

## JOB DESCRIPTION

<b>Job Title:</b> Senior Policy and Engagement Manager (European Union) <b>Department:</b> Transport Planning <b>Business Unit:</b> Development and Design, CI <b>Reports to:</b> Head of Transport Planning, CI	<table border="1"> <tr> <td>Reference No.</td><td>TBD</td></tr> <tr> <td>Version</td><td>1</td></tr> <tr> <td>Operative Date</td><td>TBD</td></tr> <tr> <td>Status</td><td>Draft V1.1</td></tr> <tr> <td>Prepared by</td><td>James Dunne</td></tr> <tr> <td>Checked by</td><td></td></tr> <tr> <td>Approved by</td><td></td></tr> </table>	Reference No.	TBD	Version	1	Operative Date	TBD	Status	Draft V1.1	Prepared by	James Dunne	Checked by		Approved by	
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<b>1. JOB PURPOSE</b> <p>The Senior Policy and Engagement Manager (European Union) is charged with leading the design, development and application of a European Union (EU) Policy Programme that develops an organisation wide understanding of how the All-Island Strategic Rail Review aligns with related EU policies and advocates for stakeholder support to fully implement all proposed strategic interventions.</p>															
<b>2. DIMENSIONS</b> <ul style="list-style-type: none"> <li>The role holder will be a member of the extended IÉ leadership team and act as a catalyst for the organisation to deliver on the All-Island Strategic Rail Review and all related strategic ambitions</li> <li>Leads a small team and engages widely across the organisation</li> <li>While committed to supporting hybrid working from our offices across the rail network, and elsewhere in line with our Remote Working Policy, it is anticipated that the role holder will require regular attendance in IÉ Dublin offices with some foreign travel likely</li> <li>This job description is not exhaustive, merely outlining key duties and responsibilities</li> </ul>															
<b>3. WORKING RELATIONSHIPS WITH</b> <p>As a leader of a significant transformational programme this post interfaces with a wide range of internal company functions and external stakeholders, with the following as key relationships:</p> <ul style="list-style-type: none"> <li>Members of all management teams across the full organisation, providing support, advice and subject matter expertise on all role related areas</li> <li>Colleagues at all levels and in all functions, across the full organisation</li> <li>External stakeholders – policy makers at Irish and EU levels, industry wide stakeholders</li> </ul>															
<b>4. KEY QUALITIES (KNOWLEDGE, SKILLS &amp; EXPERIENCE)</b> <p>This role is for a highly motivated leader, with a passion for bringing about new futures, for someone who can take a strategy with a clear vision for rail and support its implementation with subject matter expertise on how it connects and contributes to related European Union policies.</p> <p>The post holder will be a creative collaborator, with deep subject matter expertise and experience of exceling in engaging and enrolling others across diverse stakeholder groups in their participation of a transformative journey to a new desirable future.</p> <p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>A passion for bringing about new futures through creative collaboration</li> <li>Deep experience and knowledge of the EU policy context, especially as it relates to rail transport and sustainability, along with how it may apply to Ireland</li> <li>A minimum of three years' experience in a leadership role, with substantive expertise of engaging with and influencing stakeholders at senior levels in complex ecosystems</li> <li>Possess strong leadership, creative, enrolment and communication skills, together with an ability to confront and resolve complex personnel and/or technical challenges</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>A degree or third level professional qualification</li> <li>Experience from a public sector environment within a complex stakeholder ecosystem</li> </ul>															

- An established network of contacts across the Irish and EU transport ecosystem
- Experience of securing funding and/or finance for rail investments from EU programmes

#### **Competencies:**

- Leadership and vision
- Action orientation
- Communication
- Collaboration and creativity
- Interpersonal skills

### **5. RESPONSIBILITIES**

Lead the development of an IÉ understanding of EU policy, as related to transport and sustainability in particular, how all related policies connect with IÉ corporate ambitions for rail development in Ireland and progress a programme of associated actions, with this to include:

#### **Programme Development and Application**

- Lead the design, development and application of an EU Policy Programme, taking the All-Island Strategic Rail Review, showing how it may contribute to the achievement of associated policy objectives and advocate for support to implement its proposed interventions
- Lead an EU Policy Programme, of IÉ engagement with European stakeholders, to include policy makers, industry, administrators, at central level and across member states, with an objective of securing their support for All-Island Strategic Rail Review implementation
- Review and build from established methodologies - policies, procedures, practices, systems and standards, with new approaches that contribute to achieving EU priorities and are aligned with those of the Irish Government while supportive of IÉ ambitions
- Deepen support for a progressive vision of rail development and use in Ireland, for both passenger and freight transport, engaging widely, demonstrating alignment with EU policy while drawing learnings from European examples of best applied practice
- Identify funding and financing opportunities across all areas of interest, available through EU organisations and programmes, that may be supportive of implementing IÉ strategies, advise on and assist in securing associated funds – particular focus on possible funding from the Connecting European Facilities (CEF) 2028-2035 programme
- Assist in the development of best practice governance structures, processes, policies and resources, to ensure compliance and reporting, for any IÉ projects approved for EU funding, taking full account of likely funder and wider stakeholder requirements
- Support Ireland and IÉ in developing and applying industry proposed technologies and innovations, suggesting opportunities for piloting any such proposals first in Ireland before scaling and wider implementation across the European rail system
- Represent IÉ on different EU bodies as relevant opportunities arise

#### **Stakeholder Collaboration**

- Create collaborative relationships with European organisations, across policy makers, industry and academia, working on projects of common interest, sharing learnings, inputting to policy development and demonstrating alignment with corporate strategies
- Determine how best to weave EU policy objectives into the cultural conversations of all parts of the IÉ organisation – operations, infrastructure, investment, procurement, shared services, commercial units, while working collaboratively with colleagues in each function on the integration of all such policies into the delivery of strategic interventions
- Work with colleagues to integrate EU policy into supply chain considerations, widening an understanding of all associated policies while supporting existing and potential suppliers in aligning their approaches to best achieve mutually desired outcomes
- Foster collaboration and knowledge sharing for scaling and catalytic impact
- Network widely across the European and Irish transport stakeholder ecosystems, form and manage associated relationships, for shared learnings and mutual benefits
- Work with national and regional bodies to develop shared objectives and actions

#### **Building Expertise**

- Be the IÉ source of technical expertise on all EU related policies, supporting colleagues across the organisation with any advice and input into their works
- Monitor Government and parliamentary activity, liaise with relevant departments on development of European legislation, identify and advance opportunities for policy development in alignment with and supportive of IÉ ambitions for rail development, in collaboration with Irish and other stakeholders
- Input to the preparation of cases for rail development proposals, bringing a broad perspective to considerations, including on how EU policy criteria may be addressed
- Learn lessons from other European countries and companies on how progressive rail policies may support the achievement of Ireland's National Strategic Outcomes, sharing learnings in support of building cases for like developments. In return, share learnings where applicable from IÉ experiences with interested parties across Europe

#### **Communications**

- Work with Corporate Communications to develop an EU Engagement and Communications Plan, seeking firstly to understand the most effective forms of approach for IÉ, then deploying these to best effect with refinement for enhanced effectiveness as engagement develops over the life of the EU Policy Programme
- Develop an understanding across IÉ on how actions being taken support EU policy, inspire enthusiasm across the organisation in participation on the programme, while creating openings for colleagues to connect with the EU Policy Programme
- Promote and celebrate success when achieved, acknowledging all colleagues concerned and showcasing widely across the organisation and externally where appropriate
- Develop standardised materials and templates, based on IÉ guidelines, that connect IÉ strategies and actions with EU policy objectives, share them internally and establish their use into communications with Europe wide stakeholders of interest

#### **Governance**

- Support the creation of a cross-functional governance group for programme steering, lead, inform and influence senior stakeholders across IÉ to ensure delivery of associated implementation plans across all functions and engagement at all levels
- Lead the establishment of a holistic view of the EU Policy Programme across IÉ, including development of targets and KPI's with appropriate analysis of performance
- Monitor and report on programme benefits, value creation and return on investment
- Oversee the management of a budget to cover all associated programme costs

### **SAFETY ROLE PROFILE**

<b>Safety Critical Post</b>	<b>Safety Responsibility Statement</b>	<b>Personal Track Safety Required</b>	<b>Random Drug and Alcohol Testing</b>	<b>Medical Standard</b>
No	No	No	Yes	No

**Managers Signature:** \_\_\_\_\_ (I have briefed the postholder on their responsibilities)

**Postholders Signature:** \_\_\_\_\_ (I understand and accept my responsibilities)

**Date:** \_\_\_\_\_