



Title: Senior Client Solutions Specialist
Grade: Level E (Maternity Cover 6 Months Contract)
Department: Sustainability Solutions Department
Business Unit: Client Solutions
Reporting to: Department Manager, Client Solutions
Location: All Enterprise Ireland Offices (Subject to capacity)
Job Reference: EI.075.25E

Background

Enterprise Ireland's remit is to accelerate the development of world class Irish companies to achieve leading positions in global markets. Our clients, employing over 220,000 people across Ireland, make a significant contribution to the Irish economy nationally and regionally.

Enterprise Ireland's forthcoming strategy, for the period 2025-2029, will focus on supporting Irish business to accelerate sustainably and increasingly contribute to economic growth. The environment in which Irish businesses operate is constantly changing and business needs to be innovative and ambitious to succeed. Our 5-year strategy sets out how we will support Irish business to START, COMPETE, SCALE and CONNECT to deliver jobs across Ireland and impact globally.

The environment in which Irish businesses operate is constantly changing and business needs to be innovative and ambitious to succeed. Ireland has committed to reducing emissions by 51% across all sectors of the economy by 2030 and to become climate neutral by 2050 with legally binding sectoral emissions targets established under the Climate Action and Low Carbon Development (Amendment) Act 2021. Looking at the Enterprise Sector, Government has established a commitment to delivering a 35% reduction from on-site Industrial emissions by 2030.

Enterprise Ireland (EI) is committed to embedding sustainability and climate action in its strategic approach to company and sectoral development, aligned to Government's Climate Action Plan and EI's Corporate Strategy. This approach will involve EI driving transformational change in embedding sustainability and climate action as a fundamental part of company development and competitiveness.

Enterprise Ireland (EI) is supporting clients across all sectors to embrace and adopt best in class sustainability & climate action practices.

The Climate Action Plan 2024 and the 2022 Enterprise White Paper confirm Government's commitment to supporting the decarbonisation of Industry through its Agencies, including Enterprise Ireland. For Enterprise Ireland, this will include funding transformational environmental projects that will generate substantial decarbonisation and wider climate outcomes alongside wider capability building supports to drive the Green Transition.

Role Purpose

This position will provide sustainability development domain expertise to EI's client companies across a range of sectors and all stages of growth. Specifically, the role will have a direct focus on sustainability capability development mechanisms and appropriate supports to aid clients to develop and implement an effective sustainability plan. The role will require working directly with clients and EI colleagues through providing development support to clients to:

1. Build sustainability knowledge & capability.
2. Provide mechanisms & supports for clients to develop appropriate sustainability roadmaps.
3. To support client implementation of sustainability focused actions with a particular focus on achieving the National 35% Industrial Decarbonisation target by 2030. The role will work with clients & stakeholders to understand and address sustainability challenges.

The role will require a collaborative approach with colleagues in policy, learning & development, relevant stakeholders (e.g. DETE, Skillsnet, etc.). It will also involve contributing to modifying existing and developing new supports to encourage client companies to develop their sustainability capabilities, an effective sustainability plan and implement actions.

Key Deliverables

- Work with clients & colleagues to support the development and delivery of robust climate & sustainability plans, emphasising the strong links between sustainability and company competitiveness.
- Build an integrated approach to the development and delivery of client offers and supports to ensure consistent EI approach to sustainability for clients, supporting colleagues across EI to integrate sustainability into the business development agenda with clients.
- Support companies to identify appropriate solutions to achieve their sustainability goals through agreed initiatives and action plans, utilising the skills and resources within EI, and external resources as appropriate.
- Build strong relationships with relevant internal and external stakeholders to develop a consistent high-performance approach to the provision of a range of sustainability capability supports for EI's clients.
- Program management, conduct assessments and evaluations in support of, and to optimise, sustainability capability building training and knowledge building programs, webinars & promotional activities aligned to the delivering Enterprise Ireland's sustainability Strategy aims.
- Facilitate opportunities for clients to engage with other companies to understand and explore best practice sustainability approaches, through the development and delivery of relevant programmes, fora, online and face-to-face activities.
- Actively promote and/or lead initiatives that add value to clients on a group or one to one basis, including relevant EI sustainability programmes, workshops, webinar's etc..
- When required, manage the procurement, design and delivery of appropriate sustainability programs & knowledge building supports.
- Analyse new and emerging trends to identify future opportunities and challenges for clients and to contribute to the development of strategy in these areas.
- Measure the impact of existing and future sustainability training & capability development programs, by developing metrics, internal reporting, and managing inputs from multiple teams and effectively communicate trends and relevant standards to key decision makers and leaders.
- Provide sustainability expertise to EI management on areas such as certification and environmental standards and contribute to the development of relevant policies and KPIs.
- When required, support the management of Enterprise Ireland's sustainability funding supports, providing technical advice at project development stage and contributing to due diligence assessment and preparation of proposals for approval by EI committees.
- Continuously develop specialist expertise to identify emerging and future opportunities and needs for clients.

Functional Competencies (Key Skills and Knowledge)

- A demonstrated robust knowledge and understanding, of national and international sustainability & climate policy landscape, as well as key trends and approaches to climate action and sustainability development impacting enterprise in Ireland is essential.
- Demonstrated understanding of national or international funding supports available to support sustainable company development consistent with climate transition is essential.
- Strong proficiency and experience in building and managing stakeholder engagement and relationships across a broad and diverse internal and external network is essential.
- Strong presentation skills and ability to represent EI and its position/agenda across diverse platforms.
- Experience of having worked at a senior capacity in a climate action / sustainability role is desirable.
- Programme / project management skills and experience of managing complex multi-stakeholder projects would be desirable.

- Demonstrated experience of working with large enterprise and/or SME's on implementing and executing capability building programmes is desirable.
- A relevant third level qualification in a relevant area, is desirable.
- Willingness and flexibility to travel to regional clients on occasion will be required.

Applicants should note that attendance at networking and other relevant events will be part of this job and will therefore require some engagement outside of Enterprise Ireland's normal business hours from time to time.

Enterprise Ireland Behavioural Competencies

Results Focused

The ability to remain outcome and results focused with regard to business priorities and organisational goals, monitoring progress and adjusting approach ensuring delivery against the appropriate timescales.

Innovation and Risk-Taking

Actively encourages new ideas, experimentation and measured risk-taking, while always being on the lookout for opportunities to continuously improve business processes and efficiencies within Enterprise Ireland and client organisations.

Problem Solving and Decision-Making

The ability to be decisive and take tough decisions about clients, people and costs to deliver sustainable results, using the analysis of information and situations to make logical and sound decisions.

Client Focused

The ability to provide an excellent client service focusing on client needs and building and maintaining effective personal and business relationships to advance clients' objectives and Enterprise Ireland strategy.

Communicating with Impact to Influence Others

Communicates in a manner that will persuade, convince and influence their own staff and others, both internally and externally, in order to motivate, inspire or encourage them to follow a particular course of action.

Teamworking

Co-operates with colleagues, shares information and respects the opinions and values of staff members. Understands the skills, experience and knowledge of staff members and maximises how these can be utilised to the benefit of the department, the organisation and the client.

Embracing & Leading Change

Understands the business agenda of Enterprise Ireland and embraces changes for area of responsibility and for external and internal clients.

Acting / Leading with Integrity

Lives the Enterprise Ireland purpose and values, acting genuinely and with integrity, in a manner that builds trust and engages and motivates others, placing the genuine needs of the client, the organisation, and staff ahead of personal agendas

Networking

Establishes and maintains mutually beneficial relationships with colleagues and other networks for the purpose of sharing information.

Developing Yourself & Others

Creates an environment that enables others to excel in terms of job performance.

Salary Scale

€80,668 - €99,073 per annum contributory superannuation

Rising to €105,168 by long service increments

€77,917 - €94,117 per annum non-contributory superannuation

Rising to €99,910 by long service increments.

Candidates should note that entry will be at the minimum of the relevant scale and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Subject to satisfactory performance, increments may be payable in line with current Government Policy.

**Point of entry on this salary scale may differ from the minimum point of the scale if the successful candidate is a current public or civil servant. **

Application and Selection Process:

How to apply:

The selection process may include short-listing of candidates. The selection criteria will be based on the requirements of the position. It is therefore important that you provide a detailed and accurate account of where you believe your skills and experience meet the requirements for the position. This should be contained in a short document (maximum 2 pages – see template provided) accompanying your CV.

To apply for the position, send a detailed CV and supporting document quoting reference number **EI.075.25E** to hrconnect@enterprise-ireland.com to be received **on or before Wednesday 2nd July 2025**

N.B. All correspondence will be acknowledged in writing by the HR Department within 3 working days. Applicants who do not receive an acknowledgement within 3 working days should contact hrconnect@enterprise-ireland.com

ISSUED BY THE HR DEPARTMENT, ENTERPRISE IRELAND ON WEDNESDAY 11TH JUNE 2025.

Enterprise Ireland is an equal opportunities employer

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