

Appointment of a Chairperson to the Citizens Information Board

Closing Date: 15:00 on Thursday 10th of December 2020

**State Boards Division
Public Appointments Service
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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.

Appointment of a Chairperson to the Citizens Information Board

Location:	CIB Head Office, George's Quay House, 43 Townsend Street, Dublin 2
Number of Vacancies:	1 Chairperson
Remuneration:	€8,978 (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 appropriate Civil Service rates.
Time Requirements:	Approximately 8 meetings per annum (generally of a half day duration), during office hours, plus attendance at sub Committee meetings, as required. A total of 20 days per annum for the Chairperson role 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 Citizens Information Board (CIB) is the statutory body which supports the provision of information, advice (including money advice and budgeting) and advocacy services on a wide range of public and social services.

The organisation was established as a statutory body under the Comhairle Act of 2000. This Act was amended by the Citizens Information Act 2007, which changed the name of the organisation to the Citizens Information Board, and by the Social Welfare and Pensions Act 2011, which amended the rules relating to membership of the Citizens Information Board.

In 2008 the Social Welfare (Miscellaneous Provisions) Act extended the existing acts to give the Citizens Information Board responsibility for the Money Advice and Budgeting Service.

The main functions of CIB, defined in the Comhairle Act 2000, the Citizens Information Act 2007 and the Social Welfare (Miscellaneous Provisions) Act 2008 are to:

- Ensure that individuals have access to accurate, comprehensive and clear information relating to social services
- Assist and support individuals, in particular those with disabilities, in identifying and understanding their needs and options
- Promote greater accessibility, coordination and public awareness of social services
- Support, promote and develop the provision of information on the effectiveness of current social policy and services and to highlight issues which are of concern to users of those services
- Support the provision of, or directly provide, advocacy services for people with disabilities
- Support the provision of advice on personal debt and money management through the Money Advice and Budgeting Service

CIB is a non-commercial State Body with an information, advice and advocacy role in relation to a wide range of public and social services. CIB provides some services directly to the public through the citizensinformation.ie website, the mabs.ie website and a number of microsites. It also funds 21 independent service delivery companies:

- 8 Citizens Information Service (CIS) regional companies
- 8 Money Advice and Budgeting Service (MABS) regional companies
- National Advocacy Service for people with disabilities (NAS)
- Citizens Information Phone Service (CIPS)
- MABS Support
- National Traveller MABS (NT MABS)
- Sign Language Interpreting Services (SLIS)

The service delivery companies are established as companies limited by guarantee under the Companies Act, 2014. Exchequer funding is provided to these companies by CIB, which works with the companies to deliver on its statutory functions. CIB has been allocated State funding of €61.77m to deliver its services in 2020

2. Functions of the Board

The main functions of CIB, defined in the Comhairle Act 2000, the Citizens Information Act 2007 and the Social Welfare (Miscellaneous Provisions) Act 2008 are to:

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The members of the Board of CIB are collectively responsible for setting the overall strategic objective of the Citizens Information Board as well as ensuring the orderly operation of its business including compliance with its statutory obligations comprising the requirements of all applicable legislation and guidelines including the Comhairle Act 2000 (as amended) and the *Code of Practice for the Governance of State Bodies* (2016).

Key duties of the Board include

- Attendance at and contribution to regular Board meetings and committee meetings
- Preparation and approval of a Strategic Plan
- Approval of annual budgets
- Approval of annual reports and annual financial statements
- Approval of major investments and capital projects
- Approval of procurement and retirement of assets policies and procedures
- Approval of terms of major contracts

- Approval of delegated authority levels, treasury policy and risk management policy
- Ensuring the maintenance of a sound system of internal controls
- Ensuring the maintenance of an effective risk management policy
- Ensuring compliance with statutory and non-statutory, Government circulars and the Code of Practice for State Bodies

The Board is assisted in the discharge of its responsibilities by a number of sub-committees of the Board, which include Audit, Risk and Finance Committee; Strategy and Governance Committee; and a Social Policy and Research Committee. Depending on a successful candidate's area of experience or expertise s/he will be expected to participate in one or more of these sub-Committees.

The Board comprises up to 15 members (including the Chair) who are appointed by the Minister for Social Protection. The legislation underpinning the Board requires that the CIB should have at least six members who are men and six who are women

Further information can be found at www.citizensinformationboard.ie.

Current membership of the Board

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Cearbhall O'Meadhra	15/06/2016		14/06/2021	Board Member	PAS Process
Ian Power	15/06/2016		14/06/2021	Board Member	PAS Process
Ita Mangan	12/06/2015		11/12/2020	Chair	Exemption - Section 9.1.4 of the guidelines on Appointments to State Boards
James Clarke	05/09/2016		04/09/2021	Board Member	Exemption - Section 9.1.8 of the Guidelines. Nominated by Money Advice and Budgeting Services
Joanne McCarthy	15/06/2016		14/06/2021	Board Member	PAS Process
John Saunders	15/06/2016		14/06/2021	Board Member	PAS Process
Mary Doyle	22/10/2018	27/04/2019	26/04/2024	Board Member	PAS Process
Mary Higgins	15/06/2016		14/06/2021	Board Member	PAS Process
Niall Mulligan	15/06/2016		14/06/2021	Board Member	PAS Process

Name	First Appointed	Reappointed	Expiry Date	Position type	Basis of appointment
Nicola Walshe	13/03/2017	05/11/2017	04/11/2022	Board Member	Section 9.4 of Comhairle Act 2000: Member of CIB staff
Sean Sheridan	17/11/2015		16/11/2020	Board Member	Exemption - Section 9.1.8 of the Guidelines. Nominated by the National Association of Citizens Information Services
Tim Duggan	12/06/2012	01/09/2017	31/08/2022	Board Member	Ex officio. Department of Social Protection
Tina Leonard	15/06/2016		14/06/2021	Board Member	PAS Process

3. Person Specification

The Minister for Social Protection invites expressions of interest from applicants who consider they possess the skills and experience necessary to chair the board of CIB and contribute to the governance and development of CIB.

Chairperson

Candidate's attention is drawn to the general details of the role of Chairperson as set out on page 19 of the Code which can be found [here](#). The Principle states:-

- The Chairperson is responsible for leadership of the Board and ensuring its effectiveness on all aspects of its role.
- The Chairperson should display high standards of integrity and probity and set expectations regarding culture, values, and behaviours for the State body and for the tone of discussions at Board level.

Essential

Candidates applying for the role of Chairperson must demonstrate in their application, evidence of

- High achievement in the public or private sector at an appropriately senior level.
- A demonstrable understanding of the public sector environment and corporate governance in the public sector.
- Demonstrated commitment to public service values.
- A demonstrable understanding and knowledge of the areas relevant to CIB's legislative remit.

- A proven ability demonstrated by significant relevant experience in Corporate Governance and Compliance.
- A demonstrable understanding and knowledge of the community and voluntary sector in which CIB and its service delivery companies operate, demonstrated by senior level professional experience which will enable them to meet the objectives of the CIB [Strategic Plan 2019 - 2021](#).
- Evidence of leadership experience which demonstrates the ability to Chair a Board which is engaged in delivery of information, advice and advocacy services to citizens, to ensure that the Board guides, challenges and supports the CEO and Executive to deliver services to citizens whilst holding them to account in doing so.
- Significant Board membership experience.

Desirable

- Evidence of highly developed oral, written, presentation and leadership skills, with the ability to develop, communicate and gain ownership for a clear vision and direction.
- Effective communicator, capable of constructively challenging the opinions of others, while working to achieve a shared consensus and collective responsibility.

The Minister 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.

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 Chairperson 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 of up to 5 years, 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, 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.

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 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. Click on "continue".
8. 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.
9. 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.