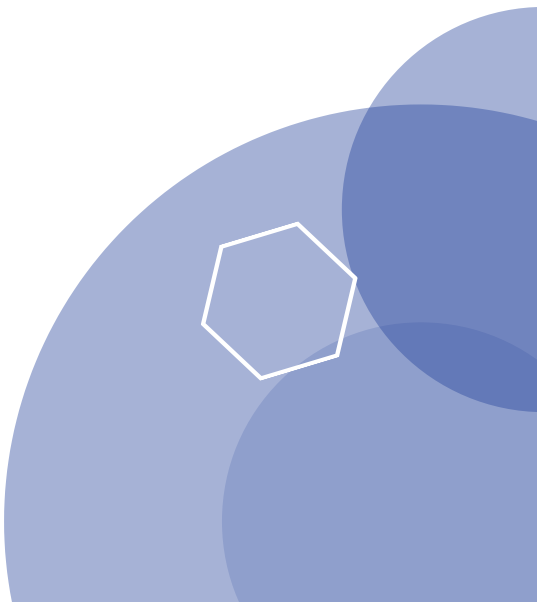
SOLAS An tSeirbhís Oideachais Leanúnaigh agus Scileanna Further Education and Training Authority

Candidate Information Booklet

Executive Director - Strategy and System Development



Candidate Information Booklet

Candidate Information Booklet
Executive Director - Strategy and System Development
Closing Date: Thursday, 03 December 2026 at 5:00pm.

Title of Position:	**Executive Director - Strategy and System Development**
Office:	SOLAS, the Further Education and Training Authority
Location:	The headquarters of SOLAS are currently based in Castleforbes House, Dublin 1.
Tenure:	Permanent

Who We Are

SOLAS is the state agency responsible for Further Education and Training (FET) in Ireland. We drive the responsiveness, innovation, transformation, sustainability and success of the FET and apprenticeship systems. We do this by setting strategy, channelling investment, leading implementation, and ensuring accountability across FET providers, with an overriding focus on the needs of their learners and apprentices.

Established in 2013 under the Further Education and Training Act, SOLAS is an agency of the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS). Governed by a Board, SOLAS has been tasked with building an integrated FET sector that responds to the needs of learners, society and the economy.

Our mission is to fund, co-ordinate and monitor FET provision in support of economic and social wellbeing, while influencing and enabling the continued development of a responsive, inclusive and high-performing FET sector.

Objectives

The vision in the current further education and training strategy 'Creating Futures' is that "Further education and training in Ireland is at the heart of a thriving, inclusive economy and society, creating opportunities for people through career development, upskilling and lifelong learning."

The strategy sets out four strategic objectives aimed at delivering economic prosperity and social inclusion: (a) Future-Ready Knowledge and Skills (b) Inclusion for Prosperity and Cohesion (c) Quality with Innovation and (d) Collaborating for Impact.

SOLAS has a statutory responsibility to oversee and support the Education and Training Boards (ETBs) and other providers, ensuring relevant functions are performed in an economic, efficient and effective manner. The general functions, as set out in the Further Education and Training Act (2013), include:

- Lead the preparation, submission, and implementation of the FET Strategy for delivery to the Minister for Further and Higher Education, Research, Innovation and Science, ensuring it is responsive to Ireland's evolving needs.
- Promote the value and impact of the FET sector, both nationally and internationally, highlighting its role in lifelong learning, skills development, and social inclusion.
- Coordinate, fund, and support Education and Training Boards (ETBs) and other organisations involved in delivering further education and training, fostering collaboration across the wider FET system.
- Consult and engage with Ministers, government departments, and public bodies —including Education, Social Protection, Public Expenditure, and Enterprise—to set and review priorities for the FET sector.
- Champion equality of opportunity and advance social inclusion within the FET sector and in the wider community.
- Oversee and contribute to the design, development, delivery, and evaluation of all FET programmes, ensuring quality, relevance, and continuous improvement.
- Support and enable continuous professional learning and development for everyone involved in delivering FET, nurturing a culture of excellence and innovation.
- Deliver and share relevant research, data analysis, and knowledge management to inform the future direction of the FET sector and benefit all those impacted by FET.

See: http://www.irishstatutebook.ie/2013/en/act/pub/0025/index.html for the Further Education and Training Act 2013

Along with the SOLAS Board, primary stakeholders include:

- Department of Further and Higher Education, Research, Innovation and Science (DFHERIS);
- Education and Training Boards;
- Learners;
- Enterprise, employer representative bodies and enterprise agencies;
- Higher Education Authority;
- Quality and Qualifications Ireland;
- Department of Education and Youth;
- Funded bodies including Education and Training Boards Ireland, AONTAS, the National Adult Literacy Agency and AHEAD.

About the Executive Director Role

Principal Duties

The Executive Director will have responsibility for the Strategy and System Development Division in SOLAS, with overall ownership of FET system strategy, architecture and development. As a member of the Executive Leadership Team, the Executive Director will contribute to the strategic leadership and effective management of SOLAS, including organisational capability, culture, digital transformation, risk, performance and the delivery of cross-organisational priorities.

The successful candidate will lead SOLAS's contribution to the implementation of the new FET Strategy and will oversee the implementation of SOLAS responsibilities arising from relevant elements of the National Tertiary Education Strategy, the forthcoming apprenticeship action plan and the Adult Literacy for Life Strategy.

The position requires strong strategic leadership, systems thinking and the capacity to drive system-wide initiatives that further enhance the FET sector and its contribution to the wider tertiary system. This work will be progressed in partnership with DFHERIS and relevant sectoral stakeholders, within agreed national policy and governance arrangements, and will include governance, strategy implementation, learner services, specialisation, workforce planning and development.

The role will involve leading systemic change initiatives that support employment, upskilling and reskilling, progression, employer engagement, community education, learner success, learner voice and participation by under-represented groups.

The successful candidate will also contribute to the development and assessment of oversight and performance agreements with Education and Training Boards and other providers, and to performance and impact reporting, ensuring clear alignment between strategy, funding, delivery and measurable outcomes, including improved access, participation, progression and success for under-represented learner groups. This will require close collaboration with the Executive Leadership Team, Senior Leadership Team and colleagues in DFHERIS.

The successful candidate will bring senior level experience from the public or private sector and will have the ability to develop and sustain productive working relationships with a wide range of stakeholders, operating with authority and credibility in a complex environment.

Responsibilities

1. Corporate and Organisational Leadership

- As a member of the Executive Leadership Team, contribute to the development and delivery of integrated SOLAS corporate and organisational plans, ensuring that strategy, digital transformation, system development, risk and performance frameworks are aligned to SOLAS's statutory remit and national policy priorities.
- Work as part of the Executive Leadership Team to support workforce development and performance management, strengthening organisational capability and capacity to deliver on SOLAS's statutory remit.
- Lead and support managers and staff to innovate and work collaboratively, while embedding a culture of accountability, continuous improvement and high-performance delivery across SOLAS.
- Lead and support the implementation of recommendations arising from the Periodic Critical Review of SOLAS, as assigned by the CEO.
- Lead and support the organisational adoption of digitally enabled and agile ways of working, in collaboration with the ICT and Digital function and Executive Leadership Team colleagues, ensuring that systems, data capabilities and innovation support both organisational effectiveness and the development of FET provision.

2. FET Strategy and System Development

- Lead SOLAS's contribution to the implementation of the Creating Futures Strategy and oversee SOLAS responsibilities across related national strategies and plans, including the Adult Literacy for Life Strategy, relevant elements of the National Tertiary Education Strategy, Pathways to Work, the National Digital Strategy and future apprenticeship and skills plans.
- Oversee the development and work of the new National Skills Observatory to support national decision-making as it relates to skills development and investment.
- Lead the development and implementation of policy, strategy and system architecture for the FET sector within SOLAS's statutory remit, ensuring that provision, digital learning, apprenticeships, learner pathways, inclusion and skills priorities are considered as part of a coherent system-wide approach.
- Be accountable for the delivery of multi-annual programmes and projects, ensuring delivery within approved timeframes and budgets.
- Support the development of system-level evaluation and impact assessment to measure long-term economic, social and environmental returns on investment, including clear inclusion outcomes and indicators related to access, participation, retention, progression, learner success and reduced barriers for under-represented groups.
- Act as SOLAS's senior authority on FET strategy and system development, with responsibility for briefing the SOLAS Board, its committees, DFHERIS and other stakeholders, as appropriate.
- Drive national coordination and alignment with DFHERIS, Quality and Qualifications Ireland, the Higher Education Authority, Education and Training Boards, enterprise partners and other stakeholders to support coherent planning, delivery and progression across FET and the wider tertiary system.

3. FET Provision, Apprenticeships and Work-Based Learning

- Lead strategic oversight of the breadth of FET provision, including Post-Leaving Certificate provision, community education, adult literacy, upskilling and reskilling provision, traineeships, apprenticeships, work-based learning and digitally enabled provision.

- Ensure that FET provision is responsive to learner, community, employer and regional needs, with clear alignment to national skills priorities, inclusion objectives, accessibility, quality assurance requirements and progression pathways.
- Lead on oversight and operation of the apprenticeship and traineeship systems, including registration of employers and apprentices, system administration, funding and claims, quality assurance and standards, monitoring and compliance.
- Support the implementation of the Quality Improvement Plan, Craft Transfer Plan and future apprenticeship and traineeship plans, ensuring they are positioned within the wider development of FET provision and system reform.

4. Digital Learning and Learner Services

- Lead SOLAS's strategic role in advancing accessible, inclusive, flexible and high-quality digital learning and learner services across FET, including the development and oversight of national digital learning platforms, services and supports such as eCollege, with a focus on reducing barriers for learners and widening participation.
- Work collaboratively with SOLAS teams, Education and Training Boards and other partners to strengthen digitally enabled provision, user-focused learner supports and data-informed services, ensuring alignment with learner needs, employer demand, national skills priorities, accessibility and quality assurance requirements.

5. Stakeholder Engagement, Influence and Communication

- Represent SOLAS at regional, national and international fora on FET strategy, system development, apprenticeships, work-based learning, digital learning and learner services.
- Lead negotiations and engagements on behalf of SOLAS and the FET sector, building shared commitment to system-wide reform, innovation and improved outcomes for learners, employers and communities.
- Support a culture of collaboration across the system to deliver on the strategic objectives for FET.

- Lead the communications function for SOLAS and engage with the sector on a coordinated communications strategy that promotes the value, impact and evolving role of FET, including apprenticeships, digital learning and flexible lifelong learning opportunities.

Please note: The above is a general guide to the key duties and responsibilities of the role and is not an exhaustive description. Other duties and responsibilities appropriate to the role may also be assigned from time to time.

Candidate Requirements

Candidates must on the latest date for receipt of completed applications have the following:

1. Strategic Leadership and Experience

- A proven senior leadership career record in the public or private sector that demonstrates the necessary leadership, management capability and strong interpersonal skills.

2. Strategy Development and Delivery

- Proven ability to develop, communicate and deliver strategies that support long-term organisational, sectoral or system-level objectives.
- Experience of leading the delivery of significant programmes, portfolios or large-scale projects in complex settings.
- Experience of using performance, evaluation and impact assessment to inform decision-making, strengthen delivery and demonstrate outcomes.

3. Governance, Risk & Accountability

- Senior experience in public sector governance, including a clear understanding of State Body accountability, Ministerial oversight and engagement with Government Departments and public sector bodies is desirable.
- Proven ability to identify, manage and mitigate risks effectively.

4. Stakeholder Engagement, Influence and Communication

- Excellent communication, influence and negotiation skills with the ability to build effective relationships internally and externally with a range of stakeholders.
- Ability to foster a collaborative working relationship between a team and key stakeholders.

5. Personal Attributes and Qualifications

- Executive-level judgement, personal integrity and resilience, with the authority and confidence to make evidence-informed decisions under pressure, navigate ambiguity and complexity, and provide credible leadership and advice in a high-profile public sector environment.
- A strong commitment to public service values, inclusion, collaboration and system-wide impact, with the ability to build trust, influence senior stakeholders and lead constructively across organisational and sectoral boundaries to improve outcomes for learners, communities and employers.
- A recognised third-level qualification, at a minimum of Level 8 on the National Framework of Qualifications, or equivalent, in a relevant discipline; a postgraduate or professional qualification is desirable.

Key Competencies for effective performance

Candidates' attention is drawn to the key competencies developed for posts at this level: TLAC_Assistant_Secretary_Level.pdf

Principal Conditions of Service

General

Recruitment will be carried out in line with the Commission for Public Service. Appointments (CPSA) Code of Practice for the Appointment to positions in the Civil and Public Service.

Probation

A probationary period of nine months applies to this role.

Remuneration

The rate of total remuneration for the post of Executive Director (effective 01 June 2026) is as follows: Personal pension contribution (PPC) rate: at Grade 03X from €171,517 per annum. This rate will apply where the appointee is newly recruited to the civil or public service or is an existing civil or public servant appointed on or after 6th April 1995 and is required to make a personal pension contribution. A different rate may apply where the appointee is a civil or public servant recruited before 6th April 1995 and who is not required to make a personal pension contribution.

Tenure

Permanent

Location

The headquarters of SOLAS are currently based in Castleforbes House, Dublin 1.

Hours of Attendance

Hours of attendance will be fixed from time to time but will amount to not less than 35 hours per week, excluding lunch breaks. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of their duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual Leave

In addition to the usual public holidays, the annual leave for this position is 30 working days.

Sick Leave

Pay during properly certified sick absence, will be in accordance with relevant SOLAS policies and the requirements of the Public Service Sick Leave Scheme.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the public service, at the time of being offered an appointment. In general, this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Single Scheme can be found at http://www.singlepensionscheme.gov.ie/. The maximum retirement age for most Single Scheme members is age 70. Different terms and conditions related to superannuation and retirement may apply to candidates who have worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment, or is currently on a career break, or is on special leave with or without pay. The pension entitlements and maximum retirement age, if applicable, of such appointees will be determined in the context of their public service employment history.

Important Notice

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is already a serving civil or public servant. The above outlines the principal conditions of service and is not intended to be a comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate.

Eligibility to Compete and Certain Restrictions

Citizenship

Candidates should note that eligibility to compete for posts is confined to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreements may also apply.

Certain Restrictions on Eligibility

Eligibility to compete may be affected where applicants were formerly employed by a Public Sector body and previously availed of a Public Service Redundancy or Incentivised Retirement Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Department of Environment, Community & Local Government Circular (Letter LG (P) 06/2013)
- Collective Agreement: Redundancy Payments to the Public Service

Incentivised Scheme for Early Retirement (ISER)

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/2009 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

Department of Health and Children Circular (7/2010)

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

Department of Environment, Community & Local Government (Circular Letter LG (P) 06/2013)

The department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities.

In accordance with the terms of the Collective Agreement: "Redundancy Payments to Public Servants", dated 28 June 2012, as detailed above, it is a specific condition of that VER scheme that persons will not be eligible for re-employment in any Public Sector body, as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 for a period of 2 years from their date of departure under this Scheme. Thereafter, the consent of the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation will be required prior to re-employment. These conditions also apply in the case of engagement/ employment on a contract for service basis (either as a contractor or as an employee of a contractor).

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure, Infrastructure, Public Service Reform and Digitalisation will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Minister's consent will have to be secured prior to employment by any public service body.

Declaration

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

Additional Superannuation Contribution

This appointment is subject to the Additional Superannuation Contribution **(ASC)** in accordance with the Public Service Pay and Pensions Act 2017

Pension Accrual

The Public Service Pensions (Single Scheme and other Provisions) Act 2012 introduced a **40-year limit on total service** that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during their re-employment that pension will be subject to **abatement** in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

Please note: In applying for this position, you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing body will support an application for an abatement waiver in respect of appointments to this position.

However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that, with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

Ill-Health-Retirement

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health their pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

Candidates should note that canvassing will disqualify.

IMPORTANT NOTICE

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate(s).

The Selection Process

Note: Lansdowne Executive Search have been appointed to administer this competition on behalf of SOLAS.

How to Apply

To apply, please email Seán McDonagh, Partner, Lansdowne Executive Search Limited at sean.mcdonagh@lansdownesearch.ie or for a confidential discussion please call Seán on +353 87 796 1062.

What is Required?

You are required to submit:

i) A short cover letter/personal statement (i.e.no more than 2 pages) outlining why you wish to be considered for the post and where you believe your skills, experience and values meet the requirements of the role.

and

ii) A comprehensive CV, including an organisation chart (See Senior Executive CV Guidance note here).

Only applications submitted online by the closing date will be accepted. It is your responsibility to ensure all documents are included in your application for it to be considered. Please note that omission of any or part of the requested application documentation will render the application incomplete. If you feel you would benefit from a confidential discussion about any aspect of this opportunity or if you require assistance or reasonable accommodation during the recruitment process please email sean.mcdonagh@lansdownesearch.ie

The Selection Process may include:

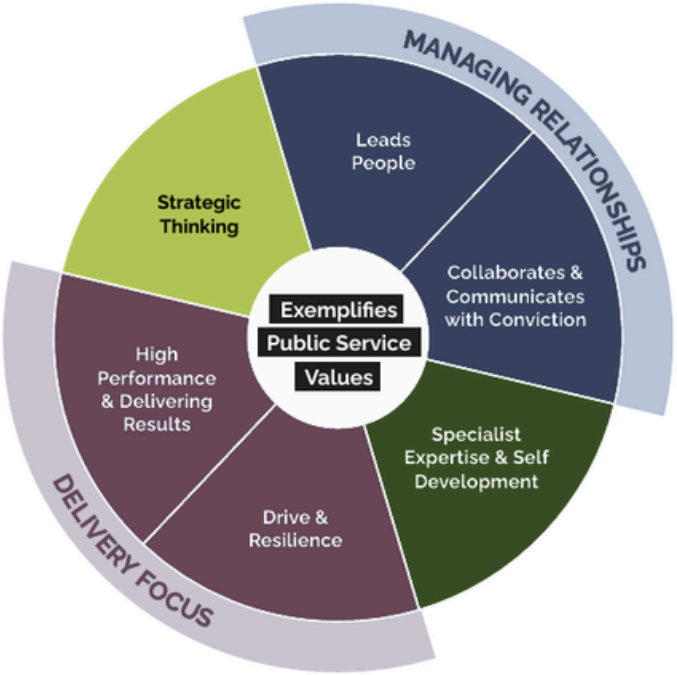
- the shortlisting of candidates, on the basis of the information contained in their application;
- a competitive preliminary interview;
- completion of an online questionnaire(s);
- work sample/role play/media exercise, and any other tests or exercises that may be deemed appropriate;
- a competitive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

Shortlisting

Normally the number of applications received for a position 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, SOLAS may decide to curtail the number of applicants that will be called to interview. In this respect, SOLAS through the Executive Search partner will provide for the employment of a shortlisting process to select a group of individuals for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert board will examine the application forms 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 on the application.

Key Competencies for the Role of Executive Director

The attention of candidates is drawn to the key competencies model that has been developed for posts at Executive Director level (equivalent to Assistant Secretary Level) which reflects the complex environment in which this position will operate.



Exemplifies Public Service Values

Effective Performance is:

- Serving the Government and people of Ireland.
- Acting at all times with integrity.
- Treating others with respect.
- Being responsible for own actions.
- Operating with professionalism and probity.

Managing Relationships: Leads People

Effective Performance is:

- Being a visible and energetic leader who fully engages others.
- Building and supporting cross functional and inter-departmental teams.
- Delegating responsibility and ensuring accountability in others.
- Setting challenging goals and implementing effective performance management.
- Coaching and supporting others to optimise their contribution and development.

Specialist Knowledge and Self Development

Effective Performance is:

- Maintaining sound organisational, sectoral and political knowledge, while continuously updating and demonstrating expertise in relevant areas.
- Being self-aware and seeking opportunities to act on areas for own development.
- Seeking feedback and reviewing own practices and behaviours.
- Being regarded as an expert in own area(s) of specialism.

Strategic Thinking

Effective Performance is:

- Creating a vision for the organisation and sector and anticipating the requirements to deliver it.
- Analysing complex issues quickly and anticipating knock-on consequences.
- Taking a system-wide approach and seeing connections, risks, and the potential for innovation in the wider environment.
- Leading on the implementation of risk assessment practices and engaging in balanced risk taking.
- Showing courage in making difficult decisions.

Managing Relationships: Collaborates and Communicates with Conviction

Effective Performance is:

- Playing a full and active part on the senior team in shaping and leading the Authority.
- Communicating professionally and credibly, managing the expectations of others.
- Skilfully negotiating and influencing with conviction.
- Antcipating political sensitivities and complexities and responding in an informed and constructive manner.
- Building and mantaining effective working relationships with key stateholders.
- Facilitating collaboration, partnerships and networks internally and externally to achieve common goals.

Delivery Focus: Drive and Resilience

Effective Performance is:

- Showing initiative and sustaining high levels of personal drive and energy.
- Leading and managing multiple complex priorities effectively.
- Speaking own mind with confidence and conviction.
- Keeping perspective and utilising personal support strategies to help mantain focus and bounce back from disapointments.
- Staying positive and professional in the face of difficult situations.

Delivery Focus: High Performance and Delivering Results

Effective Performance is:

- Assuming accountability for own actions and decisions.
- Ensuring the full range of management disciplines are used to deliver quality services at pace within budget.
- Challenging processes to improve organisational capacity, responsiveness and citizen focus.
- Ensuring successful implementation through a range of delivery methods, including use of external parties.
- Focusing effort on priority tasks to maximise results.
- Ensuring a strong feedback loop between policy development and operations.

SOLAS is an equal opportunities employer and is committed to fostering an inclusive workplace which values and benefits from the diversity of the workforce.

SOLAS An tSeirbhís Oideachais Leanúnaigh agus Scileanna
Further Education and Training Authority