

Limerick Twenty Thirty DAC  
October 2025

LIMERICK  
TWENTY  
THIRTY<sup>DAC</sup>



CANDIDATE BRIEFING DOCUMENT  
FOR THE POSITION OF  
**CHIEF EXECUTIVE OFFICER,**  
**LIMERICK TWENTY THIRTY DAC.**

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## LIMERICK TWENTY THIRTY DAC

### OVERVIEW

LTT is responsible for planning and developing key strategic sites in Limerick City and County to attract enterprise and investment. LTT is tasked to deliver over €500 million in transformational infrastructure projects, focusing on strategic locations that can bring record inward investment and jobs to Limerick.

Limerick Twenty Thirty Strategic Development DAC (LTT) is a 100% uniquely owned special purpose vehicle established by Limerick City and County Council (LCCC) in September 2016 as an output of the ‘Limerick 2030 Plan’ which was launched in 2013 by Limerick City and County Council.

### VISION, MISSION, AND VALUES

**Vision:** Limerick Twenty Thirty aims to be recognized internationally as an exemplar for delivering the most innovative region, reinventing Limerick as a vibrant, modern, and dynamic place to live, learn, work, and grow up in.

**Mission:** Limerick Twenty Thirty reimagines and enables economic development and investment to proactively

position the region for the future and improve the quality of life for all its citizens. The company self-develops and partners with other developers, as well as local and national agencies, to transform strategic sites.

#### Values:

- Ambition
- Innovation
- Dynamism
- Credibility
- Transformative
- Sustainability

These values guide Limerick Twenty Thirty in achieving its vision and mission, ensuring that the company remains focused on delivering economic and social growth for the people of Limerick.



## COMPANY STRUCTURE

The company has a structured organisation with a Board and an Executive Team. The Board consists of four main committees:

- Audit, Finance & Risk Committee
- Investment Committee
- Board Nominations Committee
- Remuneration Committee

The Executive Team is made up of 14 full-time employees, including the CEO, three Heads of Management, and five main sub-departments:

- Project Management
- Finance
- Administration
- Human Resources
- Marketing and Communications

Limerick Twenty Thirty also has several subsidiaries and partnerships, including:

- Opera Square Estate Management CLG (100% subsidiary)
- EMNR Advisory Ltd. (100% subsidiary)
- Treaty Stone Partnership DAC (50% partnership)

## PROJECT PORTFOLIO

The company has an impressive portfolio of projects, including:



## GARDENS INTERNATIONAL

Gardens International is the flagship development of Limerick Twenty Thirty, marking the organisation's first major build and setting a new benchmark for commercial office space in Limerick. Located on a 0.6-acre site in the city centre, the building delivers 112,000 sq. ft. of Grade A office accommodation, built to LEED Gold standards, one of the highest international benchmarks for sustainability. The project was launched in 2017 by Limerick Twenty Thirty to revitalise a stalled site and transform it into a world-class business hub. Completed in 2019, it now houses six tenants and supports over 500 jobs.



## OPERA SQUARE

Opera Square is one of Ireland's largest city centre developments outside Dublin, spanning 3.7 acres in the heart of Limerick. The project blends modern architecture with heritage preservation, incorporating 16 historic georgian buildings into a vibrant mixed-use campus. One Opera Square is a 106,000 sq. ft. Grade A office space designed to meet LEED Platinum, WELL Platinum, and WiredScore Platinum standards. Developed in partnership with the Ireland Strategic Investment Fund (ISIF), was launched in September 2025 and will accommodate 1,000 employees and feature retail and restaurant units on the ground floor. The wider Opera Square development will include a new city library, hotel, leisure spaces, and public realm enhancements, with completion targeted for 2027.

## LIMERICK TWENTY THIRTY DAC



### **CLEEVES RIVERSIDE QUARTER**

Cleeves Riverside Quarter (CRQ) is a transformative 10-acre regeneration site on the River Shannon's northern bank, formerly home to the Cleeves Toffee and Condensed Milk Company. The vision is to create a world-class urban campus that honours its industrial heritage, featuring residential units, student accommodation, commercial spaces, and a vibrant public realm. The stabilisation of the historic Flaxmill building is due to commence shortly. Phase II, prioritised for planning submission in late 2025, will deliver 230 homes, 270 student rooms, and further restoration of the Flaxmill. Future phases will include the development of the Technological University of the Shannon campus and the shipyard site. The project is supported by €35 million in URDF funding and aligns with Project Ireland 2040 objectives.

### **OTHER PROJECTS:**

In addition to strategic sites, LTT delivers project management services across a diverse portfolio of initiatives. This includes work for our shareholders, Limerick City and County Council, with recent refurbishment works at the Theatre Royal serving as a key example. LTT is also engaged in a number of nationally significant programmes with government stakeholders, contributing expertise in planning, design coordination, and delivery across multiple sites.



## Chief Executive Officer

### THE ORGANISATION

Limerick Twenty Thirty DAC is dedicated to the development of economic and spatial opportunities across Limerick City & County to act as anchors for investment and enterprise development in the region. The work of Limerick Twenty Thirty DAC represents a first -of- its-kind roadmap in Ireland laying out a clear actionable vision for Limerick’s transformation in a blueprint, grounded in revitalisation, economic rebalancing, and urban reinvention. Through strategic funding, creativity and joint venture partnerships, LTT has completed a number of targeted projects and is developing an impressive pipeline of activity as part of Ireland’s first special purpose vehicle (SPV) for economic and spatial transformation.

The vision for the organisation is to be recognised internationally as an exemplar for delivering the most innovative region and to reinvent Limerick as a vibrant, modern, dynamic place to live, learn, work and grow up in. As a development body, LTT has a singular focus; to deliver landmark infrastructure that will elevate Limerick onto the European investment radar.

### THE ROLE

The role of the CEO is to lead the strategic development of the organisation across its areas of interest in creativity, funding, economic development, and regeneration for Limerick. The CEO will lead and execute on multi-annual programmes of largescale economic development and will

proactively identify and shape a pipeline of opportunity for investment by shareholders, funders, Government and joint venture partners. You will be a champion of Environmental, Social and Governance (ESG) across all developments whilst embedding best practice throughout the organisation. You will develop long term relationships with relevant stakeholders and partners to deliver transformational economic projects to achieve the strategic goals of Limerick Twenty Thirty DAC. The CEO will lead a dynamic team of professionals in the execution of the work of Limerick Twenty Thirty DAC.

### THE PERSON

As the new CEO, you will bring a proven track record of achievement in the delivery of strategic economic development projects, strong commercial funding and financial performance and leadership and delivery of urban regeneration initiatives. This role reports to the Chair of the Board, Limerick Twenty Thirty DAC. Experience dealing at Board level, Government Departments and Investment bodies is required. Energy, excellent communication skills and resilience are essential elements required for this role.

The successful candidate will possess a third level qualification in a relevant discipline, and a leadership/management qualification will be an advantage.

### To Apply:

Further information, including details on how to apply are available on [www.lansdownesearch.ie](http://www.lansdownesearch.ie)

**Limerick Twenty Thirty DAC has retained Lansdowne Executive Search to manage this recruitment process.**

To pursue your interest in this role, please email a comprehensive CV and supporting letter (MS Word) to: [Tom.keane@lansdownesearch.ie](mailto:Tom.keane@lansdownesearch.ie)

For a confidential discussion please call Tom on +353 87 741 3085.

**Closing date for all applicants is November 14th, 2025.**

**Candidates for this role will be sourced through both advertising and executive search processes.**

**Limerick Twenty Thirty is an equal opportunity employer dedicated to hiring and supporting a diverse workforce. We are committed to cultivating an inclusive work environment and look for team members who share those same values.**



# LIMERICK TWENTY THIRTY DAC

## THE ROLE

Post Title:	<b>Chief Executive Officer</b>
Post Status:	Five Year Term
Office:	Limerick Twenty Thirty DAC
Department:	Limerick Twenty Thirty DAC
Location:	Limerick
Closing date for application:	Friday, 14th November 2025

The CEO will require a full complement of leadership skills, strategic vision, and operational expertise to drive the success of LTT, which is a public body in the property development industry. This role demands a dynamic individual with a proven track record in managing large-scale property development projects, fostering stakeholder relationships, and ensuring sustainable growth.

The newly appointed CEO will report to the Board of Directors.

## KEY RESPONSIBILITIES

### STRATEGIC RESPONSIBILITIES

- Leading strategically; a comprehensive focus on strategic planning for projects in Limerick, emphasising not only the implementation but development of strategic direction.
- Lead strategic management initiatives to align the organisation’s goals with its long-term vision and objectives.
- Drive change management processes to ensure smooth transitions and the successful implementation of new strategies, policies and projects.
- Lead the strategic development and execution of a multi-annual programme of large-scale property development projects for LTT, including proactively identifying and shaping a pipeline of future initiatives for shareholder consideration.

- Champion sustainability and the integration of Environmental, Social and Governance (ESG) principles across all operations and developments, embedding best practice and driving positive impact in line with LTT’s strategic ambitions.
- Assess actionable and viable steps across both city and county initiatives, for the development of both residential and commercial. Develop a plan to partner with organisations to build housing, establish synergies, set up joint ventures, and create a value proposition.
- Develop and sustain strong relationships with government, investors, and community stakeholders, including Limerick City and County Council, the Mayor and Director General as shareholders, Elected Members, the public, joint venture partners, educational institutions, and other key entities
  - Develops and maintains positive and beneficial relationships with others and collaborates effectively.
  - Fosters a strong focus on Customer/Client service.
  - Effectively manages the expectations of others and is skilled in negotiation and gaining agreement.
  - Is credible and confident when communicating with others.
  - Introduces change through developing and maintaining positive relationships and fostering a culture of creativity.
- Demonstrates big picture thinking by evaluating risks and making complex decisions in an open and fair manner, considering long-term impacts, strategic alignment, and the broader organisational and stakeholder context.
- Implement various succession planning, learning and development, and other initiatives for the executive team to ensure continuous growth and leadership development.

## TACTICAL RESPONSIBILITIES

- Oversee financial performance and ensure fiscal responsibility.
- Oversee project capital cost appraisal in line with government guidelines.
- Ensure compliance with regulatory requirements and industry standards.
- Develop, oversee, and direct a multi-annual programme of Limerick Twenty Thirty projects at various stages of planning and delivery, including those undertaken by subsidiary companies and any project management services provided to the shareholder or national bodies.
- Negotiate with private sector, joint venture partners, design teams, and financial and legal representatives on all aspects of project delivery, including development management and financial contracts.
- Oversee effective project governance controls, particularly in audit, risk management, financial management, and budgetary controls and procedures.
- Understand legal positions related to contract management, compliance with regulatory requirements, and procurement processes.
- Establish an agreed company budget for consultants, construction, and other costs, including an appropriate contingency fund based on identified risks.
- Produce a 'Risk Register' and Risk Mitigation Plans for all potential high impact risks. Take a cautious approach to risk management while accelerating project delivery.
- Prioritise gaining expressions of interest from potential tenants to lease office and ancillary space in the projects. Take proactive steps to ensure tenancy for every site.
- Reporting to the LTT Board: produce detailed CEO Reports, financial appraisal for projects and progress reports, comparing actual performance against the base-lined budget timescale and scope. Report also on the management of risk and use of any allocated contingency fund.
- Additionally, the CEO will be responsible for reporting to the following committees:

- Audit, Finance, and Risk Committee: Provide regular updates on financial performance, risk management strategies, and audit findings.
- Investment Committee: Report on investment opportunities, portfolio performance, and strategic investment decisions.
- Remuneration Committee: Present recommendations on executive compensation and succession planning.
- Nominations Committee: Present recommendations for key board positions. The CEO will also report to any other committees and entities that may be formed in the future, ensuring comprehensive oversight and governance.
- Furthermore, the CEO will have reporting responsibilities to any Joint Venture Board's, keeping them informed on activities and performance.

## OPERATIONAL RESPONSIBILITIES

- Lead, manage, and motivate a multidisciplinary executive team.
- Ensure full compliance with EU public procurement requirements.
- Review project costings on a program basis as individual project cost plans are refined. Ensure budget targets are maintained with immediate reporting of variances to the LTT Board.
- Coordinate and direct design teams and contractors, addressing conflict situations and legal challenges.
- Oversee contractual performance conditions on a program basis.
- Ensure appropriate company health and safety plans are operational.

# LIMERICK TWENTY THIRTY DAC

## THE PERSON

### CORE COMPETENCIES:

- Overall leadership and management of the organisation, with ability to think strategically, make sound judgments and manage risk.
- Working closely with the Board in developing and approving short and long-term strategies. Leading the development of strategic and innovative proposals for Board consideration and the implementation thereafter of such strategies. Ensuring that Limerick Twenty Thirty is a leading source of knowledge on economic development and international best practice.
- Having high-level conceptual and analytical skills including an ability to interpret business performance, project information and financial data.
- Actively leading the senior management team to translate strategies into operational business plans, ensuring the initiatives of LTT achieve the desired level of impact and ensuring that LTT is best placed to meet these objectives in terms of structure, capability, and resources along with implementation and monitoring of performance measures.



CORE COMPETENCIES	COMPETENCY DESCRIPTION
<p><b>1. Strategic Management &amp; Change</b></p>	<ul style="list-style-type: none"> <li>• Develops a clear strategic mission and vision for Limerick Twenty Thirty DAC and gains support for this through consultation and negotiation with key stakeholders.</li> <li>• Demonstrate unwavering commitment to the vision, mission, and values of LTT, ensuring all actions and decisions are aligned with the organisation’s goals and principles.</li> <li>• Understands the socio-political context and the broader external influences and uses their broader perspective and strategic analysis skills to identify opportunities for improvement.</li> <li>• Lead with extensive experience in property development, including residential and commercial expertise.</li> <li>• Effectively introduces change through developing and maintaining positive relationships and fostering a culture of creativity.</li> </ul>



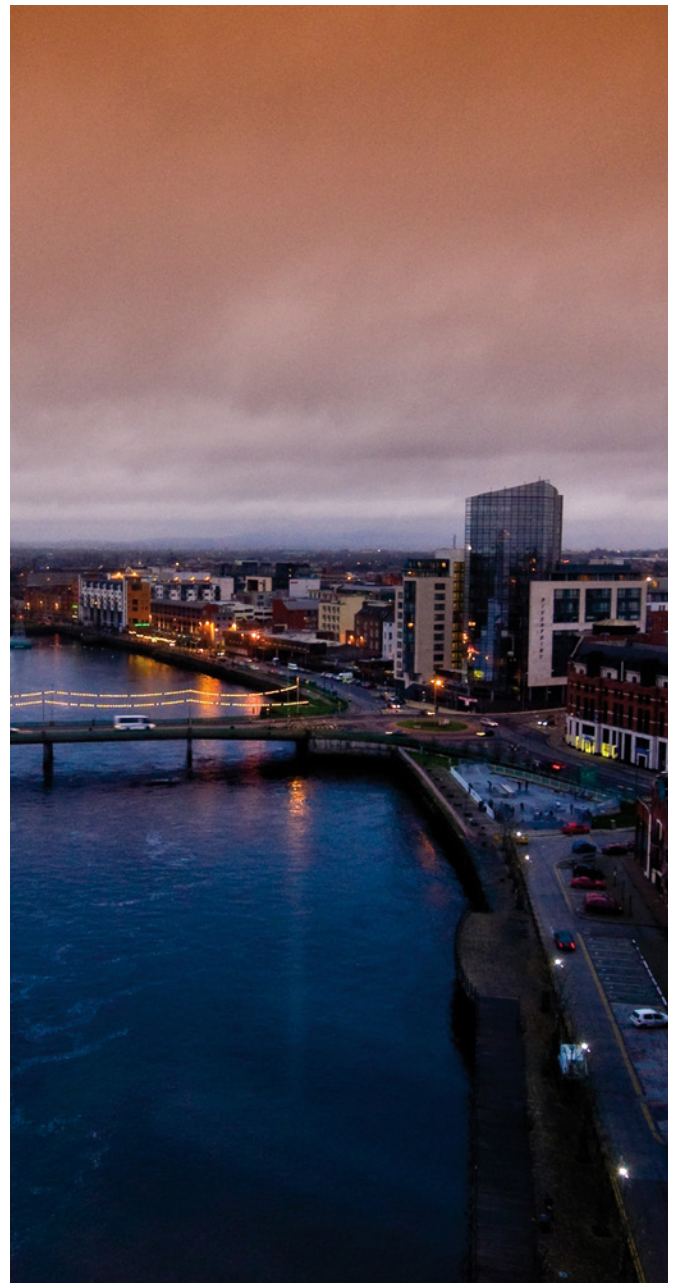
CORE COMPETENCIES	COMPETENCY DESCRIPTION
<b>2. Delivering Quality Results</b>	<ul style="list-style-type: none"> <li>• Takes overall responsibility for the delivery of results and translates objectives into clear priorities, ensuring clear allocation of tasks, duties and responsibilities.</li> <li>• Proven track record of delivering large scale and quality mixed-use schemes, ideally through public/private partnerships.</li> <li>• Promotes the use of quality outcomes in delivering service with a focus on continuing improvement. Ensures appropriate monitoring and review systems are in place across Limerick Twenty Thirty DAC and that there is strong accountability for delivering work on time and within budget.</li> </ul>
<b>3. Financial Management, Problem Solving &amp; Decision Making</b>	<ul style="list-style-type: none"> <li>• Ensure the financial sustainability of LTT including maximising and early achievement of efficiencies and savings in the sector and effective financial management and analysis of funding opportunities.</li> <li>• Real estate finance and asset management experience.</li> <li>• Analyses complex information quickly and accurately to make logical evidence-based decisions, in line with objectives.</li> <li>• Makes consistent fair and transparent decisions in a timely manner.</li> <li>• Demonstrates sensitivity in making decisions on complex issues and considers the impact of decision on others.</li> <li>• Is willing to stand over decisions made.</li> <li>• Demonstrates innovation and creativity to secure successful outcomes.</li> </ul>
<b>4. Networking &amp; Representing and Communicating Effectively</b>	<ul style="list-style-type: none"> <li>• Develops and maintains positive and beneficial relationships with others and collaborates effectively.</li> <li>• Fosters a strong focus on Customer/Client service.</li> <li>• Effectively manages the expectations of others and is skilled in negotiation and gaining agreement.</li> <li>• Is credible and confident when communicating with others.</li> </ul>
<b>5. Performance through People</b>	<ul style="list-style-type: none"> <li>• Provides clear leadership to Limerick Twenty Thirty DAC, demonstrating the ability to lead, motivate and engage others and teams towards achieving quality results in a delivery driven organisation.</li> <li>• Empowers people to achieve or exceed organizational goals by delegating sufficient authority, responsibility and accountability,</li> <li>• Addressing underperformance where required.</li> </ul>
<b>6. Personal Effectiveness</b>	<ul style="list-style-type: none"> <li>• Is enthusiastic about the role and motivated in the face of difficulties. Demonstrates appropriate and positive self-confidence and remains calm and composed when providing leadership under pressure.</li> <li>• Operates effectively in an environment with significant complexity and pace.</li> </ul>

## LIMERICK TWENTY THIRTY DAC

### QUALIFICATIONS AND EXPERIENCE:

Each candidate must, on the latest date for receipt of completed application forms:

- Have a proven track record as a strategic leader and senior manager in a complex environment.
  - Have proven experience in the management of teams and resources of significant scale.
  - Demonstrate excellent interpersonal and relationship management skills and the capacity to work effectively with a broad range of stakeholders in a constructive manner.
  - Possess a high standard of technical training and experience and of administrative experience;
  - A postgraduate qualification in project management, finance, or an equivalent field.
  - A minimum of ten years of experience in construction development, either in the private or public sectors including a period of not less than eight years satisfactory experience in the direction and supervision of major construction projects.
  - Have satisfactory experience at strategic management level.
  - Proven experience and knowledge in the planning process of delivering major construction projects.
  - In-depth knowledge of public procurement legislation and processes.
  - A comprehensive set of construction project management technical skills, industry knowledge, and a track record of delivering quality mixed-use schemes, ideally through public/private partnerships.
  - Expertise and experience in real estate finance specifically and asset management.
  - Experience in both commercial and residential development projects.
  - Good knowledge of building regulations, with awareness of environmental issues such as CO2 emissions and government performance targets for buildings.
- Have satisfactory knowledge of how local government works.
  - Understand legal positions related to contract management, compliance with regulatory requirements, and procurement processes.
  - Industry Knowledge - Understanding commercial office and residential market trends and direction.



## RECRUITMENT PROCESS

### RECRUITMENT PROCESS MANAGEMENT

Limerick Twenty Thirty has engaged Lansdowne Executive Search to manage the recruitment process for this position. Candidates for this role will be sought via three channels: (a) Lansdowne Executive Search’s own search activities. (b) On-Line Advertising on selected Industry Websites and (c) Newspaper Advertisements. 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 screening process will be utilised based on the information supplied on the completed C.V. and cover letter, as appropriate, based on a competitive preliminary interview by Lansdowne Executive Search. An expert board then will examine the applications brought through to the shortlisting stage against agreed shortlisting criteria based on the requirements of the position.

Candidates selected from the short-listing process will be invited for a competitive interview with Limerick Twenty Thirty. It is likely that a small number will be called for a further competitive 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.

### CANVASSING WILL DISQUALIFY

### HOW TO APPLY

To pursue your interest please email your completed application to: [tom.keane@lansdownesearch.ie](mailto:tom.keane@lansdownesearch.ie)

Candidates must **submit ONE** document in **MS Word format** containing cover letter and CV. 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. Incomplete applications will not be considered for the next stage of the selection process.

COVER LETTER	CV
<p><b>Not exceeding 1 A4 page.</b> Letter should detail relevant key competencies and explain how you meet the requirements of the role.</p>	<p>Up to date CV <b>not exceeding 3 A4 pages.</b></p>

The competition details will also be hosted on various internet job boards and applications will be accepted via the submission portals on these boards (which are as specified in the competition process).

### ACKNOWLEDGEMENT OF APPLICATIONS

An automated acknowledgement message will be issued in respect of all applications received (this will acknowledge receipt of application but will not confirm eligibility or otherwise). If you do not receive an electronic acknowledgement of receipt of your application within 48 hours of applying, please contact **Tom Keane, Partner, Lansdowne Executive Search.**

## LIMERICK TWENTY THIRTY DAC

### CLOSING DATE

Your application must be submitted online in the format required by **5.00pm on Friday, 14th November 2025**.

Applications will not be accepted after this time.

### CAMPAIGN UPDATES & CORRESPONDENCE

Campaign updates will be issued to your nominated email address as provided in your application. The onus is on each applicant to ensure that they are in receipt of all communication from **Lansdowne Executive Search**. You are advised to check your emails on a regular basis throughout the duration of the competition. In addition, be sure to check junk/spam folders should any emails be mistakenly filtered. **Limerick Twenty Thirty** and **Lansdowne Executive Search** accept no responsibility for communication not accessed or received by an applicant. Candidates should make themselves available on the date(s) specified by **Lansdowne Executive Search** and should make sure that the contact details specified on their application are correct.

### SELECTION PROCESS

The selection process may include:

- a competitive preliminary interview.
- shortlisting of candidates, on the basis of the information contained in their application.
- completion of an online questionnaire(s) as part of psychometric testing.
- work sample/role play/media exercise, and any other tests or exercises that may be deemed appropriate.
- competitive interview(s) which may include a presentation.

### SHORTLISTING

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, Limerick Twenty Thirty may decide that a smaller number will be called to the

next stage of the selection process. In this respect, Limerick Twenty Thirty provide for the employment of a screening process to select a group who, based on an examination of the application and a competitive preliminary interview with **Lansdowne Executive Search**, appear to be the most suitable to be brought through to the shortlisting stage of the process. 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. An expert board will examine the applications brought through to shortlisting stage against agreed shortlisting criteria based on the requirements of the position. The shortlisting criteria will include criteria as specified for the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience in your application.

### COMPETITIVE INTERVIEWS

The preliminary interviews for this post are likely to be held **late November/early December 2025 (Please see Recruitment Process Timetable on page 13)** Interviews will be semi-structured in format, with candidates asked to provide examples of the competencies for the role as outlined in Appendix I. 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 Limerick Twenty Thirty know of any extenuating circumstances prior to or during the particular stage of the selection process. Any documentary evidence must be supplied within five working days. 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.

Successful candidates may be required to complete a number of clearance processes such as a Health and Character Declaration and any other relevant checks required for the particular role.

Certain items of information, not specific to any individual, are extracted from records for general statistical purposes.

### RECRUITMENT PROCESS TIMETABLE

Application closing date	Friday, 14th November 2025
Competitive preliminary interviews commence (Lansdowne)	Late November/early December 2025
Qualified Candidates presented to Limerick Twenty Thirty for Short Listing	Early December 2025
First Stage Interviews (Limerick Twenty Thirty)	Early December 2025
Final Stage Interviews (Limerick Twenty Thirty)	Mid-December 2025
Offer extended to successful applicant	Late December 2025

### REFERENCES

It would be useful if you would begin to consider names of people who would be suitable referees and that we might consult (two names and contact details). The referees do not have to include your current employer but should be in a position to provide a reference for you, at least one of these should be a person to whom you have had a direct reporting relationship. The referees should be able to provide relatively recent information on your performance and behaviour in a work context. You may wish to select referees that can provide such information from different perspectives or in different work contexts. Please be assured that we will only contact referees should you come under consideration after the preliminary interview stage. Please note, should you be successful at final interview, we will require a reference from your current employer prior to recommendation for appointment.

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