



## Annual Inhouse Public Sector Conference

### Diversity on State Boards

Michelle Noone  
Head of Senior & Executive Recruitment  
Public Appointments Service

12 October 2022

## Where we started









-  Programme for Government (2011) commitment on **openness & transparency** in the selection of appointee's to State Boards.
-  **34%** representation of women on State Boards.
-  **New Guidelines developed** and came into effect in late November 2014
-  **Key objectives of the Guidelines:**
  - To **increase access and widen** pool of potential appointees.
  - To strengthen State Boards by **enhancing the calibre and quality** of appointments.
  - To secure a **high degree of transparency** in the selection of candidates for appointment.

Target:  
**40%** representation  
of women and men  
on State Boards.

**25%** of appointments to  
State Boards come  
through **stateboards.ie**  
(others – nominations / re-appointments etc)

# Key Challenges

- 
• Driving up **standards of Corporate Governance**
  - Skills mix
  - Competence
  - Ethics
- 
• Increase **Transparency & Trust** in the system
- 
• Importance of the Public Interest – **Increase the voice of the Citizen** on State Boards
- 
• Male dominated & lack of **Diversity**
- 
• **De-Politicise** the process
- 
• **Restore faith** in our national political and State institutions



## Insights 2021





 **71** campaigns advertising **187** vacancies p.a.

 **152** vacancies filled

 **14** applications per vacancy

**63%** Private sector  **37%** Public sector  
(incl Medical, Education & Not for Profit)

		
Registered on stateboards.ie	<b>55%</b>	<b>45%</b>
Applications to stateboards.ie	<b>65%</b>	<b>35%</b>
Appointments via stateboards.ie	<b>45%</b>	<b>55%</b>

 **3 – 5** proposed names to Minister

 **45%** female registered on stateboards.ie

## ED&I

### Our mission

To recruit a diverse range of people with the talent, ability & commitment to deliver for Ireland

### Our vision

To be recognised as the centre of excellence in recruitment, trusted by those we serve

First PAS ED&I strategy (2021-23)  
March 2021

## ED&I Strategy

### Change Area 1

- Increased our knowledge about the recruitment landscape and candidate profiles
- Increased our targeted and informed outreach and engagement

**NUA**

STRATEGY 2020-2023

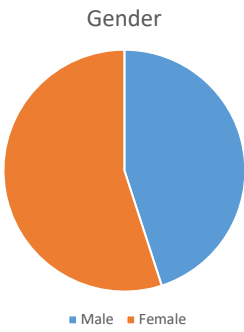
### Change Area 2

- Quality assured our recruitment and selection processes
- Achieved greater clarity about expectations and standards

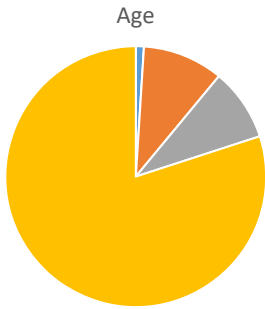
### Change Area 3

- Modelled ED&I best practice in our culture
- Facilitated a stronger, more visible ED&I culture within the broader civil and public service

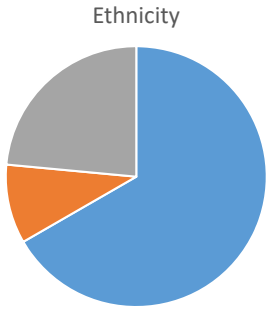
# Diversity 2021 : Appointments



Male Female



31-35 yrs 36 - 45 yrs Did not disclose 45-77 yrs



Irish White International Did not disclose

# Reports



## Public Engagement – increasing access to opportunities



## Public Engagement – increasing access to opportunities



Radio Advertisements



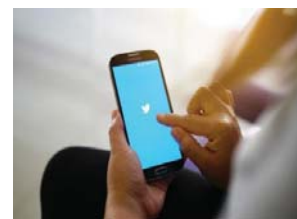
**8,990+**  
Registered  
on StateBoards.ie

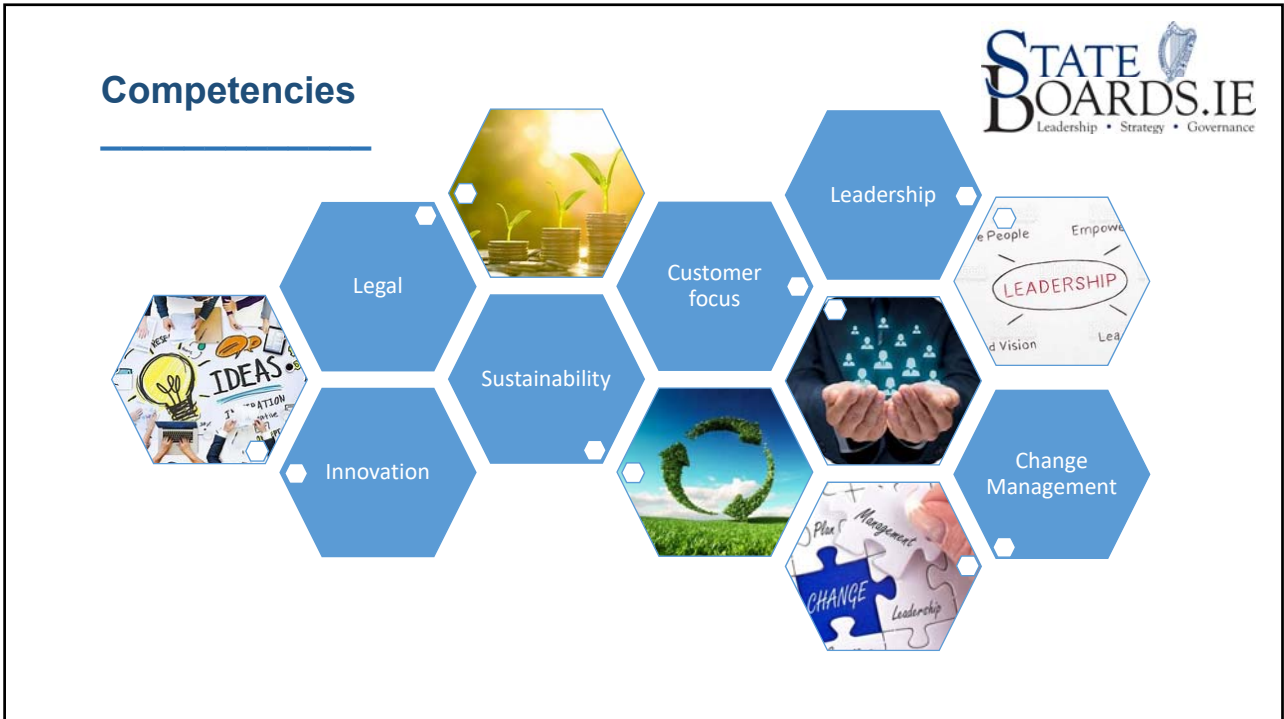


Public awareness meetings  
Athlone, Cork, Galway, Dublin,  
Kilkenny





Conferences & Events







**Breaking the Mould**  
**Bringing new, diverse & quality perspectives to State Boards**

**Qualifications**

- ❑ Bachelors & Masters in electric Engineering MBA

## Diarmuid Corry

Bus Éireann

**Career History**

- ❑ AlarisPro Ilc
  - ❑ Director of International Business Development
- ❑ ACRA Control – Aviation & Aerospace
  - ❑ Vice-President
  - ❑ Co-Founder and Director of Software Engineering
- ❑ BT – Executive Engineer

**Insight**

- ❑ Broke his back in a car accident in Finland – wheel chair user since his mid-20's

**Challenges**

- ❑ Taking more time than expected to adjust to position
- ❑ Complexity of environment – getting up to speed / understanding company / environment

**Strengths**

- ❑ Commercial nous
  - ❑ How are you going to make money
  - ❑ Best return for the Citizen
- ❑ Engineer – interested in data, in facts
  - ❑ Take complex things and make them simple
- ❑ Ask Questions
- ❑ Good Communicator
- ❑ Natural Optimist

**What I love about Boards**

- ❑ Bus Éireann – Fascinating company/ large/ complex/ so much going on/ optimistic about its future
- ❑ Strong level of enjoyment and constant learning experience.




**Fun Fact(s)**

- ❑ Worked as Global brand Manager of Magnum (Unilever's flagship ice cream brand)
- ❑ Enjoys writing; previously wrote a blog for the Huffington Post.

## Jean Callanan

An Bord Iascaigh Mhara

**Career History**

- ❑ Marketing – Unilever across Europe and Latin America
- ❑ Diageo
- ❑ Momenta Hub –Strategy Consultancy
- ❑ Chair - Irish Hospice Foundation

**Qualifications**

- ❑ Degree in History and Politics (UCD)
- ❑ Postgrad Diploma in European Studies from College of Europe, Bruges, Belgium
- ❑ Courses at Colleges including Ashridge, INSEAD and Cambridge University's Centre of Sustainable Leadership

**Strengths**

- ❑ Breath of experience-across a range of sectors, business types and countries
- ❑ Bringing together diverse and International stakeholder teams to collaborate and make things happen
- ❑ Strategic thinking
- ❑ Curiosity

**Expertise**

- ❑ Strategic Thinking which leads to building momentum
- ❑ Supporting others to get strategic clarity
- ❑ Coaching and Teamwork

**Challenges**

- ❑ Thinking I should know all the answers!
- ❑ Imposter Syndrome, but learning to be less judgemental. I do my homework, turn up and do my best!




Leadership • Strategy • Governance



**Reasons for joining a Board**

- ❑ To contribute to broader society
- ❑ Interested in working with different groups & communities,



## Dimitris Karagiorgis

Road Safety Authority

**Career History**

- ❑ Senior Manager Deloitte
- ❑ Treasury Manger – Coca Cola / Vodafone
- ❑ Group Treasury Account – CRH
- ❑ Reporting Account – 02 Ireland
- ❑ Accountant – Trintech / Oracle / Amdocs / Compaq /

**Qualifications**

- ❑ BPP – ACCA Professional Accounting
- ❑ University of Surrey – Business Administration
- ❑ University of Bath – MSc in European Social Policy Analysis

**Strengths**

- ❑ Financial reporting and analysis expertise
- ❑ Seeing Risks & understanding how they can be dealt with
- ❑ Analytic Focus
- ❑ Stakeholder Management & Engagement

**Expertise**

- ❑ Treasury
- ❑ Financial Management
- ❑ Statutory Accounting Reporting

**Challenges**

- ❑ Developing a sense of trust with the rest of the Board
- ❑ Elaboration on one's contribution
- ❑ Respecting other opinions and majority ruling



Leadership • Strategy • Governance



**Expertise**

- ❑ Immigration, Asylum & Employment law
- ❑ Trafficking identification for Labour Exploitation
- ❑ Community Sector

## Virginija Petrauskaite

Workplace Relations Commission

**Career History**

- ❑ Solicitor - Irish Refugee Council Independent Law Centre
- ❑ Strong focus on NGO Sector
- ❑ Migration Rights Centre Ireland
- ❑ KOD Lyons Solicitors
- ❑ Volunteer Advisor - Finance & Employment Committee – Great Care Co-op

**Strengths**

- ❑ Strong knowledge of human rights, immigration & employment laws
- ❑ Presentation skills
- ❑ Client Focused
- ❑ Multilingual (Lithuanian, Russian, English, Polish)

**Challenges**

- ❑ Challenging the narratives
- ❑ Establishing myself in my work

**Qualifications**

- ❑ MA – International Relations DCU
- ❑ Professional Postgraduate Diploma – employment law UCD
- ❑ Certificate – Immigration law & Practice
- ❑ Qualified solicitor with Law Society of Ireland
- ❑ professional fellowship sponsored by the US State Department and Boston College with a focus on juvenile justice

**Why apply for Stateboards?**

- ❑ To increase female representation with migrant backgrounds on Boards
- ❑ Passion for Employment and Protection rights for workers

**Benefits of Stateboards?**

- ❑ Meaningful Contribution to WRC
- ❑ Working with other Organisations & Board Members
- ❑ Professional Growth while working on the Board



## Thinking about a State Board appointment?

- Know your Strengths
- Know the Organisation
- Look at the requirements – where can you 'add value'
- Be selective – what Boards are of real interest to you?
- Tailor your CV – to speak to the specific requirements;
- The letter is important – Clear, concise, use examples;
- Don't presume the board will know you by reputation;
  - Consider the time commitment;
- Believe in yourself, stay true to your values.



[www.stateboards.ie](http://www.stateboards.ie)

The primary portal through which vacancies on State Boards are advertised.

STATE  
BOARDS.IE  
Leadership • Strategy • Governance



