



CANDIDATE BRIEFING DOCUMENT FOR THE POSITION OF **CHIEF EXECUTIVE OFFICER.**

LOCAL DEVELOPMENT COMPANIES NETWORK

ORGANISATION OVERVIEW

The Local Development Companies Network is a company limited by guarantee and is the umbrella body for local development companies (LDCs) in Ireland. This member-led organisation represents LDCs in every corner of the country with membership in excess of 45 companies, with a cumulative staff of close to 3,000. These frontline staff and national spread work to make the Network a unique strategic, development and delivery partner for government and agencies who wish to support local community development, where local people can work to identify, design and implement solutions to problems which their communities face. In addition to development, LDCs also deliver key programmes as partners with government, including LEADER, SICAP, Tús, RSS, Sláintecare, LAES, social enterprise, to name but a few. In fact LDCs cover work in a range of themes – employment, enterprise, health & well-being, early years and education, climate, social inclusion, community and rural development.

LDCN is tasked with supporting these Member companies in their collective endeavours. We work for our Members to support them in pooling their expertise, in responding in a coherent manner to national issues, in seeking to pool our strengths for the betterment of the most marginalised in our communities. We engage through our Members in a range of national policy fora, at all times, bringing the on-the-ground experience and amplifying the voice of community development workers.

LDCN directly employs a small team of staff, and its strength lies in its capacity to mobilise a Network of committed and expert professionals.

Further information about see the following link [LDCN](#).





Chief Executive Officer, Local Development Companies Network (LDCN)

THE ORGANISATION

The Local Development Companies Network (LDCN) is a leading force in community development across Ireland. This member-led organisation represents not-for profit Local Development Companies in every corner of the country with membership in excess of 45 companies. The LDCN is tasked with supporting these member companies in their collective endeavours. The LDCN is a unique strategic, development and delivery partner for government and agencies who wish to support local community development. The LDCN is dedicated to fostering social inclusion, combatting poverty, and building vibrant, resilient communities. The Board of the LDCN is now seeking a dynamic and experienced leader to guide the Network into an exciting new phase of growth and impact.

THE ROLE

Reporting directly to the Chairperson of the Board, the Chief Executive Officer will be at the helm of LDCN's strategic and operational management. This role is a unique opportunity for a visionary leader who is passionate about improving outcomes for communities facing significant challenges, especially those at risk

of poverty and social exclusion. The CEO will advocate for LDCN's mission, influence policy, and represent the Network across various forums, driving forward our ambitious strategic plans.

Location flexible: Option to be based at one of the LDCN member organisations across the country.

THE PERSON

We are looking for an inspiring leader with a proven track record in organisational management and experience with professional networks or membership associations. You should possess a deep understanding of policy development and a background in managing government and EU-funded programs. Your communication and advocacy skills will be critical in engaging with a wide range of stakeholders and promoting our vision of inclusive local development.

A high level of governance, finance, and change management skills is essential, alongside a strong commitment to the values of social justice and community empowerment.

To Apply:

Further information, including details on how to apply are available on www.ildn.ie

If you would like a confidential discussion about this opportunity, please contact Seán McDonagh, Partner at Lansdowne Executive Search, at sean.mcdonagh@lansdownesearch.ie or call 087 796 1062

Closing date for applications is Friday 6th June 2025.

LDCN is dedicated to equal opportunities and encourages applications from candidates of all backgrounds, in accordance with the Employment Equality Act.

Join us in making a lasting impact on communities throughout Ireland, supported by the Scheme to Support National Organisations funded by the Government of Ireland through the Department of Rural & Community Development.



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JOB DESCRIPTION

Post Title:	Chief Executive Officer
Status:	Full-time. 35 hours (excluding lunch). Monday to Friday. Weekends by exception.
Location:	Hybrid position. Two days on location at one of the Local Development Companies convenient to successful candidate. Will involve significant time at meetings in Dublin region.
Reports to:	The Chairperson of the Board of LDCN.
Salary:	€86,000 to €113,000, 7-point scale.
Pension:	Defined ER contribution scheme, 5%-day one access.
Closing date for application:	5.00pm, Friday 6th June 2025.

THE ROLE

Reporting to the Chairperson of the Board of LDCN, the Chief Executive Officer will take responsibility for the strategic and operational management of the Network. This is a hands-on role leading a small team of dedicated staff where driving decisions and empowering people at all levels will be required. The CEO will have overall responsibility for the strategic direction and management of LDCN and will oversee the implementation of the Network's Strategic Plan.

The CEO will advocate and influence policy. The role requires an energetic, driven and resilient individual with excellent communication skills, political acumen and the ability to manage relationships across a diverse membership. This is an exciting opportunity for someone passionate about improving outcomes for communities experiencing many challenges and those who are most at risk of poverty and social exclusion. The CEO will be responsible for best practice with respect to policy, communication, financial, people management and will support the Board with regards to high standards of governance as set out below.

EXTERNAL RELATIONSHIPS

& POLICY RESPONSIBILITIES

- Establishing and maintaining national strategic relationships and profile with statutory bodies, NGO organisations, research bodies and academia.
- Maintain and enhance the national profile of the local development partnership model by maintaining and building strategic alliances with key Government Departments and statutory bodies as well as EU, international bodies, and networks.
- Ensuring that the quality programme and service initiatives delivered by LDCN member companies achieves national and local visibility.
- Representing and promoting LDCN on appropriate European/national/regional/county fora to ensure transfer of knowledge, learning, and influencing of policy to achieve long-term increased social inclusion.



- Monitor public policy debates and develop and coordinate responses.
- Draft position papers as they relate to the members and in response to public policy.
- Supporting innovation amongst member companies.
- Work with members to create new initiatives in the areas of Local and Community Development, Social Inclusion, support services for the unemployed and other programmes funded from Government Departments.
- Communicating the ethos, values, and integrated community development approach of the LDCN to multiple stakeholders.
- Initiating, developing, and maintaining collaborative relationships with key agencies and funders and working to identify and develop new opportunities for LDCN.
- Acting as an advocate for LDCN member interests.
- Act as the face of the network in public forums, conferences, media interviews, and policy discussions.
- Speak on behalf of members to raise awareness of key issues affecting the Network
- Preparation and delivery of ongoing promotion and publicity of the activities carried out by LDCN and its members.

GOVERNANCE & STRATEGIC MANAGEMENT RESPONSIBILITIES

- Oversight and implementation of LDCN's Strategic Plan.
- Communicating and building commitment to the Network's strategic direction among internal and external stakeholders.
- Ensuring that all policies, practices, and procedures are in compliance with legislative and regulatory requirements.
- Taking overall responsibility for the fiscal activities of the Network including budgeting, reporting and audit.
- Working with the Board to enable it to fulfil its governance functions and facilitate optimum performance by the Board and its Committees.
- Developing and maintaining a focus to ensure the achievement of the network's overall Strategy, and to engage the Board and Staff in agreed planning processes.
- Taking all reasonable steps to ensure LDCN is in full compliance with the Company Registration Office, the Data Commissioner, and other regulatory bodies.

OPERATIONAL MANAGEMENT RESPONSIBILITIES

- Overall responsibility for the day-to-day operational management of LDCN.
- Providing general oversight of all LDCN activities and managing the day-to-day operations in ways consistent with its values, strategic goals, and performance targets, to ensure a smoothly functioning and efficient organisation.



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- Support member organisations in their interaction with Government Departments concerning programmes.
- Leading and motivating the staff resources of LDCN.
- Implement all procedures, processes, audit, and funder requirements as required for the good governance of LDCN.
- Providing comprehensive reports on the activities of LDCN, to the Board and Funders, quantifying outcomes and impacts against plans.
- Facilitating the meetings and activities of the Board of Directors and its sub-structures.
- Ensuring mechanisms are in place to encourage and improve member engagement.
- Aligning, motivating, and guiding disparate views toward common goals.
- Balancing interests using empathy and persuasive negotiation.
- Fostering a shared purpose among diverse stakeholders.
- Using diplomacy and persuasion to drive consensus and collective action.
- Communicating the Networks value proposition clearly to external partners and audiences.
- Building and maintaining strategic relationships through diplomacy and influence.
- Overseeing the use of digital platforms to ensure consistent branding, messaging, and tone across channels and partners.
- Being transparent and timely to maintain network stability and trust.

FINANCIAL MANAGEMENT RESPONSIBILITIES

- Working to sustain existing funding and sourcing new opportunities for funding to progress the goals and objectives of LDCN.
- Take overall responsibility for the fiscal activities of the Network including budgeting, reporting and audit.
- Provide regular financial reporting to the Board and funders in conjunction with the Finance Committee and quantifying outcomes and impacts against plans.
- Developing and maintaining systems of internal controls to ensure financial compliance and robust procurement and risk management processes are in place.
- Ensuring with the Team that annual targets, budgets, and key performance indicators are met.

COMMUNICATION RESPONSIBILITIES

- Promoting a culture of listening and co-creation, communicating the collective input of LDCN members.
- Ensuring that there is a culture within the Network that encourages open communication, mutual respect, and collaboration to minimize conflict.
- Providing constructive conflict resolution behaviour by being calm, fair, and transparent when addressing disagreements.
- Managing both internal and external communications to maintain trust and prevent misinformation.

STAFF AND ORGANISATIONAL DEVELOPMENT RESPONSIBILITIES

- Recruit, induct, appraise, manage, and motivate staff members.
- In conjunction with the Audit and Risk and HR committee, oversee the development and implementation of effective and efficient HR policies and procedures in line with best practice and employment legislation.
- Providing regular problem-solving support and mentorship to staff members to generate optimum performance.
- Identifying training and development needs of Board and staff members.

Undertake other duties and responsibilities as may be assigned in agreement with the Board of LDCN where such requests are reasonable.

CEO SKILLS AND ATTRIBUTES PROFILE

SKILLS AND ATTRIBUTES	ESSENTIAL	DESIRABLE
Knowledge/Motivation/Achievements		
Knowledge of Post	Strategic knowledge of the role of LDCN within the development of local, regional, national, European and International development policy framework.	Participation in partnership work in a professional capacity. Existing Profile
Personal Motivation	Innovative, Collaborator, Enthusiastic, Robust and positive attitude. The ability to work flexibly in a creative environment and be capable of coping with stress and the pressure of working on one's own initiative.	
Work-related Achievements	Outstanding record of achievement in career to date.	Worked within a membership National Organisation/Body/Not for Profit
Experience and Skills		
Experience and Skills Required	<p>3 or more year's senior management experience.</p> <p>A proven high level of knowledge and experience of policy development and delivery of Government and EU funded or similar programmes.</p> <p>Strong history of preparing high quality policy documents and position papers.</p> <p>Experience in preparation and completion of Tenders/SLA documents.</p> <p>Experience of the dynamics of partnership, working with multiple stakeholders.</p> <p>Excellent leadership qualities and clear business acumen.</p> <p>Excellent HR Management and Governance experience.</p> <p>Record of continuous development and innovation in career to date.</p> <p>Proficiency with statistical /survey/ information gathering practices and interpreting data.</p>	<p>Knowledge of the Local Development Sector in Ireland. e.g. LEADER, SICAP, Tús, LAES, Rural Recreation, RSS, Healthy Communities, Empowering Communities etc</p> <p>Previous experience working in National multi sector fora.</p> <p>Knowledge of the Irish language.</p> <p>Knowledge of statistical packages.</p> <p>Knowledge of packages such as Monday.</p>

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SKILLS AND ATTRIBUTES	ESSENTIAL	DESIRABLE
Experience and Skills		
Experience and Skills Required	<p>Strong administrative and organisational ability coupled with developed skills in project management.</p> <p>Demonstrable team building and staff management capabilities coupled with experience in implementing staff appraisal systems.</p>	
Strategic Management, Communication, and Interpersonal Skills		
Strategic Management & change	Evidence of experience in Strategic planning and managing change.	
Personal effectiveness; disposition and relationship-building skills	<p>Good Disposition.</p> <p>Resilient</p> <p>Professional in approach.</p> <p>Excellent interpersonal, influencing and networking skills with a demonstrated capacity for building constructive relationships with key parties, both internally and externally.</p> <p>Ability to identify and manage conflict and sensitive issues to achieve positive outcomes with a high degree of probity, integrity, and confidentiality.</p>	
Education		
Qualifications	To Level 8 or above on QQI framework.	
Circumstances and Special Requirements		
Special Requirements	<p>The role requires national travel. Full Driving License and use of vehicle.</p> <p>Prepared to work outside of normal hours, as necessary.</p>	

KEY COMPETENCIES FOR THE ROLE

The attention of candidates is drawn to the key competencies model that has been developed for posts at this level which reflects the complex environment in which this position will operate.

CHIEF EXECUTIVE OFFICER (LDCN)

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 LDCN 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 Government Departments, Organisations and Agencies

Judgement, Analysis & 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 balance 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 & accomplish goals
- Proactively engages with colleagues at all levels of the organisation and across Govt. Departments/ Organisations and builds strong professional networks
- Makes opinions known when s/he feels it is right to do so

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Drive and Commitment

- Consistently strives to perform at a high level
- Demonstrates personal commitment to the role, maintaining determination & persistence while keeping a sense of balance and perspective in relation to work issues
- Contributes positively to the overall LDCN 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

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 LDCN
- 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
- Has an understanding of the vision and mission of the LDCN and its national role across the full scope of its activities.
- Has the capacity to quickly master a very wide ranging and complex brief
- Is self-aware, seeks feedback and opportunities to act on areas for own development



RECRUITMENT PROCESS

The LDCN has engaged Lansdowne Executive Search to manage the recruitment process for this position. Candidates for this role will be sought via two channels: (a) Lansdowne Executive Search's own search activities and (b) On-Line Advertising on selected Industry Websites.

All applicants to Advertisements will receive an acknowledgement of their application and all will be assessed based on the criteria specified for the role. Applications will be via eMail only.

No original certificates or references should be submitted as any part of an application.

Following the completion of the Advertising and Search processes, a short-listing process will be utilised based on the information supplied on the completed Cover Letter and Curriculum Vitae.

The number of applications received for a position generally exceeds that required to fill the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, LDCN may decide that a smaller number will be called to interview.

In this respect, LDCN provide for the employment of a short-listing process to select a group for interview who, based on an examination of the application documents, appear to be the most suitable for the position. An expert board will examine the application documents against a pre-determined criteria based on the requirements of the position.

This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application,

appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/experience in your application.

Candidates selected from the short-listing process will be invited for an interview with LDCN. It is likely that a small number will be called for second interview, in which case they may be asked to prepare a presentation in response to a possible case study or proposed business scenario.

As appropriate, shortlisted candidates may be required to undertake psychometric tests. Any offer made to an appointable candidate will be subject to the successful completion of a medical and satisfactory references being received.

CANDIDATE INTERVIEWS

The interviews for this post are likely to be held in July 2025. (Please see Recruitment Process Timetable below). Video conferencing software may be used in the interview process. Interviews will be semi-structured in format, with candidates undertaking a competency based interview where they will be expected to provide examples of the competencies for the role. We will endeavour to give as much notice as possible of interview dates.

Candidates who do not attend for interview as scheduled, or who do not furnish such evidence as required in regard to any matter relevant to their application, will have no further claim to consideration in this process. It is important to be aware that candidates must let LDCN/Lansdowne Executive Search know of any extenuating circumstances prior to or during the particular stage of the selection process. Any documentary evidence must be supplied within 5 working days.

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Please note that submission of such document(s) is not a guarantee that the circumstances outlined will alter the decision/outcome. A candidate who undertakes any part of the selection process and who subsequently claims extenuating circumstances should note that this will not be considered. Examples of possible extenuating circumstances include hospitalisation or bereavement. The onus is on candidates to ensure that they perform to the best of their ability. Therefore, issues such as tiredness, nerves, travel to tests/interviews or expected results/performance not achieved, are not considered extenuating circumstances.

CANVASSING WILL DISQUALIFY

RECRUITMENT PROCESS TIMETABLE

Application closing date	6th June 2025
Short listing	Early July 2025
First stage interviews (LDCN)	Mid July 2025
Final stage interviews (LDCN)	Late July 2025
Offer extended to successful applicant	Late July 2025



APPLICATION PROCEDURE

Application Closing Date: **Friday 6th June 2025.**

To pursue your interest please email your completed application to:

Seán McDonagh, Partner

Lansdowne Executive Search Limited,

Email: sean.mcdonagh@lansdownesearch.ie

Or for a confidential discussion please call Seán on +353 87 796 1062.

PLEASE NOTE:

- Candidates must submit **ONE document in WORD format** containing CV and Application Letter together.
- The document must be TYPED. Handwritten forms will not be accepted.
- Please read the job specification which provides relevant information about the requirements of this post.
- The LDCN is an equal opportunities employer. Recruitment to posts within the LDCN is on the basis of merit as assessed during the recruitment process.
- Please note that omission of any or part of the requested application documentation or incorrect formatting, as set out below, will render the application incomplete.
- **Late or incomplete applications will not be considered.**

