



Appointment to the Board of the Strategic Banking Corporation of Ireland (SBCI)

Closing Date: 15:00 on Tuesday 18th February 2020

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

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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. On 30 September 2014, the Government decided that the PAS should also be given responsibility for putting in place 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.

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Location:	Treasury Dock, North Wall Quay, Dublin 1, D01 A9T8
Number of Vacancies:	1
Remuneration:	€15,750 (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 are paid at the appropriate civil service rates.
Time Requirements:	A minimum of 4 half day and one full day meetings per annum. Members will be asked to serve on one of the SBCI's subcommittees which may require up to 4 additional half days per annum. Circa 2-3 days per month including preparatory work and attendance at Board meetings and sub committees would be required.

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 SBCI was set up during 2014 by the Department of Finance and the Ireland Strategic Investment Fund (ISIF) as a National Promotional Institution (NPI) creating the necessary mechanism to enable the SBCI deliver long-term, flexible funding to Irish businesses, particularly in times of financial uncertainty and market failures.

The Government approved this approach and legislation enabling the establishment of the SBCI was passed by the Oireachtas in July 2014 - [Strategic Banking Corporation of Ireland Act 2014](#).

The SBCI is a strategic SME promotional financial institution that is creating a new competitive environment for lending to SMEs in Ireland. The SBCI is 100% owned by the Minister for Finance and is a commercial State body. In 2019, the SBCI was assigned a first time A2 issuer rating from Moodys which is the same as the Irish sovereign rating. The SBCI is managed by its own staff, seconded from the National Treasury Management Agency (NTMA), who report to the SBCI's dedicated Board of Directors. The NTMA also provides business support services. These support services include legal, IT, HR, Communication and Administration. The SBCI currently has 23 full time employees.

The SBCI plays a key role in the financial architecture of the State providing low cost, flexible finance over the long term to Irish SMEs (and in certain instances Small Mid-Caps) so that businesses in Ireland have improved access to funds at all stages of the economic cycle. This in turn supports economic growth and job creation.

The SBCI enhances the supply of credit to SMEs by using existing channels and also encouraging new entrants to the market. The SBCI does not lend directly to SMEs. It is a wholesale funder. The SBCI has partnered with eight "on-lenders" to provide both liquidity and risk share products to Irish SMEs. SBCI currently has four bank and four non-bank (smaller

financial institutions) on-lenders who provide the Irish SME market with a mixture of term loans, invoice discounting and asset finance through liquidity and risk share products. The SBCI acts a conduit for European supports offered through the European Commission and the European Investment Bank as part of Horizon 2020 and EFSI funding. The SBCI Risk Share Schemes are offered through the participating Irish banks which include BOI, AIB, UB and KBC. They have proved very successful at providing targeted funding to the Irish market as evident by the Agriculture Cashflow Support Loan Scheme, the Brexit Loan Scheme and the Future Growth Loan Scheme.

The SBCI also operates the Credit Guarantee Scheme on behalf of the Department of Enterprise, Innovation and Business.

Further details on all SBCI products and on-lender partners is available www.sbc.gov.ie.

2. Functions of the Board

Section 9 of the SBCI Act 2014 sets out the overarching requirements in regard to the Board. The Board will take all significant strategic decisions and retain full and effective control of the Corporation while delegating day to day responsibility for leadership and control, within defined authority limits, to senior management as appropriate.

The Board has established three sub-committees;

- Audit and Risk Committee
- Credit Committee
- Remuneration Committee

The functions of the SBCI, as laid out by Section 8 of the SBCI Act 2014 are:

1. (a) to provide, and promote the provision of, additional credit in a prudent manner to enterprises or other persons in the State, in particular SMEs;
(b) to design or cause to be designed, credit facilities which consistently address the financial needs of borrowers, in particular SMEs, be they related to growth, investment or operational needs;
(c) to promote competition in markets for the provision of credit to borrowers, in particular SMEs.
(d) to encourage an increase in the number of providers of finance to borrowers in the State;
(e) to encourage the entry to the market of new providers of credit;
(f) to contribute to the diversity of the types of finance available in the State;
(g) to source international funding to facilitate lending;
(h) to provide finance to projects which promote the economic development of the State;
(i) to facilitate the operation of diverse credit markets and;
(j) to carry out any functions that are ancillary, consequential or supplemental to the matters mentioned in *paragraphs (a) to (i)*.
2. So far as possible, the SBCI shall, consistent with the achievement of its functions under *subsection (1)*, seek to obtain a positive financial return for the State.

The current composition of the Board can be found [here](#).

3. Person Specification

The Minister for Finance invites applications from suitably qualified candidates to fill one role on the Board of the Strategic Banking Corporation of Ireland.

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](#).

Candidates must demonstrate in their application evidence, at an appropriately senior level, in one or more of the following areas:

- senior level management in the banking and finance sector with an SME sector focus, ideally with previous executive level operations and/or lending background to the SME sector;
- policy experience and wide-ranging comprehension of challenges and opportunities facing the SME sector with a focus on energy efficiency and/or innovation;
- understanding of public policy issues relating to climate action, innovation and/or SME lending;
- strategic understanding of the SME finance market;
- experience in financing innovation.

Desirable

- sectoral knowledge, experience and expertise in financing energy efficiency investment and climate action related lending;
- experience and expertise on small scale energy efficiency projects;
- experience and expertise in credit, raising finance for energy efficiency projects and/or providing financing/investment in respect of these;
- experience and expertise applicable to energy efficiency in residential, business and/or agriculture sectors;
- Previous board membership.

The Minister shall have regard to the desirability for gender balance on the Board as the Minister considers appropriate and determines from time to time when making appointments.

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 5 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 Revised Code of Practice for the Governance of State Bodies 2016 which is available on the website of the Department of Finance [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, elected to the European Parliament, or becomes a member of a local authority.

5. Submitting your Application

Before submitting your expression of interest, please review the self-assessment questionnaire which can be found [here](#). This questionnaire is designed to help you in considering whether to submit an expression of interest - you are not required to submit the questionnaire as part of the application process.

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 info@stateboards.ie.

5. 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.

6. 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.

7. 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 publicjobs 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.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.