



**ROLE TITLE: Cybersecurity, Critical Infrastructure and Artificial Intelligence Regulation Principal Inspector.**

**Role Purpose: To lead the establishment of a new national oversight function regulating cybersecurity, critical infrastructure resilience and AI in the rail and cableways transport sector.**

This newly created senior role offers a unique opportunity to shape Ireland's implementation of key European regulations (NIS2, CER, AIA) within a technically specialised State body.

|                   |                                   |
|-------------------|-----------------------------------|
| LEVEL:            | Principal Officer                 |
| STATE BODY:       | Commission for Railway Regulation |
| LOCATION:         | Blackrock, Co Dublin.             |
| COMPETITION TYPE: | Open Competition                  |

#### CANDIDATE INFORMATION BOOKLET.

Deadline for Application: **12 noon, Friday 14 November 2025**

Applications submitted after the deadline will not be accepted.

The Commission for Railway Regulation is committed to a policy of equal opportunity.

## About the CRR.

The Commission for Railway Regulation was established on 1st January 2006 under the provisions of the Railway Safety Act (RSA) 2005.

Since it was established, it has been given a range of functions based on both national and European legislation.

The CRR is a small independent State body with sanction for 19 staff. It is headed by the Commissioner and has currently three divisions - Authorisation to Place in Service and Conformity Assessment, Compliance Supervision and Enforcement and Corporate Governance and Regulation.

It has an organisational structure that is designed to facilitate the delivery of its mandates under legislation. It is primarily staffed with technical specialists possessing a very broad knowledge of the heavy and light railway sectors.

The current responsibilities of the CRR under legislation relate to the areas of, heavy rail, light rail, and cableways. In addition, the CRR has functions relating to heritage and industrial railways and velorail.

Subsequent to the new European Regulation on Critical Entity Resilience (CER), the Directive on Network Information Systems (NIS2) and the Artificial Intelligence Act (AIA) and the new functions given to the CRR as a competent authority the CRR is establishing a new division to carry out those functions.

Heavy rail refers to the Iarnród Éireann Infrastructure Manager network and the Railway Undertakings that operate on it. Heavy rail is regulated both through the 2005 Act and EU legislation. Light rail refers to the Dublin light railway and is regulated through the 2005 Act, and cableways are regulated through EU legislation.

The full range of the CRR mandate can be seen at [CRR Annual Report 2024](#)

## Job Description.

### Role Detail and Context.

The Principal Inspector (PI) Cybersecurity, Critical Infrastructure and Artificial Intelligence Regulation (CCIAI) is a new post within the Commission. You will be directly responsible for the establishment, planning and implementation of the new division and its work programme. The division will have two additional staff. The Division will ensure the implementation of the required new procedures to oversee compliance by the rail and cableway sector with the new legislative framework.

This is a key role that requires the development and maintenance of key working relationships with the entities that will be subject to regulation by the CRR for these new requirements, and the broader stakeholder group including other competent authorities.

We are seeking candidates with **extensive experience in overseeing information technology systems and organisational resilience within a regulated environment**, combined with **broad senior management experience**. The successful candidate will demonstrate a **proven ability to lead and manage effectively**, delivering high standards of performance in a **dynamic, challenging, and high-risk environment**.

### Role Purpose.

The Principal Inspector (CCIAI) will provide strategic leadership, direction, and oversight in the establishment of a new division within the Commission for Railway Regulation (CRR) and will be actively involved in regulation under the following newly implemented legislation.

The 2022/2555 Directive setting out measures for a high common level of cybersecurity across the European Union (NIS2 Directive), S.I. 559 of 2024 European Union (Resilience of Critical Entities) Regulations giving effect to the 2022/2557 Directive on the resilience of critical entities (CER Regulations) as they apply to rail and the Artificial Intelligence Act which will give effect to Regulation (EU) 2024/1689 laying down harmonising rules on artificial intelligence (AIA) as it applies to cableways.

This division will have overall responsibility for guidance, supervision, and enforcement in relation to the NIS2, CER in the rail sector and AIA in the cableways sector, ensuring that the CRR continues to operate as a highly capable and professional state body charged with regulating these critical areas.

As a key member of the Senior Management Team, you will contribute to the overall strategic, corporate governance and operational management of the CRR and will have a specific responsibility for the digitisation of the organisation's processes to enhance efficiency, transparency, and regulatory effectiveness in line with the Government digital and IT strategy for Public Services – Connecting Government 2030.

The appointee will also be expected to represent the CRR at national and European levels, engaging with stakeholders and regulatory counterparts to build partnerships, exchange best practices, and ensure that the Commission approach to regulation is in line with other sectors and the approach of other competent authorities.

### Reporting Structure.

The Principal Inspector CCIAI will report directly to the Commissioner.

## Roles and Responsibilities.

### Principal Duties

- The establishment and development of a new division responsible for the legislative oversight of entities in the rail transport sector relating to the requirement of CER, NIS2 and cableways in relation to AIA.
- Active involvement in the supervision and oversight process.
- The development of policy and procedures that govern the functioning of the new division for NIS2, CER, and AIA.
- Ensuring that the Commission has access to the required technical competency across the spectrum of network information systems, organisational resilience and artificial intelligence either directly or through external expertise.
- Managing direct reports including assigning tasks and targets, auditing and reviewing performance, and establishing and programming training and development needs.
- Being an active member of, and working with the senior management team, contributing to the CRR's compliance with a state bodies corporate governance requirements including, strategy development, financial oversight and the development and implementation and policy and procedure and having a specific responsibility for digitisation.
- Maintaining an appropriate level of knowledge of the developing risk trends in railway operations nationally and internationally as they relate to information network systems and resilience.
- Managing the CRR response to NIS2, CER and AI notifications including any necessary post occurrence activity.
- Ensuring CRR policy and procedures, guidelines, documents and processes are developed and reviewed to maintain a high standard and to align with the requirements of the legislative framework.
- Establishing and implementing an appropriate and proportionate oversight strategy including ensuring that the Commission is appropriately equipped to ensure its effective and efficient operation.
- Compiling and managing the development of aspects of the annual report and statement of strategy in their area of responsibility.
- Represent the CRR at relevant national competent authority fora and represent Ireland at relevant EU/International fora as required.
- Within the limits of responsibility and competency, providing support and advice to stakeholders.
- Maintaining appropriate communications with other stakeholders including as necessary, structured meeting programmes
- Other tasks as may be assigned by the Commissioner.

## Competencies and selection criteria.

### Essential

Candidates must demonstrate evidence of the following:

- **Education and Qualifications:**  
A third-level or professional qualification at **Level 9 or higher** on the National Framework of Qualifications in a discipline relevant to the role (e.g. Risk Management, Cybersecurity, Business Information Systems, or a related field).
- **Experience:**  
A minimum of **five years' relevant experience** in cybersecurity governance, risk management, or compliance, including **at least three years in a senior management role** demonstrating strong leadership, operational, and organisational skills.
- **Knowledge and Skills:**
  - Strong understanding (or the proven ability to acquire such understanding) of the **legislative and regulatory environment** in the public sector and the compliance function of the CRR.
  - In-depth knowledge of **cybersecurity regulations, frameworks, and best practices** relevant to critical infrastructure and digital resilience.
  - A proven track record of effective **leadership, team collaboration, and delivery at a senior level** in a complex or high-risk environment.
- **Other Requirements:**
  - Medical fitness for railway access.
  - Possession of a **full, clean Category B driver's licence**.

### Desirable

- Relevant professional certifications, such as **Information Security Manager, Information Security Auditor, CISSP, or Risk and Information Systems Control**.
- Experience in **security audits, risk assessments, compliance reporting, or lead auditing roles in IT/organisational resilience**.
- Proven ability to **work independently** and collaborate effectively across **multidisciplinary teams**.
- Demonstrated commitment to **continuing professional development**, including postgraduate qualifications.
- Understanding of, and experience in, **risk evaluation and assessment in high-risk sectors**.
- Strong **analytical and decision-making skills**, with the ability to assimilate complex data and develop strategies to address key issues impacting railway safety.
- Proven skills in **developing and maintaining stakeholder relationships**, with the ability to influence and network effectively across a broad range of interests.
- Excellent **written, oral, and interpersonal communication skills**.
- Proficiency in **computer applications**, including Microsoft Word, Excel, and PowerPoint.

**\*Please note the Key Competencies for effective performance at Principal Inspector level, at the end of this booklet.\***



## Our commitment to supporting our Staff:

- The Commission is committed to embracing opportunities for blended working, to build a dynamic, agile and responsive organisation while sustaining strong standards of performance and high levels of productivity.
- A healthy work-life balance is important to us and we recognise this by offering a comprehensive range of work-life balance options and a wide variety of special leave options.
- We also provide access to the Cycle to Work Scheme and the Tax Saver Scheme.
- We have a comprehensive staff occupational health and wellbeing programme including an Employee Assistance Programme and health screening.
- We are committed to providing ongoing learning and development opportunities so that you can develop to your full potential. Staff are actively encouraged to pursue further education opportunities.

## Our commitment to Diversity and Inclusion:

- As an equal opportunity employer, we are committed to implement equal opportunities in all our employment policies and procedures.
- The Commission values and welcomes diversity and is committed to creating a truly inclusive workplace. We aim to develop colleagues to enable them to make a full contribution to meeting the Commissions, and to fulfil their own potential on merit.
- We welcome and encourage job applications from candidates of all backgrounds.

## Conditions of Service

### Tenure

Appointment from this competition will be to full-time permanent position at Principal Inspector in the public service following successful completion of an eleven-month probation period.

### Salary

For persons paying Class A rate of PRSI contributions, the scale is as follows:

The salary scale is at Principal scale:

€106,021, €110,520, €114,983, €119,481, €123,275, €127,211<sup>1</sup>, €131,139<sup>2</sup>.

Long service increments may be payable after 3 (LSI-1) and 6 (LSI-2) years satisfactory service at the maximum of the scale.

The starting salary will be at the minimum point of the scale and the rate of remuneration will not be subject to negotiation.

Note: Different pay and conditions may apply if, immediately prior to appointment, the successful candidate is already a serving civil or public servant. The rate of remuneration may be adjusted from time to time in line with government pay policy.

### Probationary Period

On appointment, the appointee will serve an 11 month probationary period. Prior to the end of this probationary period, a decision will be made on substantive appointment to the position.

## Location

This role is based in the Commission's Offices in Blackrock Co Dublin. The role will have a nationwide as well as a European remit which may include foreign travel.

## Blended Working

The Commission has implemented a blended working policy while maintaining our commitment to the delivery of the highest standard of services. Blended working supports effective teamwork, sustains good working relationships, and maintains a sense of belonging. Applications for blended working will be considered under the terms of the blended working policy.

## Hours of Attendance

Hours of duty will be subject to the exigencies of the post but will not be less than 41 hours 15 minutes gross or 35 hours per week Monday to Friday, excluding luncheon intervals. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

## Annual Leave

30 days per annum exclusive of the usual public holidays. This allowance is subject to the usual conditions regarding the granting of annual leave in the public service and is based on a five-day week.

## Application and Selection

### How to Apply

Conscia will be managing all aspects of the recruitment process on behalf of the Commission for Railway Regulation.

All candidates should visit <https://www.consciatalent.com/CRR> which provides the application form for this competition. **Applications received in any format other than the corresponding application form will not be accepted. Therefore, candidates must ensure they use and submit the correct application form.** The CRR expects candidates to complete this application form without the support or use of AI tools as it should reflect the specific relevant personal experience.

Completed application forms should be uploaded at <https://www.consciatalent.com/CRR>

Only applications fully submitted online will be accepted into the campaign.

Candidates should note that canvassing will disqualify their application.

## Closing Date

The closing date for completed applications is Friday 14 November 2025 at 12 noon. Applications will not be accepted after this deadline. Late applications will be ineligible for consideration.

Application must be submitted online at <https://www.consciatalent.com/CRR> to arrive by **12:00 noon on Friday 14 November 2025.**

**Applications will not be accepted after the closing date/time.**

If you do not receive an acknowledgement of receipt of your application within 24 hours of applying, please email: [CRR@consciatalent.com](mailto:CRR@consciatalent.com)

You are advised to check your email on a regular basis as email notifications of updates/ tests/ interviews etc. issued to your address may sometimes be filtered into your Junk/Spam email folders.

You are also advised to check all these folders regularly. The onus is on each applicant to ensure that they are in receipt of all communication from Conscia Limited.

Conscia Limited accepts no responsibility for **communications not accessed or received by an applicant**, or for **applications or correspondence not received by Conscia** due to technical issues, transmission errors, or other factors outside our control. Candidates are advised to ensure that all submissions and communications are successfully transmitted and acknowledged before the closing date.

### Shortlisting

The Commission reserves the right to shortlist applications based on the information supplied in the application form. In the event of a shortlisting exercise being employed, the Review Board will examine the information provided in your application, assess it against the criteria based on the requirements for the position and decide if you will be shortlisted, relative to the other candidates applying for the position.

### Interview

Admission to the interview is conditional on receipt of a completed application form by the required cut-off date. The onus is on all applicants to make themselves available for the interview on the date specified by the Commission and to make whatever arrangements are necessary to ensure that they receive communications sent to them at the address specified on their application form. Interviews will be in person. Interviews will be conducted by an Interview Board set up by the Commission.

First interviews are expected to be held w/c 08 December 2025

The Interview Board will assess the merits of candidates. Only candidates who reach such a standard as the Interview Board consider satisfactory in the interview will be considered for selection. Candidates at interview must demonstrate relevant experience and job-related skills and competencies. A second interview process may be applied based on the outcome of the initial interview.

## Feedback & Review

The Commission for Railway Regulation (CRR) is committed to ensuring a fair, transparent, and objective recruitment process in which all candidates are treated consistently and with respect. Candidates who are not successful at any stage of the selection process may request feedback. Feedback will be provided in line with the principles of fairness, transparency, and merit, and will outline the basis on which decisions were made with reference to the published criteria.

Where a candidate wishes to seek a formal review of any aspect of the process, this may be pursued under the CRR's internal review procedure, which reflects the standards set out in the Code of Practice of the Commission for Public Service Appointments (CPSA). Requests for feedback or review should be made within five working days of notification of the outcome, to the email address provided in the correspondence.

## Deeming of Candidate to be Withdrawn

Candidates who fail to **attend an interview, respond to correspondence, or provide requested documentation within the specified timeframe** will be deemed to have withdrawn from the competition.

In such cases, no further consideration will be given to the application. It is the candidate's responsibility to ensure that contact details are kept up to date and that all communications from the recruitment team are received and acted upon promptly.

## Offer of Appointment

The Commission shall require persons to whom an appointment is offered to indicate their acceptance or rejection of the offer within 10 working days. All appointments are subject to receipt of satisfactory references and candidates will be required to produce documentary evidence of qualifications or experience claimed in their applications.

## Probationary Period

All new employees are required to satisfactorily complete a probationary period of 11 months. In accordance with the 'Terms and Conditions of Employment' in their employment contract employees will be required to serve an initial probationary period. During this period, the employee's performance on the job and potential abilities are evaluated to determine suitability for the position. At the end of this probationary period, a formal assessment will be carried out by the employee's line manager, resulting in a decision on whether the employee has completed their probation satisfactorily.

## Payment Arrangements

Salary will be paid fortnightly in arrears by credit transfer into your nominated bank account. In the event of overpayment, deductions will be made from subsequent salary payments in accordance with agreed procedures.

## Travel and Subsistence

Travel and subsistence expenses properly incurred and vouched in the discharge of your duties shall be paid by the Commission in accordance with the scale applicable to civil servants at a comparable level subject to such conditions as approved from time to time.

## Health

Any person being considered for appointment will be required to undergo a medical examination and must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

## Sick Leave

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the sick leave circulars. Appointees, who will be paying the Class A rate of PRSI, will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts direct to the Commission. Payment of salary during illness will be subject to the appointee making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

## The Organisation of Working Time Act 1997 (As Amended)

The terms of the Organisation of Working Time Act 1997 will apply, where appropriate, to this appointment.

## Superannuation and Retirement

Successful candidates will be offered the appropriate superannuation terms and conditions as prevailing in the public service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie). Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI

## Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension will be subject to abatement in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, (the 2012 Act).

## Pension Accrual

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e., non-Single Scheme) as per the 2012 Act shall apply. The 40-year limit is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

### Declaration

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

### Confidentiality

All enquiries, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone outside those directly involved in the recruitment process.

### Freedom of Information

Candidates can expect that all enquiries, applications and all aspects of the proceedings are treated as strictly confidential subject to the provisions of the Freedom of Information Act, 2014.

### Data protection

The information submitted with an application is used in processing the candidature and subsequent employment (if successful) and such information is held subject to the rights and obligations of the Data Protection Acts.

### Important Notice

The above represents the principal conditions of service and is not intended to be a comprehensive list of all terms and conditions of employment. The employment contract will include the full list of terms and conditions.

Please note that any offer of employment will be conditional upon the individual being legally entitled to live and work in Ireland.

## Key Competencies for effective performance at Principal Inspector level.

Attention of candidates is drawn to the following key competencies.



|                                                      |                                                                                                                                                                                        |
|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Leadership & Strategic Direction                     | Leads the team, setting high standards, tackling any performance problems & facilitating high performance                                                                              |
|                                                      | Facilitates an open exchange of ideas and fosters an atmosphere of open communication                                                                                                  |
|                                                      | Contributes to the shaping of Departmental / Government strategy and policy                                                                                                            |
|                                                      | Develops capability and capacity across the team through effective delegation                                                                                                          |
|                                                      | Develops a culture of learning & development, offering coaching and constructive / supportive feedback                                                                                 |
|                                                      | Leads on preparing for and implementing significant change and reform                                                                                                                  |
|                                                      | Anticipates and responds quickly to developments in the sector/ broader environment                                                                                                    |
|                                                      | Actively collaborates with other Departments, Organisations and Agencies                                                                                                               |
| Judgment & Decision Making                           | Identifies and focuses on core issues when dealing with complex information/ situations                                                                                                |
|                                                      | Assembles facts, manipulates verbal and numerical information and thinks through issues logically                                                                                      |
|                                                      | Sees the relationships between issues and quickly grasp the high level and socio-political implications                                                                                |
|                                                      | Identifies coherent solutions to complex issues                                                                                                                                        |
|                                                      | Takes action, making decisions in a timely manner and having the courage to see them through                                                                                           |
|                                                      | Makes sound and well informed decisions, understanding their impact and implications                                                                                                   |
|                                                      | Strives to effectively balance the sectoral issues, political elements and the citizen impact in all decisions                                                                         |
| Management & Delivery of Results                     | Initiates and takes personal responsibility for delivering results/ services in own area                                                                                               |
|                                                      | Balances strategy and operational detail to meet business needs                                                                                                                        |
|                                                      | Manages multiple agendas and tasks and reallocates resources to manage changes in focus                                                                                                |
|                                                      | Makes optimum use of resources and implements performance measures to deliver on objectives                                                                                            |
|                                                      | Ensures the optimal use of ICT and new delivery models                                                                                                                                 |
|                                                      | Critically reviews projects and activities to ensure their effectiveness and that they meet Organisational requirements                                                                |
|                                                      | Instils the importance of efficiencies, value for money and meeting corporate governance requirements                                                                                  |
| Building Relationships & Communication               | Ensures team are focused and act on Business plans priorities, even when faced with pressure                                                                                           |
|                                                      | Speaks and writes in a clear, articulate and impactful manner                                                                                                                          |
|                                                      | Actively listens, seeking to understand the perspective and position of others                                                                                                         |
|                                                      | Manages and resolves conflicts / disagreements in a positive & constructive manner                                                                                                     |
|                                                      | Works effectively within the political process, recognising & managing tensions arising from different stakeholders perspectives                                                       |
|                                                      | Persuades others; builds consensus, gains co-operation from others to obtain information and accomplish goals                                                                          |
|                                                      | Proactively engages with colleagues at all levels of the organisation and across other Departments// Organisations and builds strong professional networks                             |
| Specialist Knowledge, Expertise and Self Development | Makes opinions known when s/he feels it is right to do so                                                                                                                              |
|                                                      | Develops and maintains skills and expertise across a number of areas that are relevant to his/her field and recognised by people internal and external to the Department/ Organisation |
|                                                      | Keeps up to date with key departmental, sectoral, national and international policies and economic, political and social trends that affect the role                                   |
| Drive & Commitment to Public Service Values          | Maintains a strong focus on self-development, seeking feedback and opportunities for growth                                                                                            |
|                                                      | Consistently strives to perform at a high level                                                                                                                                        |
|                                                      | Demonstrates personal commitment to the role, maintaining determination and persistence while maintain maintains a sense of balance and perspective in relation to work issues         |
|                                                      | Contributes positively to the corporate agenda                                                                                                                                         |
|                                                      | Is personally trustworthy, honest and respectful, delivering on promises and commitments                                                                                               |
|                                                      | Ensures the citizen is at the heart of all services provided                                                                                                                           |
|                                                      | Is resilient, maintaining composure even in adverse or challenging situations                                                                                                          |
|                                                      | Promotes a culture that fosters the highest standards of ethics and integrity                                                                                                          |