



Appointments to the Health Research Board

Closing Date: 15:00 on 23rd November 2017

**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.

Appointments to the Health Research Board.

Location:	Grattan House, 67-72 Lower Mount Street, Dublin 2
Number of Vacancies:	3
Remuneration:	€7,695. Travel and subsistence is payable at appropriate Civil Service rates. (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).
Time Requirements:	Approximately 8 half day board meetings plus 4 Sub-Committee meetings per annum. Sub-committee meetings have an estimated duration of about 1 hour per meeting. The total time commitment including reading papers, travelling to and from meetings and attendance at meetings is approximately 12 days per annum.

1. Background

The Health Research Board (HRB) is a statutory agency under the aegis of the Department of Health. The HRB was established under the Health Research Board (Establishment) Order 1986 (S.I. NO.279 of 1986) as amended by

- the Health (Corporate Bodies) (Establishment) (Orders) (Amendment) Order, 1990 (S.I. NO. 3 of 1990),
- the Health (Alteration of Name and Department and Title of Minister) Order, 1997 (S.I. NO. 308 of 1997),
- the Health Research Board (Establishment) (Amendment) (NO. 2) Order 2002 (S.I. NO.205 of 2002) and the Health Research Board (Establishment) (Amendment) (No.3) Order, 2007 (S.I 305 of 2007).

The vision of the HRB is *healthy people through excellent research and applied knowledge*. It is the only Irish funding agency with a specific remit for health care research. Its mission is to improve people's health, patient care and health service delivery by leading and supporting excellent research by outstanding people within a coherent health research system; and generating knowledge and promoting its application in policy and practice; and, in so doing, play a key role in health system innovation and economic development.

It has a key role in building capacity for research, creating opportunities for researchers, driving translation of discoveries into practice and providing solid evidence to support policy.

It also manages five health information systems in the areas of alcohol and drug use, disability and mental health and generates evidence for health policy.

The HRB has approximately 65 staff, an annual budget in excess of €40m and manages a research investment portfolio of €200m. It is funded mainly by the Department of Health and board members are appointed by the Minister for Health.

The HRB is now 18 months into a five year programme of work designed to deliver on the objectives set out in *Research, Evidence. Action* the HRB Strategy 2016 -2020. For more information on the HRB see www.hrb.ie

2. Role of the Board

The role of the Board of the HRB is to provide leadership, set strategy, ensure that the human and financial resources are utilised to achieve objectives, review management performance, set the HRB's values and standards, ensure that the HRB's obligations to its stakeholders and as a public sector organisation are understood and met.

All members of the Board of the HRB have a duty to:

- to act in good faith in what the Board member considers to be the best interests of the HRB;
- to act honestly and responsibly in relation to the conduct of the affairs of the HRB;
- to act in accordance with the provisions of the Health Research Board (Establishment) Order 1986 as amended and exercise his or her powers only for the purposes allowed by law;
- not to benefit from or use the property, information or opportunities gained as a member of the Board, and not available to the public or research community in general, for his or her own or anyone else's benefit;
- to exercise an independent judgment;
- to avoid any conflict between the Board member's duties to the HRB and the Board member's other interests;
- to exercise the care, skill and diligence which would be reasonably expected of a person in the same position with similar knowledge and experience as a Board member. A Board member may be held liable for any loss resulting from their negligent behaviour; and
- to have regard to the best interests of the people of Ireland.

Board members are appointed to bring specific knowledge, skills, experiences and expertise to the deliberations of the Board and its committees and this is only possible if members attend all Board meetings and contribute as appropriate. 100% attendance at all Board and Committee meetings is expected and attendance will be a factor taken into consideration if a board member is available for re-appointment.

The Board of the HRB has two standing sub-committees which are the Audit Committee and the Management Development and Remuneration Committee. Other sub-committees established as and when the need arises.

The current membership of the Board is:

Name	First appointed	Re-appointed	Expiry date	Position type
Dr Declan Bedford	13 Dec 2012	-	12 Dec 2017	Chairperson
Dr Barry Cullen	26 May 2014	-	25 May 2019	Ordinary member
Prof M Joe Duffy	13 Dec 2012	-	12 Dec 2017	Ordinary member
Prof Jane Grimson	5 Nov 2015	-	4 Nov 2020	Ordinary member
Prof Bernie Hannigan	5 Nov 2015	-	4 Nov 2020	Ordinary member
John McCormack	12 June 2015	Yes	11 June 2020	Ordinary member
Prof Charles Normand	5 Nov 2015	-	4 Nov 2020	Ordinary member
Prof William Molloy	26 May 2014	-	25 May 2019	Ordinary member
Dr Tom O'Callaghan	13 Dec 2012	-	12 Dec 2017	Ordinary member
Dr Marion Rowland	12 June 2015	Yes	11 June 2020	Ordinary member

3. Legislative requirements regarding appointments to HRB

Article 5 of S.I. 279 of 1986 as amended stipulates that:

- (1) The Board shall consist of 10 members appointed by the Minister.
- (2) The Minister shall appoint members who meet at least one of the following criteria :-
 - (a) persons with relevant experience in health research or health information systems;
 - (b) persons serving in a senior health service position and who have relevant experience in health research or health information or of managing such functions;
 - (c) persons with expertise in the use of health research or health information systems for economic development;
 - (d) persons with expertise in the use of health research or health information systems from a patient or client perspective;
 - (e) persons with outstanding reputations for academic achievement or business or civic leadership.
- (3) The Minister shall endeavour to ensure that among the members of the board there is an equitable balance between men and women.

4. Person Specification

There are three vacancies arising on the HRB. The legislation states that the Minister shall appoint a Chairperson from among the members of the board. Therefore, as part of their application, applicants will need to indicate whether they wish to be considered for the position of Chair.

The Chairperson will perform a key role in the development and implementation of effective corporate governance structures in all aspects of the activities of the HRB. He/she will work with the Board, the Chief Executive and the senior management team to ensure that the HRB is managed and developed in line with best international practice. He/she will also interact with the Minister for Health and the Department of Health as required.

In addition, candidates for Chairperson of the Board should have significant experience in one or both of the following:

- Board membership
- Experience of leading/managing an organisation at senior executive level

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 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.

Ordinary Members

The Minister for Health invites applications from suitably qualified candidates who demonstrate knowledge and significant experience in one the following areas:

- Business/Finance
- Primary Care
- Specified Health Professional

In order to ensure the correct skill mix and competencies to fill the current vacancies on the Board, the Minister invites applications from suitably qualified candidates who can demonstrate significant senior level experience and competency in any of the following three areas.

Business/Finance

Candidates should demonstrate in their application significant business experience at an appropriately senior level in one or more of the following areas:

- Financial experience at a senior manager level which might include corporate governance and compliance.
- Strategic Business experience at senior management level which could include strategic planning and thinking in the formulation and implementation of strategy.

Primary Care

Registered (or entitled to be resisterd) Medical Practitioner with specialist training in primary care. Candidates must demonstrate experience at a senior level of working across a number of sectors within the health services. Candidates should also have a career history which demonstrates experience/an ongoing interest in health research.

Specified Health Professional

Extensive knowledge and skills, and experience at an appropriate senior level in at least one of the following areas:

- Nursing or Midwifery
- Pharmacy
- Dentistry
- Allied Health Professional
- The holder of a post graduate qualification in Population Health/Public Health

Candidates must demonstrate significant knowledge/experience in one or more of the following areas:

- Significant experience and knowledge of the health care system
- Evidence of a health research background
- Executive management
- Corporate governance
- Strategic Planning

For all categories the following are considered desirable:

- Possession of excellent interpersonal skills with proven ability to build key relationships, persuade and build consensus amongst diverse stakeholders
- Previous Board experience.

5. 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.

6. Submitting your Application

Before submitting your application, 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. Please give careful consideration to the possibility of any potential conflict of interest that may arise if appointed to this board.

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 application. 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 Board 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.

If you have any questions regarding the application process please email info@stateboards.ie.

7. 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
 - Meeting¹/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 suitable candidates to be sent forward for consideration by the Minister.

8. 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.

9. Data Protection Acts 1988 & 2003

Should your name be forwarded to a Minister for consideration, please note that your cover letter and curriculum vitae will be forwarded to the State Board Liaison Officer in the relevant department and may be retained for up to one year.

For further information on Data Protection please follow the [link](#)

¹ The Public Appointments Service will not be responsible for refunding any expenses incurred by candidates.

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.