

Ard-Mhúsaem
na hÉireann
National Museum
of Ireland



músaem

Candidate Information Booklet

Director

Contents

1. A Message from our Chair	3
2. About the National Museum of Ireland	5
3. The Position	7
4. Person Specification	10
5. How to Apply	12
6. Appendices	13



A Message from our Chair

As Chair of the National Museum of Ireland, the recruitment of a new Director is one of the most important tasks that I and our Board will undertake during our term. The National Museum is the largest cultural institution in Ireland, and enjoys a key leadership role within the overall cultural sector. The Museum plays a unique role in Irish public life: preserving the objects and stories that define our shared heritage whilst creating spaces where people can reflect on who we are as a society, and where we are going.

Museums matter deeply. They are not only cultural institutions but also civic entities that foster understanding, curiosity and connection. The National Museum of Ireland fulfils this role with distinction. In the most recent statistics, more than 1.3 million visitors engaged with our collections and exhibitions. These visitors came from across Ireland and around the world, demonstrating the Museum's importance not only as a cultural resource but also as a contributor to tourism, education, research and the wider economy.

Our mission goes beyond stewardship of artefacts. The Museum helps Ireland tell its story, through scholarship, public engagement and collaboration with communities, schools and researchers. Increasingly, culture is recognised as an essential component of a resilient and inclusive society. At a time when public discourse can sometimes be divisive, institutions such as the National Museum of Ireland provide spaces where dialogue, reflection and shared understanding can flourish.

Over recent months, the Board has engaged widely with the staff and management of the Museum, listening to their insights, aspirations and reflections on the future of the organisation. Central to this is the continuation, and further development of, the style of leadership that has been in operation at the Museum for some time; one which is less about rank and more about connection and change, and in which staff participation matters. There was a strong sense of ambition, with a focus on excellence and a recognition of a need to diversify the resource base to fund this ambition, particularly through research. I see the Museum as a place where deep commitment, creativity and public sector duty come together, and where our next Director will play a major role in shaping and defining its next chapter.

Over recent years the Museum has undergone a significant transformation in its culture and operations. What I have encountered as Chair is a highly effective organisation with a committed staff who take great pride in their work and in the role the Museum plays in public life. Recent initiatives such as the Words on the Wave exhibition and the opening of the Changing Ireland galleries demonstrate the creativity and professionalism of the team, and the Museum's ability to deliver impactful experiences for audiences.

At the same time, important challenges remain. We have a significant ongoing programme of capital developments across our sites, whilst the quest for a permanent, future-proof home for our reserve national collections continues. The Director has responsibility for leading our engagement with the Department of Culture, Communications and Sport on the development of our sites within the framework of the National Development Plan.

Addressing these challenges while maintaining the Museum's public value will require vision, leadership and strong partnership with Government and stakeholders.

The Board therefore seeks a Director who will build on the strong foundations already in place, leading the Museum into the next phase of its development. This is an opportunity to lead one of Ireland's most trusted cultural institutions, an organisation with a talented team, a proud national mandate, and extraordinary potential to expand its impact both at home and internationally.

On behalf of the Board, and on my own behalf, I invite candidates who share this commitment to culture, public service and institutional leadership to consider joining us in shaping the future of the National Museum of Ireland by applying to become its next Director.

Yours Sincerely,



Cathal O'Donoghue
Chair, National Museum of Ireland



About The National Museum of Ireland

The National Museum of Ireland is the country's largest National Cultural Institution. It actively contributes to the collective memory and identities of all people with Irish connections and interests.

The National Museum is a complex organisation which operates currently across four distinct sites, three of which are located in Dublin, and one in County Mayo, in the West of the country. These four sites attract more than 1.3 million visitors annually, creating real moments of connection, inspiration and engagement through inclusive and accessible exhibitions, events and public programmes.

The collection of the National Museum of Ireland amounts to nearly four million objects, artefacts and specimens. These are managed by four distinct divisions within the Museum Art and Industry, Irish Antiquities, Folklife, and Natural History.

The recently opened Changing Ireland Galleries are representative of a new and exciting direction currently being undertaken at the Museum. These new Galleries represent the most significant expansion of public space at the Museum in over twenty years. They are object-focused and non-linear, without pre-determined narratives, and have been designed to change and evolve so exhibits can continue to reflect the dynamic nature of contemporary history, - a changing collection for a changing Ireland.

The Museum is privileged to occupy some of the most beautiful and well positioned historic buildings in Ireland. We are embarking on a much-needed conservation and refurbishment project at our Merrion Street location, which will ensure that this 169 year old building - a magnificent Victorian artefact in its own right - is protected and made accessible for future generations.

We have ambitions to find a permanent, future-proof home for our reserve national collection, and plans are also in development for further expansion regionally. Driving all of this important work is a team of approximately 250 committed and skilled people across our various locations.

The National Museum of Ireland is a trusted institution. It is our mission to be a place of sanctuary and surprise. All of our locations are open seven days a week, and admission is free.



Our Mission:

The National Museum of Ireland is a leader in preserving and promoting Ireland's heritage across the island and the world. We contribute to the collective memory and identity of all people with Irish connections, nationally and internationally, through our collections and programmes. We currently welcome over 1.3 million visitors annually to our four museums, providing opportunities to be inspired, engaged and informed through inclusive and accessible events and public programmes.

Our vision for the National Museum of Ireland is a museum of international quality, preserving and presenting the stories of Ireland and its place in the world.

Our Purpose is to:

- Collect and conserve Ireland's portable material heritage and natural history.
- Interpret and promote the collections and make them accessible to audiences at home and abroad through exhibitions and public programmes.
- Provide an excellent and inclusive visitor experience to our four museum sites.
- Be the trusted voice on relevant aspects of Irish heritage, culture and natural history.
- Undertake and facilitate education, research and scholarship pertaining to the collections.

Our Values

Stewardship

We are responsible for the professional care and interpretation of the national collections, informed by rigorous research, scholarship, and staff expertise.

Innovation

We are committed to increasing our capacity to share our collections and engage new audiences across physical and online platforms by exploring innovative collaboration across sectors.

Transparency

We operate strong corporate governance and compliance principles with oversight by a voluntary Board underpinned by legislation and public policy. We ensure that our decision making is clear and transparent by making our policies, procedures, and strategies accessible online.

Accessibility

We are for everyone. We ensure our collections and activities are wide-reaching and seek to engage people who visit our museums, connect with us online or through our public programmes nationally and internationally. We aim to provide universal access across all our sites and services.

Collaboration

We maximise our impact and increase our interaction at local, national, and international level by working with organisations and communities.

Further information is available on our website: [museum.ie](https://www.museum.ie)

The Position

Job Title	Director
Tenure	5-Year Fixed Term Contract (with possibility to extend for a further 5-Year Term)
Workplace	The Director's Office Collins Barracks, Benburb Street, Dublin, D07 XKV4

Role Summary

The incoming Director will become a key part of a high-performing organisation with an experienced senior team, an engaged and skilled Board, and strong stakeholder relationships. We are seeking a confident, collaborative and values-led leader who can build on strong foundations of expansion, transformation and culture change. This is a unique opportunity to lead the senior management team and staff in shaping the future direction of the National Museum of Ireland.

The period ahead is a defining one. As the Museum approaches, in 2027, the 150th anniversary of its foundation, and in 2028, the final phase of its current Strategic Plan, the successful candidate will be required to balance continuity with transformation. They will be a visionary and inclusive leader, accountable for delivering excellence across the full breadth of the Museum's programmes, strengthening its national and international standing, and broadening access and community participation. In doing so, they will play a central role in advancing the Museum as a world-class cultural institution.

The coming period will also see the delivery of significant capital investment, including the redevelopment, conservation and refurbishment of the much-loved Natural History Museum which is in train at Merrion Street, as well as extensive refurbishment and redevelopment at the Irish Antiquities Museum at Kildare Street, celebrating the 25th Anniversary of Folk Life in Turlough Park, amongst other projects, including planned wider regional developments. In addition, the National Museum of Ireland is fulfilling an important public duty through its role in the project to develop the National Centre for Research and Remembrance. This survivor-led work requires the highest standards of ethical stewardship, sensitivity and accountability, which the Director will champion.

In addition, in line with the recommendations in the Report of the Advisory Committee on Women's Stories, the National Museum of Ireland supports and is committed to the amplification of women's stories across its exhibitions and programmes. The National Museum of Ireland is working with the Department of Culture, Communications and Sport in undertaking the due diligence required



to assess the feasibility of establishing a new facility in Limerick, including identifying the additional and ongoing funding and resources that would be needed to support the development of this site.

Reporting to the Chair and Board, the Director is responsible for strategic leadership, governance, and organisational performance, advancing the Museum's mission, safeguarding the national collections, and ensuring excellence, public value, and long-term sustainability.

As a recognised and trusted national voice in Irish society and further afield, the National Museum of Ireland's reputation underpins all aspects of its work, reinforcing a strong commitment to governance, transparency and accountability across the organisation.

Key Responsibilities

Strategic Development and Direction

- Lead the design, consultation, development and implementation of the Museum's new strategy for 2028 onwards, ensuring clarity of vision, ambition and measurable outcomes which align with Government's strategic vision and relevant policies.
- Facilitate cultural sector-wide engagement, including key stakeholders and external partners, to inform and validate strategic priorities.
- Provide leadership across the organisation and the wider cultural institutions sector, aligning stakeholders behind a shared strategic direction through clear communication, influence and prioritisation.
- Lead and manage the senior management team and staff, fostering a culture of excellence, collaboration, innovation and accountability.
- Drive transformational change aligned to the Museum's strategic goals, promoting a learning organisation and strengthening the Museum as an inclusive, diverse and sector-leading employer.
- Working with staff and stakeholders, develop and implement a strategy for resource diversification and mobilisation particularly in relation to research, social innovation, commercial and philanthropic sources.

Operational Delivery and Performance

- Ensure the effective delivery of strategic priorities through defined programmes, with clear milestones, performance measures and reporting frameworks.
- Provide regular, high-quality reporting to the Board, including performance against targets, key challenges and recommended adjustments.
- Oversee a portfolio of major capital projects, including the Natural History redevelopment, the re-housing of the Collections Resource Centre in Swords, Kildare Street developments and wider regional initiatives, alongside ongoing operations.
- Lead the Museum's role in the development and operation of the National Centre for Research and Remembrance in a complex multi-agency site at Sean Mc Dermott Street, Dublin.
- Operationalise a plan to resource and implement the recommendations in the Report of the Advisory Committee on Women's Stories to the amplify women's stories across its exhibitions and programmes.
- Ensure effective execution of programmes and services, including operations, collections, public engagement and national statutory functions.

- Champion excellence in Collections and Curatorial Stewardship, ensuring the care, preservation, conservation, research and interpretation of the national collections.
- Maintain an appropriate balance between long-term strategic priorities and oversight of current operations and programmes.

Organisational Capability and Culture

- Provide strong, visible values led leadership, fostering a culture of integrity, collaboration, accountability and continuous improvement.
- Build organisational capability through workforce planning, leadership development and succession planning.
- Embed a high-performance culture with clear objectives, regular feedback and accountability at all levels.
- Ensure appropriate structures, systems, organisational policies and technologies are in place to deliver the strategic and operational priorities effectively.
- Drive transformational change, incorporating digital transformation and enhancement.
- Foster a learning organisation, supporting internships, research and development opportunities, and strengthening the Museum as an inclusive, diverse and sector-leading employer.

Governance, Accountability and Risk

- Ensure the highest standards of corporate governance, ethical conduct, transparency and regulatory compliance including compliance with Code of Practice for the Governance of State Bodies.
- Oversee robust financial management, risk management and internal control frameworks to support organisational effectiveness and accountability.
- Advise the Board and Government on sectoral priorities and anticipated resource requirements, supporting informed decision-making and long-term planning.

- Support and engage effectively with the Board and its committees, and chair senior management governance forums.
- Oversee the preparation and submission of annual programmes, budgets and performance reports in line with the approved strategy.
- Optimise resource allocation and drive income generation, including securing exchequer and non-exchequer funding, research funding, social inclusion funds and public-private partnerships, as appropriate.

Stakeholder Engagement and External Relations

- Act as a central figure in strengthening the reputation and influence of the Museum nationally and internationally.
- Build and sustain strong, trusted relationships with the Chair and Board, the Minister and Department of Culture and other senior Government stakeholders, National Cultural Institutions, representative bodies, communities, State agencies and international partners.
- Influence and collaborate with sector leaders and partners to drive innovation, value creation and long-term sustainability across the cultural and heritage landscape.
- Strengthen accessibility, inclusion and community engagement in line with strategic priorities.
- Ensure that the National Museum of Ireland continues to be a leading voice in cultural scholarship, public history and national discourse.



Person Specification

Essential Experience and Qualifications

- A level 8 qualification in a relevant discipline. A relevant postgraduate qualification is desirable.
- A demonstrable track record of executive leadership within organisations of comparable scale, scope and stakeholder complexity.
- Demonstrated ability to develop and deliver organisational strategy at scale, including transformation and change.
- Track record of leading high-performing teams and delivering results through complex organisational structures.
- Experience working effectively with a Board and operating within strong governance, accountability and compliance frameworks.
- Experience managing significant budgets, resources, and risk, with accountability for organisational performance.
- Proven ability to engage and influence senior stakeholders, including government, education, partners and external bodies.
- Strong communication skills with experience acting as an organisational ambassador at senior level.
- Demonstrated appreciation of the role of culture, heritage and collecting institutions in society.
- Experience leading organisational change, innovation or transformation programmes in collaboration with staff and stakeholders.
- Clear commitment to public service values, integrity, transparency and inclusion.





Desirable Experience and Qualifications

- Experience operating within a national cultural institution or publicly funded body.
- Knowledge of museum practice, collections, curation or cultural policy.
- Involvement in revenue diversification, including grants, research partnerships, philanthropy or commercial development.
- Experience leading organisational innovation, including digital transformation and enabling or developing a research and knowledge exchange culture.
- Exposure to capital projects, infrastructure development or venue-based operations.
- Proven commitment to public engagement and audience development, with evidence of impact.

Personal Attributes Required for the Position

- A visionary and values-led leader with strong integrity and sound judgement.
- Highly credible, with the presence and authority to operate effectively at Board and Government level.
- Collaborative and inclusive, with a commitment to building a positive organisational culture.
- Resilient and adaptable, with the capacity to lead in a complex and evolving environment.
- Strong interpersonal and influencing skills, with the ability to build trust and alignment across stakeholders.
- A clear commitment to public value, cultural impact and organisational sustainability.

How to Apply

The National Museum of Ireland invites applications for the role of Director from suitably qualified candidates both nationally and internationally and will be undertaking a comprehensive executive search as part of this recruitment campaign.

All enquiries relating to the role should be directed to **Eilish Devine, Partner** of our retained executive search partners, Principal Connections – executive search using email **apply@principalconnections.com**, or alternatively, please telephone **+353 (0)1 703 88 09**.

To apply for this role please submit a CV via email to **Principal Connections** at: **apply@principalconnections.com** for the attention of **Eilish Devine**.

Applications should be submitted online and must include:

- A cover letter (max. two A4 pages) outlining why you wish to be considered for the role and where you believe your skills and experience meet the requirements of the role.
- A comprehensive CV clearly showing your relevant achievements and experience in your career to date.

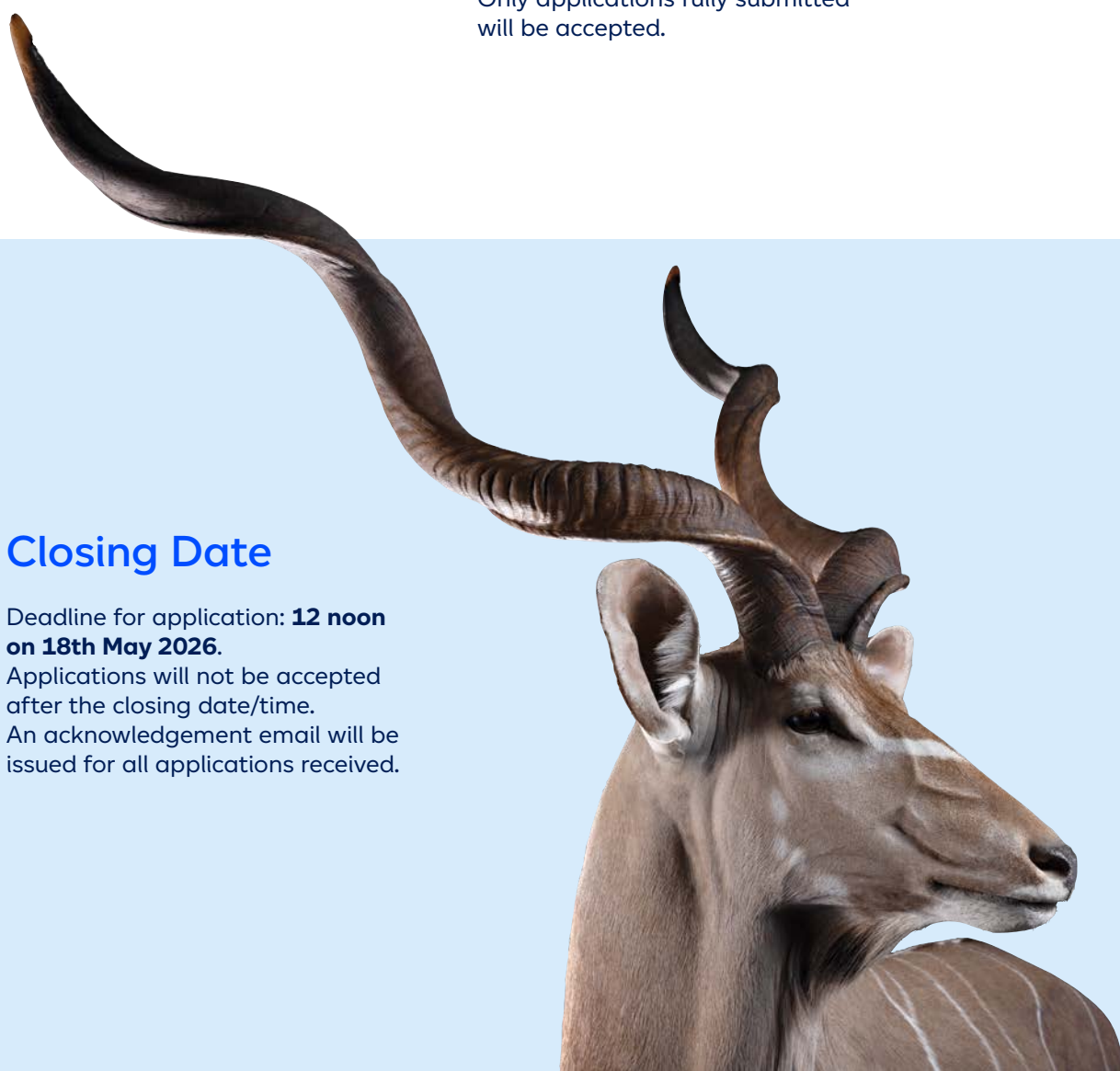
Only applications fully submitted will be accepted.

Closing Date

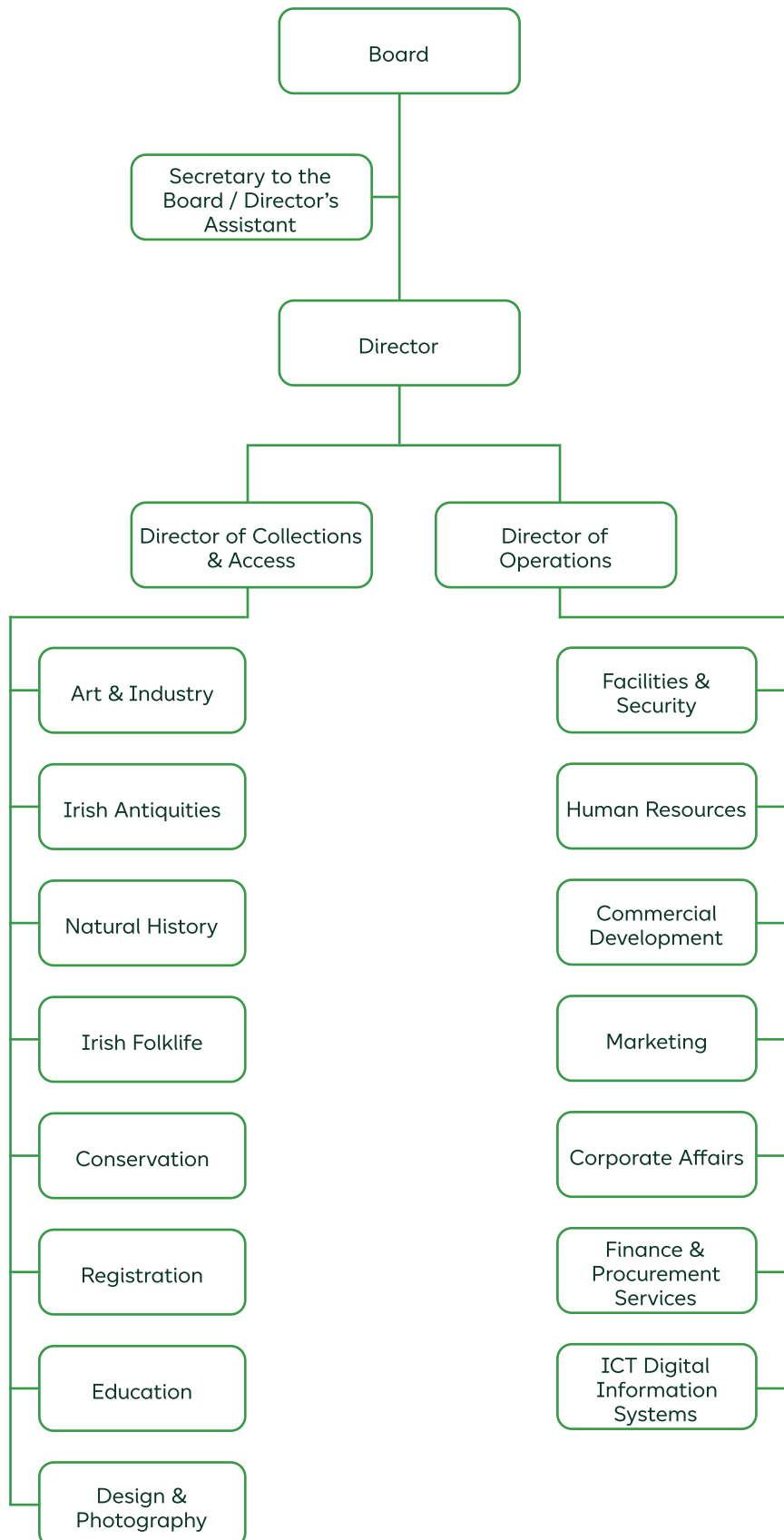
Deadline for application: **12 noon on 18th May 2026**.

Applications will not be accepted after the closing date/time.

An acknowledgement email will be issued for all applications received.



Appendix I – Corporate Structure



Appendix II - Competency Model

The attention of candidates is drawn to the competency model developed for Principal Officer posts. This framework is designed to support the Civil and Public Service in building a high-performing workforce for the future.

The Principal Officer competency model is outlined below. Further information is available on the [Public Appointments Service website's Principal Officer capability framework page](#).



Effective Performance Indicators

Leadership & Strategic Direction:	Leads the team, setting high standards, tackling any performance problems & facilitating high performance.
	Facilitates an open exchange of ideas and fosters and atmosphere of open communication.
	Contributes to the shaping of Departmental / Government strategy and policy.
	Develops capability and capacity across the team through effective delegation.
	Develops a culture of learning & development, offering coaching and constructive / supportive feedback.
	Leads on preparing for and implementing significant change and reform.
	Anticipates and responds quickly to developments in the sector/ broader environment.
	Actively collaborates with other Departments, Organisations and Agencies.
Judgment & Decision Making	Identifies and focuses on core issues when dealing with complex information/situations.
	Assembles facts, manipulates verbal and numerical information and thinks through issues logically.
	Sees the relationships between issues and quickly grasp the high level and socio-political implications.
	Identifies coherent solutions to complex issues.
	Takes action, making decisions in a timely manner and having the courage to see them through.
	Makes sound and well informed decisions, understanding their impact and implications.
	Strives to effectively balances the sectoral issues, political elements and the citizen impact in all decisions.
Management & Delivery of Results:	Initiates and takes personal responsibility for delivering results/ services in own area.
	Balances strategy and operational detail to meet business needs.
	Manages multiple agendas and tasks and reallocates resources to manage changes in focus.
	Makes optimum use of resources and implements performance measures to deliver on objectives.
	Ensures the optimal use of ICT and new delivery models.
	Critically reviews projects and activities to ensure their effectiveness and that they meet Organisational requirements.
	Instils the importance of efficiencies, value for money and meeting corporate governance requirements.
	Ensures team are focused and act on Business plans priorities, even when faced with pressure.
Building Relationships & Communication:	Speaks and writes in a clear, articulate and impactful manner.
	Actively listens, seeking to understand the perspective and position of others.
	Manages and resolves conflicts / disagreements in a positive & constructive manner.
	Works effectively within the political process, recognising & managing tensions arising from different stakeholders perspectives.
	Persuades others; builds consensus, gains co-operation from others to obtain information and accomplish goals
	Proactively engages with colleagues at all levels of the organisation and across other Departments/ Organisations and builds strong professional networks.
	Makes opinions known when s/he feels it is right to do so.
Specialist Knowledge, Expertise and Self Development:	Develops and maintains skills and expertise across a number of areas that are relevant to his/her field and recognised by people internal and external to the Department/Organisation.
	Keeps up to date with key departmental, sectoral, national and international policies and economic, political and social trends that affect the role.
	Maintains a strong focus on self-development, seeking feedback and opportunities for growth.
Drive & Commitment to Public Service Values:	Consistently strives to perform at a high level.
	Demonstrates personal commitment to the role, maintaining determination and persistence while maintaining a sense of balance and perspective in relation to work issues.
	Contributes positively to the corporate agenda.
	Is personally trustworthy, honest and respectful, delivering on promises and commitments.
	Ensures the citizen is at the heart of all services provided.
	Is resilient, maintaining composure even in adverse or challenging situations.
	Promotes a culture that fosters the highest standards of ethics and integrity.

Appendix III – Statutory Responsibilities

The Director will discharge all statutory functions and obligations of the National Museum of Ireland, ensuring full compliance with relevant legislation, regulatory requirements and Government policy.

This includes, in particular, responsibilities under the National Cultural Institutions Act 1997 and the National Monuments Acts 1930–2014, together with associated statutory instruments and guidelines. The Director will also ensure compliance with a broader legislative framework governing heritage, public administration and accountability, including the Heritage Act 1995, the Historic and Archaeological Heritage and Miscellaneous Provisions Act 2023, the Planning and Development Acts 2000–2023, and the Merchant Shipping (Salvage and Wreck) Act.

The role also encompasses compliance with wider public sector obligations relating to transparency, data protection and equality, including the Freedom of Information Act 2014, the Data Protection Acts 1988–2018 and GDPR, the Official Languages Act 2003 (as amended 2021), and the Irish Human Rights and Equality Act 2014.

In addition, the Director will ensure adherence to public sector governance and oversight requirements, including the Ethics in Public Office Acts 1995–2001, the Standards in Public Office Act 2001, the Comptroller and Auditor General Acts, and the Public Service Management Act 1997, together with the Code of Practice for the Governance of State Bodies.

The Director will act as a key statutory office holder, fulfilling the Museum’s national responsibilities in relation to the care, protection and interpretation of the State’s collections, and its role in archaeological reporting and heritage oversight. This includes acting as a statutory consultee to Government on relevant matters, including excavation licences, ministerial consents and directions.

In discharging these responsibilities, the Director will uphold the highest standards of probity, ethical conduct and stewardship, ensuring that the Museum operates with integrity, transparency and accountability, and maintains its standing as a trusted national institution.

Appendix IV - Conditions of Service

Tenure

The appointment is to a five-year tenure in the National Museum of Ireland, subject to a probationary capacity for a period of one year. The Museum reserves the right to extend this period in exceptional circumstances. The appointment may be terminated at any time by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 and 1991.

Salary

The salary scale for this position is the Principal Officer Higher PPC Scale (Public Service Agreement 2024-2026 – 1st Feb 2026), the current increment rates are as follows:

€ 115,245	€ 119,989	€ 124,757	€ 129,514	€ 133,570	€ 137,847	€ 142,120
1	2	3	4	5	6	7
					LSI1*	LSI2**

Subject to satisfactory performance, increments may be payable in line with current Government Policy.

* After 3 years satisfactory service at the maximum

**After 6 years satisfactory service at the maximum

The PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC).

A different rate will apply where the appointee is not required to make a Personal Pension Contribution.

Entry will be at the minimum of the scale and the rate of remuneration 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 a currently serving civil or public servant.

Additional Allowance Payable

The post carries an allowance in the nature of pay, payable per annum as outlined below:

Director's Allowance – PPC: €15,825

Location

The role will be primarily based at the National Museum of Ireland, Collins Barracks, Benburb Street, Dublin 7, or at any other National Museum of Ireland site as required. International travel may also be required from time to time.

Museum locations include:

- Collins Barracks, Benburb Street, Dublin 7 (*Art & Industry*)
- Turlough Park, Castlebar, Co. Mayo (*Folklife*)
- Merrion Street, Dublin 2 (*Natural History*)
- Kildare Street, Dublin 2 (*Irish Antiquities / Archaeology*)
- National Centre for Research & Remembrance - Seán McDermott Street, Dublin 2
- The Collections Resource Centre (CRC) - Swords, Co. Dublin
- Additional sites in Daingean, Co. Offaly and Lanesborough Co. Roscommon

Hours of Attendance

Hours of attendance will be as fixed from time to time but will amount to not less than 41.25 hours gross per week (35 hours net). You will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of your duties subject to the limits set down in working time legislation. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual Leave

Annual leave will be 30 working days a year. This leave is on the basis of a five-day week and is exclusive of the usual public holidays.

Outside Employment

This role is whole time, and the appointee must avoid involvement in outside employment/ business interests in conflict or in potential conflict with the business of the NMI. Clarification must be sought where any doubt arises.

Political activity

During the term of employment, the appointee will be subject to the rules governing public servants and politics.

The Organisation of Working Time Act 1997

The terms of the Organisation of Working Time Act, 1997 will apply, where appropriate, to this appointment. Further information on the conditions of employment will be outlined in the contract of employment for the successful candidate.

Sick Leave

Full pay during properly certified sick absence, provided that there is no evidence of permanent disability for service, may be allowed up to a maximum 92 days in one year and at half pay thereafter, subject to a maximum of 183 days sick leave in any period of four years or less.

The appointee will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts direct to the National Museum of Ireland and payment during illness will be subject to the officer making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the National Museum of Ireland at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Key provisions attaching to membership of the Single Scheme are as follows:

a. Pensionable Age

The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.

b. Retirement Age:

Scheme members must retire at the age of 70.

c. Pension Abatement

If the appointee was previously employed in the Civil Service and is in receipt of a pension from the Civil Service normal abatement rules will apply. However, if the appointee was previously employed in the Civil Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER) or the Department of Health Circular 7/2010 VER/VRS which, as indicated above, renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements will, however, be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

- d. If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. **This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.**

Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under **Strands 1, 2 or 3** of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme **will immediately cease**. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

Ill-Health-Retirement. Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

e. Prior Public Servants

While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However, the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case, such a candidate would instead be offered membership of the pension scheme for non-established civil servants ("Non-Established State Employee Scheme"). This would mean that the abatement provisions at (c) above would apply, and in addition, there are implications in respect of pension accrual as outlined below:

f. Pension Accrual

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

g. Pension-Related Deduction

This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009. For further information on the Single Public Service Pension Scheme for Public Servants, please visit the **Public Service Pension Scheme information page (Department of Public Expenditure and Reform)**.

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