

**Finance Manager - Treasury**

**Competition Information Booklet**

Please read carefully

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| **Position:** Finance Manager - Treasury  **Grade:** Professional Accountant Grade I  **Directorate:** Finance and Corporate Services  **Reporting to:**  Group Head of Finance  **Location:** Haymarket House, Smithfield, Dublin 7 with a blended working  model.  **Starting salary:** €84,937  Closing date for receipt of completed applications:  **12pm (noon) on Friday, 11th July 2025**  **Contact:** **careers@nationaltransport.ie** |

The National Transport Authority is committed to a policy of equal opportunity.

**Overview of the National Transport Authority**

The National Transport Authority (NTA) is a statutory body established by the Minister for Transport on 1 December 2009.

At national level, the Authority has responsibility for securing the provision of public passenger land transport services, including subsidised bus and rail and light rail services. The Authority also licenses public bus passenger services delivered by private operators and has responsibility for the regulation of the small public service vehicle (SPSV) industry (taxis, hackneys and limousines). Other areas of responsibility include the State’s rural transport programme, integrated information systems for public transport customers, management of the Integrated Ticketing Scheme for Ireland (the Leap Card system), and regulation of vehicle clamping.

Within the Greater Dublin Area (GDA) the Authority carries additional responsibilities including:

* Strategic planning of transport;
* Development of an integrated, accessible public transport network;
* Promoting cycling and walking;
* Provision of public transport infrastructure generally including light rail, metro and heavy rail; and
* Effective management of traffic and transport demand.

The GDA includes the local authority areas of Dublin City, Fingal, Dún Laoghaire-Rathdown, South Dublin, Kildare, Meath and Wicklow.

The Authority’s Capital Investment Programme includes an exciting and challenging range of projects and programmes for development and delivery over the coming years. These include mega-projects such as MetroLink, BusConnects Dublin and the DART+ Programme, together with numerous other major projects/programmes in the heavy rail area, light rail area, bus infrastructure and public transport fleet, in addition to a large portfolio of projects in the active travel area. Along with other initiatives in the areas of micro-mobility, transport technology and climate adaption, there are stimulating and rewarding opportunities to make a real contribution to enhancing Ireland’s overall transport system.

Further information on the Authority is available on its website [www.nationaltransport.ie](http://www.nationaltransport.ie)

The National Transport Authority wishes to recruit a suitably experienced and qualified individual to the role of Finance Manager – Treasury. Successful candidates may be placed on a panel from which future vacancies may be filled.

**Duties and Responsibilities**

Reporting to the Group Head of Finance, the Finance Manager - Treasury is responsible establishing and managing the day-to-day operations of a newly centralised Treasury Department within the Authority. The individual will be key to supervising and mentoring a small team of finance professionals and ensuring day-to-day treasury operations have been carried out accurately. The role will ensure the delivery of a leading treasury function from driving project planning and design phases to operational oversight ensuring that all relevant treasury policies and procedures are strictly adhered to. The role is responsible for overseeing the day-to-day reconciliation monitoring, maintaining and updating of the finance controls, policies and systems, as well as contributing to the development and implementation of treasury and finance controls, system enhancements, automation and technology improvements, reporting enhancement and control frameworks. The individual will also be key to ensuring robust controls are in place and that there is a continuous enhancement of the controls, training and guidance material and other finance and treasury processes. The role is responsible for managing treasury risks and ensuring the NTA obtains value for money in its banking relationships and transactions.

The successful candidate will be responsible for overseeing the cash flow forecasting and managing banking relationships to ensure that strong strategic partnerships are maintained.

The Finance Manager shall undertake tasks, including those listed below, to the highest standards:

* Consolidate the treasury activities into a single centralised area within the Authority;
* Identify and implement process improvements to ensure smooth and efficient integration for treasury operations;
* Lead the treasury control and process design for all new income channels including support the Next Generation Ticketing implementation and migration of operators to Gross Cost Contracts;
* Oversee cash flow forecasting, ensuring accurate estimations of the inflows and outflows of cash;
* Collaborate with stakeholders to define performance metrics and reporting structures for the new department;
* Oversee the bank reconciliations for a variety of accounts, to ensure the integrity of the Authority’s financial data;
* Manage and oversee revenue recognition controls and data validation including coordinating with the internal and external stakeholders including BI, Transport Operators and Ticketing Service providers;
* Manage and oversee banking relationships, maintaining strong strategic partnerships to support the NTA’s financial goals and objectives;
* Lead the development and maintenance of policies and procedures for all treasury operations;
* Lead the management of treasury risk management and mitigation approaches for the Authority;
* Oversee the management of banking administration including users, mandates etc;
* Supervise and mentor a small team of finance professionals, ensuring high levels of performance and development;
* Supervising the coordination with internal and external auditors, ensuring the necessary documentation and evidence has been provided and addressing any audit findings or queries;
* Collaborating with the wider finance team and continuously monitoring internal processes – identifying value creation opportunities to maximize the potential of the department and help build a strong and robust treasury environment;
* Partner with the business to develop strategic goals and plans in accordance with the NTA’s long-term strategic direction;
* Provide new insights and identify opportunities for efficiency improvements where relevant; and
* Assist with other ad hoc assignments as agreed to support the general work of the NTA.

**Other Duties:**

* Liaise with other sections of the NTA including the Capital Programme Office, Ticketing Operations, Transport Planning, Transport Investment and General Finance Operations;
* Monitor expenditure carefully and drive a ‘value for money’ ethos;
* Work effectively as a ‘finance business partner’, building strong relationships across the organisation, operating in a flexible and collaborative manner, while quickly adapting to the evolving requirements of the Finance function;
* Embed an ethos of innovation and continuous improvement within the team; and
* Other ad-hoc duties as agreed.

**Note:** The functions and responsibilities initially assigned to the position are based on the current organisational requirements and may be changed from time to time. The person appointed requires the flexibility to fulfil other roles and responsibilities at a similar level within the Authority.

**Essential Criteria**

**Please note: In order to satisfy the shortlisting panel that you meet these criteria you must explicitly reference how you meet same in your application. Failure to demonstrate these may prevent your application progressing to future shortlisting stages.**

Each candidate must meet the following requirements at the time of the competition closing:

1. Hold a professional accountancy qualification and be admitted to membership of a recognised professional body of accountants;
2. Have at least 7 years’ recent relevant and satisfactory experience with 3 years’ managerial experience;
3. Have experience in building and maintaining strong internal control systems especially in treasury and reconciliations;
4. Experience of planning and implementing financial systems, processes or financial transformation;
5. Have excellent Management & Delivery skills (Communication, Relationship Management, Proactivity, Decision-Making); and
6. Possess expert Business skills relating to Project Management, Business partnering and Customer service.

**Desirable Criteria**

**Please note: Should further shortlisting be required after essential criteria above, a selection of the following may be assessed.**

The ideal candidate will also have:

1. A degree in a business or related discipline;
2. Strong controls and risk experience with experience in audit;
3. Excellent business analyst skills with experience in process mapping and redesign;
4. Experience of financial systems and reporting tools;
5. Experience in managing contracts and third-party suppliers;
6. Strong analytical ability, with a logical approach to problem solving and sound judgement;
7. Ability to work effectively on own initiative, as part of a team and as leader of a group;
8. Ability to organise and prioritise workloads to meet deadlines; and
9. Knowledge of practices/procedures of the public sector and particularly public sector accounting procedures.

**Remuneration**

**Salary Grade: Professional Accountant Grade I**

**Salary Scale: €84,937, €87,605, €90,279, €92,945, €95,611, €98,782, €102,391, €106,004.**

**Personal Pension Contribution (PPC) rate.** This salary is payable to an individual who is required to make a personal pension contribution (PPC) to their main pension (in general those persons whose initial appointment to the Public Service is on or after 6th April 1995).

**€80,745, €83,223, €85,763, €88,302, €90,830, €93,842, €97,273, €100,707.**

**Non Personal Pension Contribution (non-PPC) rate.** This salary is payable to an individual who is not required to make a personal pension contribution (PPC) to their main pension scheme.

**Annual Leave:** 30 days per annum. This leave is on the basis of a five day week and is exclusive of the usual public holidays.

**Note:**

* entry will be at point 1 of the scale and will not be subject to negotiation;
* different pay and conditions may apply if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant;
* the rate of remuneration may be adjusted from time to time in line with Government pay policy.

**Contract:** Permanent Contract

**Probation:** There is a 6 month probationary period which may at the discretion of the CEO be extended to 10 months.

**Selection Process**

Prior to completing your application please read the Important Candidate Information Booklet on our careers page here: [www.nationaltransport.ie/about-us/careers](https://www.nationaltransport.ie/about-us/careers/)

**How to Apply**

Please submit your application in one single word document or PDF referencing the title of the role you wish to apply for in the subject of the email to [careers@nationaltransport.ie](mailto:careers@nationaltransport.ie)with the following:

1. A comprehensive cover letteroutlining why you wish to be considered for the post and where you believe your skills and experience meet the requirements for the role of Finance Manager - Treasury;
2. A comprehensive CV (not to exceed 3 pages); and
3. A fully completed Key Achievements Form (attached).

Please note that omission of any or part of the 3 requested documents, as set out above, will render the application incomplete. Incomplete applications will not be considered for the next stage of the selection process.

**Closing Date**

**The closing date and time for applications is strictly 12pm (noon) on Friday, 11th July 2025. Applications received after the specified deadline cannot be accepted.**

If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please email **careers@nationaltransport.ie.**

**Finance Manager - Treasury - Key Competencies**

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| **Leadership** | Actively contributes to the development of the strategies and policies of the Department/ Organisation |
| Brings a focus and drive to building and sustaining high levels of performance, addressing any performance issues as they arise |
| Leads and maximises the contribution of the team as a whole |
| Considers the effectiveness of outcomes in terms wider than own immediate area |
| Clearly defines objectives/ goals & delegates effectively, encouraging ownership and responsibility for tasks |
| Develops capability of others through feedback, coaching & creating opportunities for skills development |
| Identifies and takes opportunities to exploit new and innovative service delivery channels |
| **Judgement, Analysis & Decision Making** | Researches issues thoroughly, consulting appropriately to gather all information needed on an issue |
| Understands complex issues quickly, accurately absorbing and evaluating data (including numerical data) |
| Integrates diverse strands of information, identifying inter-relationships and linkages |
| Uses judgement to make clear, timely and well-grounded decisions on important issues |
| Considers the wider implications, agendas and sensitivities within decisions and the impact on a range of stakeholders |
| Takes a firm position on issues s/he considers important |
| **Management & Delivery of Results** | Takes responsibility for challenging tasks and delivers on time and to a high standard |
| Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances |
| Ensures quality and efficient customer service is central to the work of the division |
| Looks critically at issues to see how things can be done better |
| Is open to new ideas initiatives and creative solutions to problems |
| Ensures controls and performance measures are in place to deliver efficient and high value services |
| Effectively manages multiple projects |
| **Interpersonal & Communication Skills** | Presents information in a confident, logical and convincing manner, verbally and in writing |
| Encourages open and constructive discussions around work issues |
| Promotes teamwork within the section, but also works effectively on projects across Departments/ Sectors |
| Maintains poise and control when working to influence others |
| Instils a strong focus on Customer Service in his/her area |
| Develops and maintains a network of contacts to facilitate problem solving or information sharing |
| Engages effectively with a range of stakeholders, including members of the public, Public Service Colleagues and the political system |
| **Specialist Knowledge, Expertise and Self Development** | Has a clear understanding of the roles objectives and targets of self and the team and how they fit into the work of the unit and Department/ Organisation |
| Has a breadth and depth of knowledge of Department and Governmental issues and is sensitive to wider political and organisational priorities |
| Is considered an expert by stakeholders in own field/ area |
| Is focused on self-development, seeking feedback and opportunities for growth to help carry out the specific requirements of the role |
| **Drive & Commitment to Public Service Values** | Is self-motivated and shows a desire to continuously perform at a high level |
| Is personally honest and trustworthy and can be relied upon |
| Ensures the citizen is at the heart of all services provided |
| Through leading by example, fosters the highest standards of ethics and integrity |

**Finance Manager - Treasury - Key Achievements Form**

Having read through the key competencies and having considered the demands of the role, for each of the competencies below, please briefly demonstrate a specific example which illustrates how you have developed the relevant competency during your career to date, and which clearly demonstrates your suitability for this position.

Your answer must highlight all elements of the STAR competency framework – which is outlined below:

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| --- | --- |
| **S**ituation | Present a challenging situation you found yourself in |
| **T**ask | What did you need to achieve from the situation? |
| **A**ction | What action did you personally take to achieve this? |
| **R**esult | What was the result of your action? |

Please note, there is a maximum page count of **3 A4 pages at font size 10-12.**

The key achievements form commences on the next page.

**Finance Manager - Treasury - Key Achievements Form**

Please complete all sections of the form below.

**Where did you hear about this role (i.e. Publicjobs.ie, Irishjobs.ie, Irish Times, LinkedIn)?**

**Name:**

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| --- |
| **Leadership** |
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| **Judgement, Analysis & Decision Making** |
|  |
| **Management & Delivery of Results** |
|  |
| |  | | --- | | **Interpersonal & Communication Skills** | |  | |
| **Specialist Knowledge, Expertise and Self Development** |
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