



Director of Procurement (Permanent, Full Time Post)

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 fourteen 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 AND SCOPE OF THE POSITION

Mary Immaculate College wishes to fill the position of Director of Procurement on a permanent, full time basis. The College spends an average of €13M annually on a wide portfolio of Goods, Services and Works and has a number of major capital projects planned. The Director of Procurement is a new role in recognition of the level of responsibility and accountability required for the area, and is a senior managerial grade within the College, critical in terms of ensuring a high quality, efficient, effective and professional procurement service to stakeholders and ensuring compliance with procurement regulations.

As a key leadership role, the Director of Procurement, reporting to the Vice President Administration & Finance or their nominee, will be required to take full responsibility for overseeing the Procurement function and the resolution of complex problems and challenges. It is both a strategic and hands on role that will require dedication, focus, professionalism and energy, and offers a unique and exciting opportunity for a talented and ambitious procurement professional to drive change, implement new systems, processes and ways of working to improve the procurement function. The role will be a diverse one that will require a customer focused approach and will involve advising and interacting with management and staff at all levels, as well as liaising with external stakeholders.

This position will enable a motivated, results orientated, high achieving individual to play a pivotal role deploying project management skills and methodologies to drive efficiency, effectiveness, value for money and organisational change in the area of procurement and the post holder will have overall responsibility for:

- the provision and development of best practice procurement
- implementing continuous improvement in procurement
- the development and implementation of procurement strategy and plans
- the delivery of procurement compliance improvements
- the efficient, effective and timely achievement of procurement objectives

- the provision of leadership and expertise related to procurement to all levels of the organisation
- the development and implementation of value for money strategies and initiatives

Essential Qualifications, Experience & Skills:

1. A third level qualification at level 8 or higher on the National Framework of Qualifications in Procurement or Supply Chain Management, Finance, Accounting, Business Studies, or equivalent
2. A minimum of 5 years managerial experience at an appropriate level within a procurement related area
3. Extensive experience planning and delivering high value and/or complex procurement projects to the highest standards of excellence, including experience of preparing tender and contract documentation, delivering value for money and compliance
4. Demonstrable data management skills with experience of using integrated Financial Management and Procurement Systems and fit-for-purpose databases aimed at supporting management reporting, oversight and decision making, along with advanced Excel skills
5. Experience of developing and implementing policy and standard operating procedures, incorporating best practice standards
6. Excellent analytical and problem-solving skills and an aptitude for process management, optimisation and improvement
7. Excellent people management skills with the ability to provide guidance and direction to others
8. Experience of working collaboratively with a range of internal and external stakeholders as well as with high-level committees and boards overseeing governance and compliance, and of maintaining strict levels of professional independence in accordance with professional standards
9. Excellent written and oral communication and stakeholder consultation skills, with strong negotiation, interpersonal and presentation skills
10. Excellent administrative and organisational skills with the ability to prioritise and complete tasks, delivering results under pressure and within deadlines

In addition, it is desirable that applicants have:

11. A comprehensive understanding of public sector procurement, including the role of the Office of Government Procurement (OGP), The Public Spending Code, EU Procurement Directives, The Capital Works Management Framework, eTenders.gov.ie platform
12. Previous relevant experience in the higher education or broader public sector
13. Experience of risk management and internal control
14. Experience of designing and delivering procurement related training programmes

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.

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 will be required to carry out the duties attached to the post, under the general direction of the Vice President Administration & Finance, to whom they report, and to whom they are responsible to for the performance of these duties in the first instance. The appointee will have a close working relationship with the Director of Finance, the Director Estates & Sustainability, the Director of ICT and engage with all functions requiring Procurement support.

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

Duties and Responsibilities

- Develop and manage the procurement function for the College
- Update the Corporate Procurement Plan and implement identified actions
- Develop comprehensive procurement policies and standard operating procedures to ensure compliance, consistency and efficiency in College procurement processes
- Manage workflow/financial system controls to ensure adherence to public procurement thresholds
- Implement OGP frameworks and facilitate mini-competitions
- Manage tender processes from end to end (market research to contract conclusion)
- Liaise with external Procurement Advisor, as engaged, on larger procurement projects
- Develop a reporting framework and performance metrics for procurement analysis
- Liaise with Director of Finance and the Finance Operations team to identify synergies and improvements in the complete Procure to Pay function
- Develop and manage a central contracts database
- Perform spend/supplier analysis to identify opportunities for increasing value for money, cost savings and risk minimisation
- Manage Contracts for Service, including ensuring appropriate designation as contracts for service, and contract preparation
- Ensure appropriate taxation of contracts is identified at contract outset eg Relevant Contracts Tax (RCT), Professional Services Withholding Tax (PSWT)
- Prepare Procurement reports for external audits and liaise with College and Comptroller & Auditor General (C&AG) auditors
- Manage the internal control framework for procurement to ensure adherence to governance and compliance imperatives
- Support the internal auditor in internal control reviews to ensure process, public sector and legal compliance
- Ensure recommendations in Audit Reports are implemented effectively and in a timely manner
- Preparation of the annual Multi-Annual Procurement Plan (MAPP) and liaise with Education Procurement Service (EPS)
- Staff management and development
- Design and develop training modules for all staff engaged in procurement activity
- Ensure up to date with legislation, best practice and changes to public procurement process
- Disseminate and communicate Office of Government Procurement (OGP) frameworks, guidelines and circulars
- Make presentations to College Committees as required
- Liaise with external bodies and organisations, as appropriate, in regard to procurement matters

The list of duties and responsibilities as detailed is 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 OF EMPLOYMENT

General

All persons employed will sign an appropriate contract, which will contain terms and conditions of the appointment. 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 post holder 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.

MIC operates a blended working policy which offers scope for the post holder to combine office attendance with remote working, subject to the provisions of the policy.

Exclusivity of Service and Outside Work

The person appointed will be required to devote their 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, they 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 their tenure of office, undertake paid outside work unless they have received the permission of the Vice President Administration and Finance (VPAF) 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 VPAF. 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

This appointment is subject to satisfactory completion of the standard 6-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 employment during the probationary period, for any reason or no reason, will be at the discretion of the College. The disciplinary procedure will not apply to a dismissal during probation where the probationary employee has been employed by MIC for less than 12 months.

Hours of Attendance

Full time hours are 35 hours per week.

The normal hours of duty are Monday to Thursday, 9am to 5pm with a 1-hour lunch break each day and Friday 9am to 4.45pm with a 45 minute lunch break. 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 for additional hours worked.

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 Further and Higher Education, Research, Innovation and Science 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 **Director of Procurement** is Assistant Principal Officer.

With effect from 1st October 2022, the annual salary scale for the grade of Assistant Principal Officer (Grossed up) is:

€73,236, €75,932, €78,667, €81,412, €84,151, €85,730, €88,495, €91,269

Increments are awarded in line with national pay agreements.

Salary will be paid on a monthly basis on the 25th of each month, or the previous Friday if 25th 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, Pay Related Social Insurance (PRSI) and Universal Social Charge (USC).

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.

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, the Department of Further and Higher Education, Research, Innovation and Science 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 from this employment. 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.

5. APPLICATION AND SELECTION PROCESS

Method of Selection for Recommendation

Shortlisting

An expert group will convene to conduct shortlisting of applicants, measured against pre-determined criteria.

The criteria that will be used to shortlist candidates for this appointment are:

- A third level qualification at level 8 or higher on the National Framework of Qualifications in Procurement or Supply Chain Management, Finance, Accounting, Business Studies, or equivalent
- A minimum of 5 years managerial experience within a procurement related role

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 a limited number will be called to interview. This is not to suggest that other candidates are necessarily unsuitable to undertake the job, rather that there are some candidates, based on their application, appear to be better qualified and/or have more relevant experience. It is incumbent, therefore upon the applicant, to ensure that all relevant information is included in their application and that they 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.

Interview

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 temporary and permanent appointments to the position of **Director of Procurement** may be filled during the life of the panel (24 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 undergo pre-employment health screening.

Garda Vetting

All successful applicants may 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. Applicants who have resided outside Ireland for a cumulative period of 36 months or more over the age of 18 years must furnish a Foreign Police Clearance (FPC) from the country or countries of residence. Please note that any costs incurred in this process will be borne by the applicant.

Making of Applications

Applications must be submitted on an official application form in typed format. Handwritten or incomplete applications will not be accepted. Application forms for this post may be downloaded from the Mary Immaculate College website www.mic.ul.ie/about-mic/vacancies Applications must be submitted by e-mail to recruitment@mic.ul.ie with the subject title **Director of Procurement** – no later than:

2 p.m. on Friday 24th February 2023

The Human Resources Office will acknowledge receipt of your application by sending an email to the email address provided. Please be sure to check Spam and Junk folders as it may be redirected here by your account preferences. If you do not receive an acknowledgement of your application form within 2 working days, please contact hr@mic.ul.ie

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 their favour will lead to disqualification from the competition. Any representations made on behalf of a candidate, without their knowledge will be ignored.

Mary Immaculate College is an equal opportunities employer.

Mary Immaculate College holds an Athena SWAN Bronze Institution award in recognition of our commitment to advancing equality and opportunity for all in higher education.

February 2023