



## **Portfolio Manager - Information Communication Technology Systems Projects Manager (Assistant Principal Officer)**

### **GENERAL JOB DESCRIPTION Duties and Terms & Conditions of Employment**

#### **1. PREAMBLE**

Mary Immaculate College is an autonomous, university-level, Catholic College of Education and the Liberal Arts. Founded in 1898, and linked academically with the University of Limerick, MIC is the oldest higher education institution in Limerick. Significant expansion in recent decades has seen the College's menu of educational programmes expand across two impressive campuses, one based in the heart of Limerick City and one in Thurles, Co. Tipperary. The diverse student community is made up of more than 5,000 learners, participating in ten undergraduate degree programmes and a wide range of postgraduate programmes up to and including doctoral level. Academic staff members engage in professional academic research activities, and research underpins all teaching and learning at the College.

MIC seeks to prepare its students for professional excellence and to nurture their capacity to lead flourishing lives.

#### **2. CANDIDATE PROFILE & SCOPE OF THE POSITION**

Mary Immaculate College wishes to appoint a suitable candidate to the position of **Portfolio Manager (Information Communication Technology Systems Projects Manager)** on a permanent, full time basis. This senior appointment will be made at Assistant Principal Officer Grade.

**In order to be considered for this position candidates must have:**

- a) A minimum of a level 8 degree or postgraduate qualification in a relevant discipline.
- b) Ten or more years of increasing leadership responsibilities in ICT.
- c) Five years of experience, that involve introducing new technology as well as upgrading existing technology.
- d) Experience with Digital Transformation and customer experience improvement initiatives.
- e) Strong skills in Project Management, Program Management and Process Analysis, and Organizational Change Management.
- f) A knowledge of predictive and adaptive approaches to project management.

- g) Significant experience with Project Management Principles and Frameworks such as PMBOK or PRINCE2.
- h) Good understanding of project governance structures.
- i) Significant experience with Project Management Software, tools and techniques.
- j) Proven clear understanding with evidence on how and why projects need alignment to strategic objectives.
- k) Demonstrated experience overseeing a portfolio with many concurrent projects.
- l) Significant experience facilitating workshops and performing other Project Management duties.
- m) Demonstrated experience of stakeholder management throughout the lifecycle of projects.
- n) Good understanding of benefits realisation approaches and how these can be used to deliver business value through ICT.
- o) Decisive ability to achieve strategic targets on time and within a budget.
- p) Strong organization skills including proven ability to manage time and priorities.
- q) Ability to apply prioritization methods and criteria to effectively manage and utilize scarce resources.
- r) Ability to manage complex projects and tasks with attention to detail.
- s) Ability to identify risk and to develop appropriate mitigation strategies
- t) Strong oral and written communications skills allied with negotiation skills.
- u) Experience in leading and coordinating diverse multi-functional teams, including staff members who are not direct reports.
- v) Demonstrated leadership qualities including the ability to supervise, guide, train and motivate staff.
- w) Be a result-driven individual and a problem solver.
- x) A knowledge of predictive and adaptive approaches to project management.

*Cuirfear fáilte roimh iarratais ó dhaoine go bhfuil dearcadh dearfach acu i leith na Gaeilge. Applications are welcome from people who have a positive outlook to Irish.*

**Candidates must clearly indicate in their applications how they meet each of the above criteria. Candidates will be shortlisted on the basis of both essential and desirable criteria.**

*Please note that current government policy may have implications for the re-employment of applicants who are currently in receipt of a public sector pension.*

### **3. JOB DESCRIPTION**

#### **Reporting Relationship**

The appointee is required to carry out the duties attached to the post, under the general direction of the Director of ICT Services, to whom s/he reports and to whom s/he is responsible for the performance of these duties in the first instance.

The appointee will report through the Vice-President of Governance and Strategy to the College President and/or to such other College Officers as the President may designate from time to time. S/he will liaise with the Deans of Arts and Education, Heads of School and Department, Course Leaders, Head of Professional Services functions, other College personnel and relevant College bodies in carrying out the duties attached to the post.

The reporting relationship is subject to review and may be altered from time to time, in line with service needs and developments in the College.

### **Duties and Responsibilities**

- Responsibility for supporting ICT Services in their efforts at overseeing, managing and leveraging the entire life cycle of ICT investments and initiatives to optimally achieve enterprise goals and objectives.
- Facilitate and coordinate the efforts of ICT Services in the strategic alignment of projects from evaluation, selection and prioritization, to execution, tracking and measuring the achieved results.
- Responsible for overseeing the planning, development, and implementation of project efforts that utilize information technology solutions, principles, standards, and best practices.
- Engage with and conduct quarterly (or at other intervals as specified) reviews with the ICT Services Committee and other relevant bodies to validate and assess the project portfolio, execute change, and reprioritise to meet business needs as required.
- Establish, maintain, and provide management reporting using appropriate metrics.
- Develop, establish, and maintain project management standards and procedures within ICT Services.
- Implement and operationally manage Project Management processes to ensure that project portfolio is delivered to agreed time and budget and could be monitored for progress as required.
- Leads the selection, implementation, and management of a common methodology and related technology platforms.
- Develop relationships with stakeholders.
- Engage key stakeholders to evaluate proposed and ongoing projects based on value, risk, effort, cost and strategic alignment.
- Lead the effective and efficient delivery of the largest and most strategically important projects including scope, schedule, cost, risk, resources, and quality.
- Ensure effective communication with project sponsors, project managers, functional and resource managers, and other stakeholders.
- Ensure oversight and coordination of dependencies across projects and programs in the portfolio, and resolve or escalate conflicts.
- Implement Quality Assurance in relation to projects.
- Identify risks and manage appropriately.
- Identify project interdependencies, impact on business activity, deviation from strategic aims, erosion of expected benefit, portfolio staffing and costs.
- Lead and drive the appropriate business change activities to ensure business benefits are realised.
- Direct the creation and maintenance of required project portfolio documentation and artifacts.
- Work with project teams (diverse multi-functional teams, including staff members who are not direct reports) to manage/oversee the full range of the project life cycle (initiate, plan, execute, close) for projects.
- Ensure and balance the availability of the required skills and competencies across project and program teams within the project portfolio.
- Collaborate effectively with the broader project community to facilitate standardisation through reuse of standards, practices, tools and process for project portfolio delivery.

The duties and responsibilities are broadly defined and are not exhaustive. The performance of the entire range of duties is not necessarily confined to any one individual, as the work requires that the staff function

in a flexible manner, and work together as a team. The College retains the right to assign new duties and/or to re-assign staff to other areas of the College, in response to service needs.

#### **4. TERMS AND CONDITIONS**

##### **General**

All persons employed will sign an appropriate contract, which will contain terms and conditions of the employment. A job description is given to all applicants for employment and this will form part of the contract documentation.

##### **Place of Work**

The appointee's place of work will be Mary Immaculate College, Limerick. The College reserves the right to require the appointee to work from any other location. It is a requirement of the College that the appointee must reside within a reasonable distance of the College.

##### **Exclusivity of Service and Outside Work**

The person appointed will be required to devote his/her full-time attention and abilities to his/her duties during his/her working hours in the College and to act in the best interest of the College at all times. Therefore, for as long as the successful applicant is working in the College, he/she may not, without the prior written consent of the College, be actively engaged or concerned in any way, either directly or indirectly, in any other business or undertaking where this is or is likely to be in conflict with the College's interests or the performance of the duties that the person has been employed for.

The appointee will not, during his/her tenure of office, undertake paid outside work unless he/she has received the permission of the Vice President Academic Affairs (VPAA) to undertake such work on the terms and conditions as agreed for the particular undertaking in question. In every case, it is the duty of the appointee to seek in writing the prior permission of the VPAA. It is also the duty, in every case, of the appointee to inform the person or body for whom the work is being undertaken, that the work is being conducted in a private capacity and that the College cannot in any circumstances be responsible for such work.

##### **Probationary Period**

The appointment is subject to satisfactory completion of the standard 9 month probationary period. The probationary period may be extended at the discretion of the College but will not in any case exceed 11 months. Absences during the period of probation will extend the probationary period. Performance and conduct during the probationary period will be monitored through a process of assessment meetings. Termination of appointment during the probationary period will be at the discretion of the College. An abridged version of the disciplinary procedure will apply to employees on probation who have been employees of the College for less than 12 months.

## **Hours of Attendance**

Full time hours are 37 hours per week.

The normal hours of duty are Monday to Thursday, 9am to 5.15pm and Friday 9am to 4.45pm with a 45 minute lunch break each day. However, the duties attaching to the position are such that the post holder may be required to work evenings/weekends on occasion to accommodate service needs. No overtime will be paid but “Time-Off-In-Lieu (TOIL)” will be allowed where the 37 hour week threshold is exceeded.

The College reserves the right to adjust starting and finishing times or days of duty to meet service needs.

## **Salary**

The Salary scale for this position has been approved by the Department of Education & Skills and the Higher Education Authority in line with Government Policy on Public Sector remuneration. The rate of remuneration may be adjusted from time to time in line with Government pay policy. The appointment will be made on the salary scale at a point in line with current Government Pay Policy. New entrants to the Civil or Public Sector, as defined in Circular 18/2010, will commence on the first point of the salary scale.

The grade for the post of **Portfolio Manager (Information Communication Technology Systems Projects Manager)** is Assistant Principal Officer. With effect from 1<sup>st</sup> September 2019, the annual salary scale for the grade of Assistant Principal Officer is:

€67,658; €70,105; €72,536; €74,976; €77,411; €78,816; €81,274 (LSI); €83,740 (LSI)

Increments are awarded in line with national pay agreements.

Salary will be paid on a monthly basis on the 25<sup>th</sup> of each month, or the previous Friday if 25<sup>th</sup> falls on a weekend, using the Paypath facility. Payment of salaries and wages are subject to statutory deductions, i.e. Income Tax (PAYE), Superannuation Contributions and Pay Related Social Insurance (PRSI).

## **Superannuation**

New entrants appointed will be required to participate in the Single Public Service Pension Scheme and pay Superannuation contributions at the appropriate rates in accordance with the provisions of the Public Service Pensions (Single Scheme and Other Provisions) Act, 2012. Details of this scheme can be obtained from the College’s website.

All other eligible appointees are automatically included in the Colleges’ of Education Pension Scheme on taking up appointment. In compliance with the Colleges of Education Pension Scheme, deductions amounting to 6.5% are made from salary. Details of the regulations concerning the Colleges’ of Education Pension Scheme may be obtained from the College’s Human Resources Office.

The appointee will be required to pay Additional Superannuation Contribution (ASC) under the provisions of the Public Service and Pensions Act 2017.

Appointees who commenced employment in the public service between 1st April 2004 and 31st December 2012 and have not had a break in employment of greater than 6 months will have no mandatory retirement age. All other appointees will have a mandatory retirement age of 70.

Staff who are not eligible for membership of the Colleges' of Education Pension Scheme or the Single Public Service Pension Scheme may avail of a PRSA (Personal Retirement Savings Account). A designated PRSA provider has been nominated by the College and staff who are not eligible for membership of the aforementioned schemes should contact the Finance Office for further information on PRSA.

### **Annual Leave**

The annual leave entitlement for this grade is 30 working days per leave year. Annual leave should be taken when students are off campus and the taking of leave must have the prior approval of the relevant Line Manager.

Public Holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997.

### **Sick Leave**

There is a discretionary sick pay scheme, details of which are available from the Human Resources Office. Employees who have a minimum 3 months continuous employment with the College may be granted sick pay subject to the terms of the Public Service Sick Leave Scheme. Sick pay is contingent on full cooperation and compliance with the Colleges absence management procedures.

### **Confidentiality**

In the course of working in Mary Immaculate College, the person appointed may have access to or hear information concerning staff and/or students and/or the functioning and the business of the College. Such information acquired in the course of employment with the College, including any aspect of the College's responsibilities or operations, is considered to be confidential information. On no account must information concerning students, staff or other College business be divulged or discussed except in the performance of normal duties and, unless authorised to do so, this information shall not be communicated to a third party. In addition records must never be left in a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### **Health & Safety**

Mary Immaculate College attaches the highest regard to the safety, health and welfare of its employees. It is the duty of each employee to take reasonable care to protect the health and safety of themselves and of other people in the workplace. Each employee must comply with all health and safety policies and procedures in operation in Mary Immaculate College and familiarise him/herself with the Safety Statement.

Employees are obliged to wear any PPE (Personal Protective Equipment) that they may be provided with and no person shall intentionally or recklessly interfere with or misuse any appliance, protective clothing or other equipment provided in the workplace for health and safety purposes. Employees are statutorily/legally obliged to ensure that any accidents/incidents which may occur are reported promptly to the Health and Safety Officer on the MIC Accident/Incident Report Form.

## **College Policies, Rules and Regulations**

The College is a Public Sector employer and is bound by National Agreements. It is also bound by regulations, circulars and directives issued on behalf of Government by the Department of Finance, the Department of Education & Skills and the Higher Education Authority.

Employees are at all times subject to the provisions of the Code of Conduct for Staff, College policies, rules and regulations. These policies include but are not confined to Disciplinary & Grievance Policies, Dignity at Work, Examination Rules & Regulations, Policy on Responsible Computing and Use of Information Technology Facilities. All policies are outlined on the College's Staff Portal for College employees. All employees are required to familiarise themselves with the contents of Policies and Procedures, on the College's Staff Portal.

## **Termination of Employment**

At least three calendar months written notice is required to resign this post.

On the termination of employment but before departing from the College, staff members are required to return to the College all books, reports, memoranda, correspondence, papers, records, reports, files including data held on electronic files, computer disks, electronically recorded discs, and any other documentation, and all other property, including office keys, belonging to the College or relating to its business or affairs which are in the possession of a staff member or under his/her control when the employment is terminated.

## **5. APPLICATION AND SELECTION PROCESS**

### **Method of Selection for Recommendation**

The number of applications received for a position generally exceeds that required to fill the position and 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, the College may decide that only a limited number of candidates will be called to interview. In this respect, the College will provide for the employment of a short listing process to select a group for interview who, based on an examination of the application forms appear to be most suitable for the position. An expert board will examine each application form against 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 the candidate's own interest to provide a detailed and accurate account of qualifications/ experience on the application and clearly identify how they meet the specified candidate criteria.

The selection process may include an aptitude assessment of one or more of the essential competencies for the post.

A recommendation for appointment will be made by an Interview Board. The appointment will be based on this recommendation, except where considerations of health or an unsuitable record in previous employment warrants a departure. A panel will be formed from which permanent and temporary appointments to the post of **Portfolio Manager (Information Communication Technology Systems Projects Manager)** may be filled during the life of the panel (12 months). Candidates must produce satisfactory documentary evidence of all training and experience claimed by them, if required.

### **Medical Examination**

For the purpose of satisfying requirements as to health, successful candidates, before being appointed, may be required to participate in pre-employment health screening.

### **Garda Vetting**

All successful applicants will be required to participate in Garda vetting. Specific instruction on this process will be given at the appropriate time. Applicants who do not comply with the College's requirements in this regard will be excluded from consideration for appointment.

### **Making of Applications**

Applications must be submitted in typed format. Handwritten applications will **not** be accepted. Incomplete applications will **not** be accepted.

Application forms for this post may be accessed on the Mary Immaculate College website [www.mic.ul.ie/about-mic/vacancies](http://www.mic.ul.ie/about-mic/vacancies).

Please fully complete the application form and send it to [recruitment@mic.ul.ie](mailto:recruitment@mic.ul.ie) with the subject title – **Portfolio Manager (Information Communication Technology Systems Projects Manager)** - no later than:

**2p.m. on Tuesday 14<sup>th</sup> January 2020.**

Late applications will not be accepted.

The College will not be responsible for any expenses, including travelling expenses, which candidates may incur in connection with their candidature.

Any attempt by a candidate either personally or through any other person, on their behalf, to canvass or otherwise influence the outcome of the selection/interview process in his/her favour will lead to disqualification from the competition. Any representations made on behalf of a candidate, without his/her knowledge will be ignored.

Mary Immaculate College is an equal opportunities employer.

*December 2019*