



## Call for Expressions of Interest

### Member of the Expert Group on Future Skills Needs

**The Minister for Enterprise, Trade & Employment invites expressions of interest for consideration for appointment as Members of the Expert Group on Future Skills Needs (EGFSN) – Person with Academic/Research Expertise; Person with Business Representative Body Expertise; and Person with Union Representative Expertise**



## A. Expert Group on Future Skills Needs

The Expert Group on Future Skills Needs (EGFSN) was established in 1997. Members of the Group are drawn from a range of sources including Government Departments, enterprise development agencies, business representative bodies, unions, further education and training representatives, and the Higher Education Authority. The current membership includes:

- Enterprise Ireland
- IDA Ireland
- SOLAS
- Higher Education Authority
- Irish Congress of Trade Unions
- Department of Enterprise, Trade and Employment
- Department of Further and Higher Education, Research, Innovation and Science

Some ex-officio members of the Expert Group are appointed by senior management in their organisations, while others are recruited from civil society (e.g., union representatives, business representative bodies, and academia) and must have an interest in, and understanding of, labour market and skills issues in the Irish economy. The Labour Market and Skills Unit in the Department of Enterprise, Trade and Employment provides the EGFSN with secretariat support, as well as research and analysis.

The role of the EGFSN is to advise the Government on future skills requirements and associated labour market issues that impact on, or have the potential to impact on enterprise and employment growth. The Expert Group provides policymakers and education and training providers with research and analysis which can help them in the formulation of skills/ training policy, and the design/ redesign of programmes and curricula to meet existing and emerging skills needs. The Group also provides advice to support the formulation of economic migration policy, based on gaps in skills needs that cannot be met through the skills supply from Ireland or the European Economic Area.

The EGFSN monitors progress on the implementation of recommendations in the Expert Group's reports on an ongoing basis.

## B. The Operation of the Expert Group

Each year, the EGFSN oversees an annual Work Programme which identifies priority areas where skills gaps may emerge for further research and analysis. Traditional EGFSN research studies involve intensive stakeholder engagement, with projects often taking 18 months



from proposal to publication. As well as these publications, the Secretariat also engages in shorter, topical pieces of analytical work, depending on work priorities.

Some examples of recent reports from the EGFSN include:

- Skills for Modern Methods of Construction
- Skills for International Financial Services
- Skills for Biopharma
- AI Skills
- Skills for Zero Carbon

All EGFSN publications can be found here: [Publications - Future Skills Ireland](#)

### **C. Conditions for Members**

#### **Time Requirement**

The EGFSN meets in plenary session 4 times a year, with meetings usually lasting 2 hours. Meetings are held in person or online. Draft papers are circulated prior to meetings, and Members are expected to read these in advance and comment on them at the meeting.

#### **Remuneration**

While there is no fee for attending EGFSN meetings, Members are entitled to claim back travel and subsistence expenses incurred in attending meetings through the Finance Unit, Corporate Services, Department of Enterprise, Trade & Employment.

#### **Secretariat**

The Labour Market and Skills Unit of the Department of Enterprise, Trade and Employment provides the secretariat function, including research and analysis to the EGFSN.

### **D. Expressions of Interest – Appointment as Member of the EGFSN with Academic/ Research Expertise or business representative body expertise or union representative expertise**

#### **Expressions of Interest**

The EGFSN are currently seeking to advertise for up to four positions on the Expert Group. Expressions of interest are now being sought from suitably qualified persons with



academic/research expertise **or** business representative body expertise **or** union representative expertise for consideration for appointment as Members of the EGFSN for a period not exceeding seven years. This is driven by a need to broaden out the existing membership of the EGFSN.

These persons should **either have** research expertise relevant to labour market and skills forecasting, **or** business representative body expertise **or** union representative expertise, with recent experience of engagement with the policy process.

Members of the EGFSN would be expected to comment and consider key national and sectoral labour market policy issues.

The members of the EGFSN are appointed by the Minister for Enterprise, Trade & Employment, in consultation with the Minister for Further and Higher Education, Research, Innovation and Science.

The Minister shall have regard to the particular skills, knowledge and abilities of applicants when making appointments to the Expert Group, along with the desirability for gender balance and regional and international perspective on the Group, as the Minister considers appropriate.

Although the EGFSN is not a State Board, applicants should be aware of the Code of Practice for the Governance of State Bodies in order to ensure adherence to best practice. All members of the Expert Group should act on a fully informed basis, in good faith, with due diligence and care, and in the best interests of the EGFSN, subject to the objectives set by Government. The Code of Practice for the Governance of State Bodies<sup>1</sup> 2016 provides a framework for the application of best practice.

Desirable attributes include but are not limited to:

- understanding of labour market and skills issues in the Irish economy;
- experience of effective leadership at a senior level in an applicant's area of expertise;
- understanding of the policy development process;
- experience representing academic or business interests in a public policy context;
- critical thinking skills with a proven ability to grasp the detail of a wide range of issues; and,
- experience of participation on similar committees or groups.

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<sup>1</sup> [Code of Practice for the Governance of State Bodies](#)



Expressions of interest should be submitted by email to [info@EGFSN.ie](mailto:info@EGFSN.ie)

An expression of interest should include:

- a cover letter expressing interest and outlining suitability and relevant experience for the role;
- a detailed CV; and
- specification of whether the application is for the academic expert or business representative body expert or union representative expert.

### **Closing Date**

The closing date for receipt of applications is Friday, 2<sup>nd</sup> May 2025.

### **Selection Process**

An Assessment Panel (the 'Panel') will be convened to consider and assess the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet.

The Panel will arrive at a shortlist of the most suitably qualified candidates (based on the information provided by the candidates) to be sent forward for consideration by the Minister for Enterprise, Trade & Employment.

Candidates will be scored according to the selection criteria required for the role as outlined in the person specifications in the Information Booklet for Candidates and detailed below.

A maximum of 600 points may be awarded, and scores will be awarded depending on the strength of evidence of each criterion demonstrated by the applicant's CV and cover letter. Scores will range from high, medium, and low, as shown in Table 1 below.

### **Personal Specifications**

- **Area 1:** Demonstrated understanding of labour market and skills issues in the Irish economy (100 points).
- **Area 2:** Experience of effective leadership at a senior level in an applicant's area of expertise (100 points).
- **Area 3:** Demonstrated understanding of the policy development process (100 points).
- **Area 4:** Experience representing academic/employer interests in a public policy context (100 points).



- **Area 5:** Critical thinking skills with a proven ability to grasp the detail of a wide range of issues (100 points).
- **Area 6:** Experience of participation on similar committees or groups (100 points).

**Table 1. Guide to Scoring**

	Max Score	Low	Medium	High
Area 1	100	0-33	34-66	67-100
Area 2	100	0-33	34-66	67-100
Area 3	100	0-33	34-66	67-100
Area 4	100	0-33	34-66	67-100
Area 5	100	0-33	34-66	67-100
Area 6	100	0-33	34-66	67-100

### Questions and Inquiries

If you have any questions or require any clarification related to this call for expressions of interest, please email [info@EGFSN.ie](mailto:info@EGFSN.ie).