will apply in the case of part-time role. Annual Leave is to be taken at a time or times convenient to SEAI.  |
| <b>Eligibility to Work:</b>          | The SEAI has a legal obligation to ensure that all employees are lawfully entitled to work in Ireland. Where applicable and to support a candidate's application, candidates must submit a valid work permit/visa confirming   |

permission to work in Ireland. Failure to submit the required evidence, and failure to hold a valid permit/visa during the period of the contract, will result in the application and/or contract of employment being rendered void.

### **Those not eligible to apply for the role**

Former Irish Public Service Employees - Certain Restrictions on Eligibility. Eligibility to apply for a position may be affected where applicants were formerly employed by an Irish Public Sector body and previously availed of an Irish Public Service Redundancy or Incentivised Retirement Scheme including the below. For details on restrictions click [here](#).

- Collective Agreement: Redundancy Payments to Public Servants
- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013).

**Declaration:** Applicants will be required to declare whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment.

**Other Conditions of Employment:** The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the appointee.

**Standard Checks:** Any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of academic and professional qualifications.

SEAI commits to treat all the information or documents received under GDPR guidelines.

**Garda Vetting:** SEAI is set up with a registered organization for Garda vetting purposes. You may be asked to make an application to be vetted.

**Superannuation and Retirement:** The appointee will be offered the appropriate superannuation terms and conditions as prevailing in the Public Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme").

Full details of the Scheme are at <http://www.per.gov.ie/pensions>

