

President of IT Sligo

Candidate
Briefing Document
June 2016



“ There is a clear sense of purpose about IT Sligo; improving the quality of learning and teaching; continuing to develop our research activity, focusing on applied research that will support the development of the region and building on our strengths in digital education.”

WELCOME

Institute of Technology, Sligo has been an integral part of the development agenda in the North West of Ireland since it opened in 1970 and has brought higher education opportunities to the Region for almost half a century. In that time, it has continued to adapt and expand its provision to reflect a changing society and the wider economic environment.

Over the years, the Institute has delivered an outstanding student experience, a consistently strong financial performance, and can justifiably lay claim to have widened participation from rural Ireland into higher education.

There is a clear sense of purpose about IT Sligo; improving the quality of learning and teaching; continuing to develop our research activity, focusing on applied research that will support the development of the region and building on our strengths in digital education (online and blended learning).

This clarity of both purpose and strategic direction is testament to a proud, confident and ambitious Institute. In a period of unprecedented socio-economic and government policy change, this clarity serves the Institute well.

As it continues along its current journey towards re-designation as a Technological University, IT Sligo is now seeking to appoint a President with outstanding leadership abilities, who will guide the Institute towards the realisation of its strategic goals.

If you share our passion and have the vision, skills and experience to deliver sustainable success for IT Sligo, building on our achievements of the past, and our plans for the future, we would like to hear from you.

**The Governing Body of IT Sligo
June 2016.**

Contents

IT Sligo	5
Our University Ambition	9
Sligo and the Region	11
The Opportunity	13
The Role	14
The Person	15
Terms of Appointment	16
How to Apply	18

IT SLIGO

Institute of Technology, Sligo is one of Ireland's 'original' Institutes of Technologies. Situated on a single modern 72-acre campus, it is home to 6000 students, of which 1800 are online (distance) learners. 75% of the ample high-quality student accommodation is within walking distance of the Institute. There are three Schools of Learning: Engineering & Design; Business & Social Sciences; and Science. The Institute is guided by a student-centred approach to learning, teaching and assessment.

KEY FACTS AND FIGURES



5,954

Total Number of Students
(as per HEA Return, 01/03/2016)

Access

Strong track record of graduating students who come from families with no tradition of third level education



University Guide 2016

Runner-Up Institute of Technology in Sunday Times Irish University Guide

465

Total Number of Staff

Academic: **271**
Non-Academic: **155**
Non-Core: **39**
(as per HEA Quarterly Staff Return, 31/03/2016)

The Highest Graduate Employment

rate across the entire third level sector

Just 2.4%

of our graduates of known destination were out of work. In the Sunday Times Irish University Guide survey 2016

155

Total Number of Programmes Full and Part-time
(as per HEA Return, 01/03/2016)

School by School breakdown:
Business & Social Sciences: **40**
Engineering & Design: **63**
Science: **52**

1811

Total Number of Online students
(as per HEA Return, 01/03/2016)

Recognised as Ireland's leading provider of Digital (online) Education across the third level sector since 2002.

Delivering **65** online courses across **23** countries.

Top Category Performer

IN HEA Assessment of Third Level Institutions 2015

IT Sligo was named in top performing category of third level Institutions under the most recent Higher Education Authority's Performance Assessment.

Financially Secure

IT Sligo is a financially secure third level institution

The Institute has consistently generated surpluses year on year, enabling capital development programmes. [View the 2013/14 accounts at itsligo.ie.](#)

World Class Research

IT Sligo is continually developing and enhancing its research profile.

In 2016, two landmark pieces of research earned worldwide recognition for IT Sligo.



Controlling the spread of Superbugs

A team of scientists, led by Professor Suresh C. Pillai from IT Sligo, made a new discovery to control the spread of deadly antibiotic-resistant superbugs. The breakthrough allows everyday items – from smartphones to door handles – to be protected against deadly bacteria, including MRSA and E. coli. Using nanotechnology, the discovery is an effective and practical antimicrobial solution – an agent that kills microorganisms or inhibits their growth – that can be used to protect a range of everyday items.

The Bear Bone which has rewritten Irish History

A new analysis of a bear bone, discovered in a County Clare cave in 1903 has pushed back the date of human existence in Ireland by 2,500 years. The research was led by Dr Marion Dowd, Archaeologist at IT Sligo and adds an entirely new chapter to human colonisation of the island – moving Ireland's story into a new era.



A proven track record of innovation and collaboration with local and regional industry

This engagement spans multiple disciplines including Precision Engineering, Biopharma and med tech. IT Sligo's Innovation Centre is home to 35 businesses and the Institute has a long-established and close working relationship with the National Institute for Bioprocessing Research & Training (NIBRT).

Ireland's First Honours Degree Apprenticeship

The Institute's new Bachelor of Arts in Insurance Practice, which starts in September 2016, is the first professionally validated Level 8 programme in Higher Education. It is being delivered by IT Sligo and has been designed and developed in close collaboration with The Insurance Institute of Ireland.

Precision Engineering Centre of Excellence

The Institute is committed to the establishment of a new Precision Engineering Centre of Excellence. An initial investment of €1 million has been made with ambitious plans for further development.

Modern Campus

A €35 million capital investment programme was completed in September 2014 with the opening of the Charles MacMunn Science Building and 600-seater canteen.

Construction of a new flagship 280-seater auditorium, located in the heart of the campus began in April 2016. Scheduled for completion by September 2016.

Extensive multi-million euro refurbishment of the existing Business & Social Sciences block begins in March 2017.



OUR UNIVERSITY AMBITION

IT Sligo is a successful, dynamic, innovative and ambitious Institute of Technology; ambitious for the Institute, our students and the Region.

When the National Strategy for Higher Education to 2030 set out the pathway for high performing Institutes of Technology to achieve Technological University status, IT Sligo's Governing Body forcefully articulated our ambition to achieve this status.

Re-designation as a Technological University will be a defining moment for the provision of higher education in Sligo and the North West. It will be a catalyst for economic development in the region, increasing the attractiveness of the region for inward investment as well as developing and retaining highly skilled graduates in the region.

Whilst achieving Technological University status will represent an historic achievement for the Institute, the Governing Body has set this objective because it represents the next evolutionary stage in our development. The criteria for re-designation; working more closely with employers to ensure the provision of graduates with the skills required to succeed in the modern workplace; engaging more actively in applied research and innovation with greater impact in the region and beyond; and engaging with all the stakeholders in the region to ensure maximum contribution to regional development, align with the mission of our Institute since its foundation.

Thus pursuing the ambition of Technological University status is being true to our history.

In 2013, IT Sligo signed a Memorandum of Understanding with our partner Institutes of Letterkenny (LYIT) and Galway & Mayo (GMIT) to establish the Connacht Ulster Alliance (CUA), with the aim of meeting the criteria for re-designation.

The CUA has successfully completed Stage 1 and is now preparing its Stage 2 Plan, in a four stage process towards re-designation.

The criteria represents a road map for a successful Institute of Technology to raise its standards and performance to a higher level, improving the quality of learning and teaching, increasing the impact and scale of applied research and truly engaging with the region to ensure that the Institute is meeting all of the regions higher education needs.

This renewed focus on achieving the criteria for re-designation will ensure that the Institute is well placed to respond to any changes in the legislative process.

“Improving the quality of learning and teaching, increasing the impact and scale of applied research and truly engaging with the region.”

“Situated along the Wild Atlantic Way, it is perfectly placed to offer a range of cultural, outdoor and sporting activities which complement the learning and teaching experience for our students and staff.”



SLIGO AND THE REGION

Sligo, as a place to live, work and learn, is attracting a lot of attention in recent years: from W.B. Yeats to surfing and adventure sport, to its growing international reputation as a tourist destination. That attention is justified. Sligo's stunning North West setting, bounded by the Atlantic Sea and beautiful mountains of Benbulbin and Knocknarea says so.

Situated along the Wild Atlantic Way, it is perfectly placed to offer a range of cultural, outdoor and sporting activities which complement the learning and teaching experience for our students and staff. Sligo is also one of a select number of urban centres across Ireland to receive Purple Flag status. This prestigious international designation means that the town centre has been recognised as an area of excellence in creating a safe and well-managed evening and night time environment.

It is a two-and-a-half hour drive from Dublin and home to a growing array of cutting-edge artists, digital creators and filmmakers, and a host of flourishing new enterprises in technology, food tourism and outdoor pursuits.

For an increasing number of working professionals and their families, living and working in Sligo has become a lifestyle choice.

Sligo is renowned for the high quality of its Primary and Secondary schools, while the residential property market in such a stunning scenic and coastal part of Ireland offers fantastic value.

As the flagship urban centre for the North West region, Sligo has historically based much of its employment around manufacturing, life science and med tech industries.

The main population catchment of IT Sligo - Sligo, Leitrim, south Donegal, north Mayo and Roscommon - has the lowest population density of any Institute of Technology in Ireland.

After Galway, Sligo has the highest proportion of high-tech companies in the western region – including those working in the medical devices, pharma and IT sector. Both multinational and indigenous companies are feeding off each other in this space, especially in the area of precision engineering, which is very much seen as a regional expertise.





“The President will be leading a dynamic institution, at the heart of which are the staff who pride themselves on providing an unrivalled level of student support in the higher education sector.”

THE OPPORTUNITY

The Institute of Technology, Sligo is proud of its reputation and distinctiveness as a student-centred institution. IT Sligo's core mission is to enable students to realise their full potential, producing rounded graduates with industry-relevant qualifications.

The President will be leading a dynamic institution, at the heart of which are the staff who pride themselves on providing an unrivalled level of student support in the higher education sector. Here, there is a unique opportunity to lead a dedicated team of academic and non-academic staff towards the Institute's stated ambition of Technological University status. In tandem with achieving that vision will be the ability to continue and enhance Institute's strong reputation as a focal point for regional development and engagement.

The Institute recognises that higher education is a competitive sector and the ability to withstand changes in public funding and to be able to thrive in a rapidly changing environment, requires a willingness to think and act beyond the status quo.

The environment demands exceptional leadership with a full appreciation of the wider national and international contexts and challenges.



THE ROLE

The President will:

- Carry out those duties provided for the office of President in the Institutes of Technology Acts, 1992 – 2006, and any subsequent Acts replacing or amending these Acts
- Provide strategic, academic and operational leadership, shaping the vision and culture for IT Sligo and enabling it to fulfil its ambitions
- Enhance the reputation of IT Sligo nationally and internationally, developing enduring partnerships and alliances
- Work in alliance with the Presidents of the Galway-Mayo Institute of Technology (GMIT) and Letterkenny Institute of Technology (LYIT) to seek to create a Technological University for the region, attuned to the needs of students, enterprise and society, and contributing to Ireland's renewal
- Ensure the future sustainability of IT Sligo by attracting and retaining excellent staff and students
- Lead staff through change and transformation, both internal to the organisation and external in the wider Higher Education environment, regionally, nationally and internationally
- Ensure effectiveness of financial management arrangements, including resource generation and fundraising
- Nurture a culture of innovation and creativity.

Principal Accountabilities

Leadership

- Leading, influencing, supporting, motivating and inspiring staff at all levels to maximise their performance and achieve their full potential
- Ensuring that IT Sligo meets the expectations of students for an outstanding student experience
- Setting strategy, consistent with the IT Sligo mission that is appropriate for a regionally important, dynamic and complex organisation responsive to changes in the social, economic and the political environment
- Ensuring that IT Sligo has a dynamic and forward looking approach to teaching and learning, research and knowledge transfer
- Strengthening the profile of IT Sligo both nationally and internationally.

Strategic Management

- Lead the development of the Institute's Strategic Plan and ensure that it is translated into appropriate, ambitious and realistic objectives and targets that are successfully delivered
- Leading change and organisational development through collaborative partnerships and networks and maintaining positive relationships with the business community
- Ensuring that the IT Sligo financial strategy and financial management plans are fit for purpose
- Managing partnership processes, and where appropriate lead negotiations with a broad range of stakeholders.

Governance

- Fulfilling the responsibilities of the Accounting Officer and ensuring compliance with the financial regulations of the Higher Education Authority and the financial regulations and requirements of other funding bodies
- Working with the Governing Body to ensure good governance, effective decision-making and appropriate scrutiny of IT Sligo's business
- Leading the recruitment of the highest quality academic and professional support staff.

THE PERSON

As the ideal candidate you will:

- Be an inspiring leader with the ability to create and communicate a compelling vision and strategy
- Engage with and influence a broad range of internal and external stakeholders, and be an outstanding ambassador for the Institute
- Have a proven track record of achievement at a senior level in higher education, research, industry, business or public sector
- Have a strong academic reputation, holding a PhD.

Person Specification

The ideal candidate will demonstrate the appropriate mix of experience, knowledge, skills, talent and abilities as outlined below which are in keeping with the requirements of this important, high profile and distinctive position.

Experience

- Have a strong academic reputation, holding a PhD.
- A significant track record of successful strategic management in the development and implementation of vision and strategy for a complex organisation of comparable scale, preferably in the higher education sector
- Demonstrate a proven track record of outstanding leadership with strong team building capability at senior management level
- Development of new and original partnerships between public and/or private sector institutions.

Knowledge

- Deep understanding of Irish higher education policies and funding mechanisms for teaching and research
- Understanding of the factors that influence teaching, learning and delivery of a high-quality student experience
- In depth understanding of research strategy development and how to achieve and sustain research excellence in a research environment
- Understand the global nature of higher education, the economic and societal contributions expected of leading universities and Higher Education Institutions, and the mechanisms for achieving success internationally.

Skills, talents and abilities

- Be an outstanding ambassador, possessing the personal presence to lead a complex and dynamic organisation with excellent negotiating, influencing and networking skills
- Show drive, determination and ambition towards the development of IT Sligo in line with its vision and mission with personal resilience and the capacity to respond flexibly to new opportunities and challenges
- Ability to build credibility, trust and respect with academic and professional colleagues, fostering a collegial approach and capacity to encourage effective team-working, the achievement of shared objectives and the ability to empower colleagues throughout the organisation both internally and within the education sector
- Be a strategic thinker and problem-solver, with significant decision making experience, the capacity to identify and implement innovative and creative solutions to complex problems
- A track record of integrity, openness and honesty
- A strong commitment to equality and diversity.

TERMS OF APPOINTMENT

A FULL STATEMENT OF TERMS AND CONDITIONS OF EMPLOYMENT WILL BE GIVEN TO THE SUCCESSFUL APPLICANT IN ACCORDANCE WITH TERMS OF EMPLOYMENT (INFORMATION) ACTS 1994 AND 2001. THE MAIN TERMS AND CONDITIONS OF EMPLOYMENT ARE AS FOLLOWS:

Tenure

The Institute has sought approval from the Department of Education & Skills to make a ten-year appointment.

Duties

In accordance with Section 9 of the Regional Technical College Act 1992, as amended by Section 10 of the Institutes of Technology Act 2006, the President will be the Chief Officer of the Institute. The duties of the appointee shall be the duties provided for the office of President in Section 26 of Institutes of Technology Act 2006 and any subsequent Acts replacing or amending these Acts and any other duties in accordance with collective agreements arrived at and in force from time to time and authorised by the Higher Education Authority.

The duties of the appointee shall be as follows:

- 1.** The President of the college shall, subject to this Act, manage and direct the carrying on by the college of its academic, administrative, financial, personnel and other activities and for those purposes has such powers as are necessary or expedient.
- 2.** In performing his or her functions the President shall be subject to such policies as may be determined from time to time by the governing body and shall be answerable to the governing body for the efficient and effective management of the college and for the due performance of his or her functions.
- 3. (1)** A President may delegate any of his or her functions to another member of the staff of the college, unless they are delegated to the President subject to the condition that they shall not be delegated further; that other member shall be answerable to the President for the performance of those functions.
(2) Notwithstanding any such delegation, the President shall at all times remain answerable to the governing body in respect of the functions so delegated.
- 4.** A President shall not hold any other office or position without the consent of the governing body.

- 5.** A President shall be entitled to be a member of, and preside over, any and every committee appointed by the governing body, except where the governing body with the concurrence of An tÚdarás decides otherwise.
- 6.** A President shall be entitled to be a member of the academic council and, if present, shall preside at all meetings of that council; he or she shall be entitled to be a member of every committee established by that council.
- 7.** Unless he or she resigns, retires or is removed from office, a President shall hold office for a period of ten years (subject to Department approval).
- 8.** A President shall, whenever required to do so by the Committee of Dáil Éireann established under the Standing Orders of Dáil Éireann to examine and report to Dáil Éireann on the appropriation accounts and reports of the Comptroller and Auditor General, give evidence to that Committee on:
 - (a)** the regularity and propriety of the transactions recorded or required to be recorded in any book or other record of account subject to audit by the Comptroller and Auditor General that the college is required by this Act to prepare,
 - (b)** the economy and efficiency of the college in the use of its resources,
 - (c)** the systems, procedures and practices employed by the college for the purpose of evaluating the effectiveness of its operations, and
 - (d)** any matter affecting the college referred to in a special report of the Comptroller and Auditor General under section 11(2) of the Comptroller and Auditor General (Amendment) Act 1993, or in any other report of the Comptroller and Auditor General (in so far as it relates to a matter specified in subparagraph (a), (b) or (c)) that is laid before Dáil Éireann.
- 9.** A President, if required under paragraph 8 to give evidence, shall not question or express an opinion on the merits of any policy of the Government or a Minister of the Government or on the merits of the objectives of such a policy.

From time to time and whenever so requested, a President shall account for the performance of a college's functions to a Committee of one or both Houses of the Oireachtas and shall have regard to any recommendations of such Committee relevant to these functions.

Accountability

The President is accountable to the Governing Body and will work in close collaboration with them the Governing Body to develop the Institute's operational programme and budget and to propose and develop strategy and policy.

Salary

The salary offered will be authorised by the Department of Education & Skills. The current salary for new appointees to the post of President is €141,638.

Holiday entitlement

The holiday entitlement will be 30 days annual leave, exclusive of public holidays.

Superannuation and Retirement

FOR APPOINTEES TO THE PUBLIC SERVICE, POST JANUARY 2013:

You will be a member of the Public Service Pensions (single scheme and other provisions) Act 2012 – No 37 of 2012, as amended from time to time.

FOR APPOINTEES TO THE PUBLIC SERVICE, PRE JANUARY 2013:

The Education Sector Superannuation Scheme (formerly included in the Local Government Superannuation Scheme) will apply as provided for in Section 11(8) of the Regional Technical Colleges Acts 1992 as adapted by the Education Sector Superannuation Scheme (Transfer of Departmental Administration and Ministerial Functions) Order 2001 (SI number 14 of 2001). The provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 apply to the post.

“IT Sligo is an Equal Opportunities Employer.”

HOW TO APPLY

IT SLIGO HAS ENGAGED THE SERVICES OF PWC AS ADVISORS ON THIS APPOINTMENT.

The time-line for the Process

The target date for the selection of the preferred candidate is August 2016. Other key meetings are mid-July for agreement of a short-list of candidates, with first round interviews scheduled for the third week in July and second round interviews scheduled for the fourth week in July.

For further information and to discuss this role, please call Ellen Roche, Director, Executive Search on **+353 1 792 6703** or Adrienne Harten, Senior Manager, Executive Search on **+353 1 792 7737** or by email to itsligo.president@ie.pwc.com.

Applicants, should forward a detailed Curriculum Vitae and a statement of how he/she meets the requirements of the role of President of IT Sligo, to:

itsligo.president@ie.pwc.com

or

PwC, One Spencer Dock, North Wall Quay, Dublin 1

CLOSING DATE FOR RECEIPT OF APPLICATIONS IS THURSDAY, 30TH JUNE 2016.



Organisational Chart IT Sligo



