



Chief Executive Officer

Role profile



THE BAR
OF IRELAND

The Law Library

BARRA NA hÉIREANN

An Leabharlann Dlí

The Bar of Ireland

The Organisation

The Bar of Ireland is a prestigious institution dedicated to providing comprehensive legal resources and services to support the barrister profession in Ireland. It is the accredited representative body for the independent referral bar and is governed by the Constitution of the General Council of The Bar of Ireland.

The organisation is synonymous with legal excellence, independence and ethical conduct. Our community of approximately 2,100 independent referral barristers embodies these values, providing expert advocacy and legal services across an increasingly broad spectrum of legal domains, jurisdictions and client types.

The executive staff focus on supporting and enhancing our members' practice; providing valued services that enable members of the Law Library to thrive professionally while maintaining the flexibility required to navigate the complexities of technology, regulation and evolving client needs.

Our Mission

- To provide leadership and representation on behalf of members of the independent referral Bar of Ireland.
- To ensure the highest standards of ethical and professional conduct within the profession.
- To deliver valued and quality services for the benefit of members.
- To nurture and protect the cornerstone values of the profession, which include; independence, expertise, integrity and collegiality.

Our Strategic Priorities

Guided by our **FUTUREBAR 2024 - 2027** strategic plan, our priorities include:

- Optimising our members' practice through dedicated supports and use of our resources,
- Facilitating a connected community, both of members but also with the wider social, environmental, economic and political environment we operate within and shape, and,
- Continuing to enhance our members' knowledge development through existing and new approaches.



The Opportunity

Position: Chief Executive Officer [CEO]

Reporting To: The Chair and Council of The Bar of Ireland.

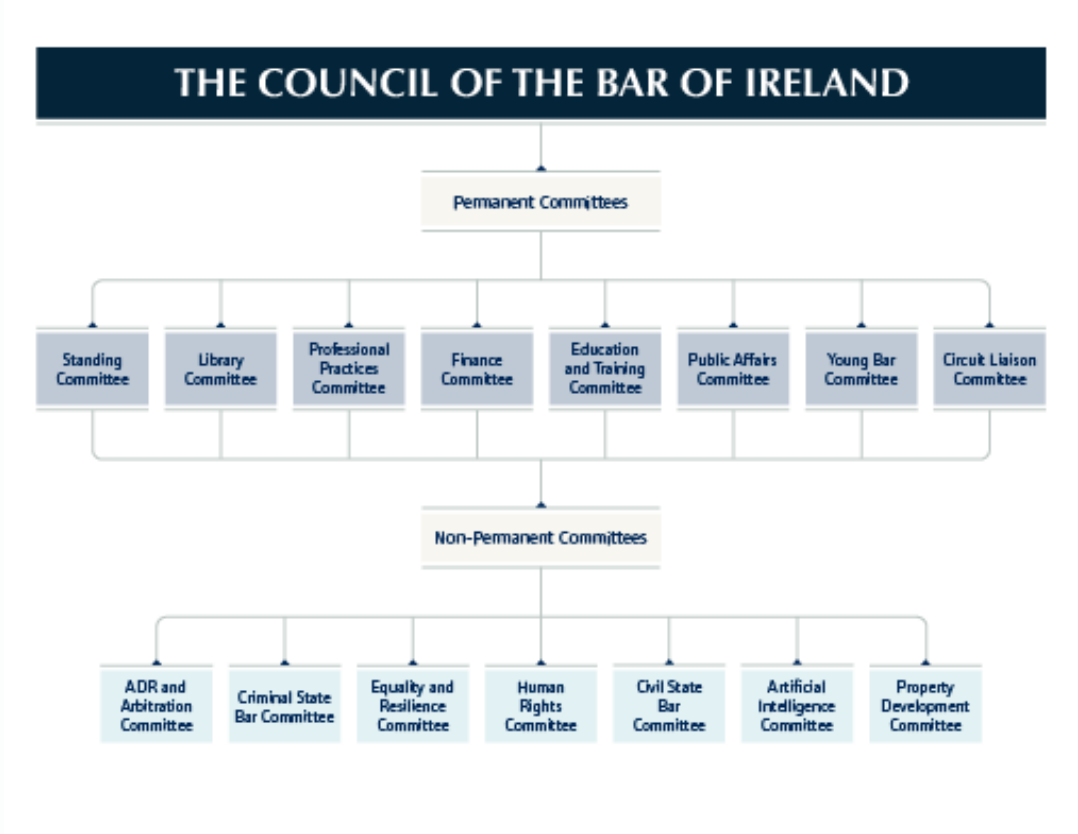
Role Overview:

The CEO will provide dynamic, strategic, and forward-looking leadership to the organisation, ensuring it remains influential, member-focussed, financially sustainable, and future-ready. They will deliver the strategic priorities that are set by the Council, with an ability to represent members’ interests at the highest level. This is a pivotal role for an exceptional leader with a strong understanding of public affairs, governance, organisational strategy, and stakeholder engagement—ideally with experience in the legal or regulated professional services sector. The CEO will play a key role in anticipating and responding to external change – whether political, technological or societal and will position the organisation to lead, not follow, in shaping the future of the legal profession.

The Council:

The Council of The Bar of Ireland is the elected representative body for the independent referral Bar in Ireland and is comprised of 24 members, elected and co-opted from the membership and the Attorney General. The Council has 15 Committees, who report to the Council on a regular basis and each Committee is chaired by a member of the Council. The members of Council, along with committee members, give their time and expertise voluntarily, contributing to the direction and policy of the Bar.

The CEO plays a key role in ensuring that the Council and Committees are kept abreast of all matters affecting the profession.



Understanding the role

The Team:

The CEO has a senior management team of seven with whom they work closely to ensure the organisation consistently achieves the highest standards in delivering services for members:

- Director of Finance & Operations
- Director of ICT
- Director of Regulation
- Director of HR
- Director of Library & Information Services
- Director of Education & Professional Development
- Director of Communications & Public Affairs

Key Responsibilities:

Leading:

- Lead the development and execution of a long-term strategy that reflects the evolving needs of members, legal reform, and public policy landscapes.
- Develop and maintain effective working relationships with all relevant organisations, including the LSRA, the Judiciary, the Courts Service, government bodies, NGOs, and many other organisations and representative bodies.
- Lead, support, and motivate the executive staff, inspiring their commitment to and delivery of the organisation's overarching aims and objectives.
- Provide inspiring leadership to the senior management team.
- Instil a culture of professionalism and inclusion.
- Ensure adherence to the Council's Constitution, rules and regulations.

Strategy:

- Support the Council in the development and implementation of strategic plans that are aligned to the mission, values and evolving needs of members.
- Ensure strategic alignment of internal systems, culture, and capability with the organisation's mission and future operating environment.
- Horizon-scan for emerging risks, policy shifts and societal changes that impact the legal profession, shaping proactive responses.
- Continuously monitor and evaluate the organisation's relevance and value to its members.
- Seek opportunities for innovation to ensure the organisation remains a leading professional body.
- Provide strategic vision to serve the needs of the profession.

Financial Management:

- In conjunction with the Director of Finance & Operations, oversee fiscal activities, including financial planning, management, budgeting, reporting, and auditing, holding responsibility for overall financial performance and health of the organisation.
- Work with the Treasurer and Finance Committee to support short, medium, and long-term financial goals.
- Explore and develop new revenue streams.

Promoting & Representing:

- In collaboration with the Chair and the Council, represent and promote the organisation to government departments, agencies, media, and other organisations.
- Oversee all PR and media communications in conjunction with the Chair, ensuring that the organisation is presented in an appropriate and professional manner.
- Seek opportunities to expand and promote the role of the organisation and members of the Independent Referral Bar consistent with its aims and objectives.
- Strengthen the national and international profile of the organisation as an authoritative and trusted voice.
- Maintain and strengthen relationships with legal bodies, government, and regulatory authorities, nationally and internationally.
- Actively participate in, and keep abreast of, the work of global and European organisations relevant to the profession.

Operations:

- Ensure the effective implementation of the annual operating plan.
- Take overall executive responsibility for all functions across the organisation.
- Ensure the Council has the resources (human, material and financial) to operate as effectively as possible, ensuring financial sustainability, robust risk management and strategic resource allocation.
- Ensure services are delivered to the highest standard within set timescales, targets, and budgets.
- Keep abreast of and provide information and guidance on the transformative impact of new technologies, including generative AI, and ensure the organisation remains at the forefront of digital best practices in membership management, communications, and professional development.
- Align internal operations with long-term strategic priorities and external environmental shifts.
- Ensure the upkeep and strategic development of the significant property portfolio owned and occupied by The Bar of Ireland.

Governance and Compliance:

- Ensure the organisation's governance structure, policies, and procedures are appropriate and effective and advise the Council accordingly.
- Operate as secretary to the Standing Committee and the Council, preparing reports on organisational activities, key matters of interest and initiatives as required.
- Hold responsibility for the implementation of all statutory requirements and the Council's policy on good governance.
- Work with the Chair to ensure that the Council and Committees receive appropriate advice and information on all relevant matters and in relation to their governance responsibilities.
- Ensure all major risks are identified and mitigated.
- Act as the Returning Officer for the annual elections to the Council.

Commitment to Diversity:

- Ensure that all policies and practices reflect the Council's commitment to diversity and inclusion.
- Advocate the provision of services and programmes which are accessible and inclusive to all members.
- Promote the inclusion of diverse perspectives in decision-making processes.
- Lead by example in fostering an inclusive work environment.

Candidate Profile

The Person

- An impressive record in leadership roles, with direct involvement in managing diverse services, ideally those related to the delivery of professional services and/or in a membership organisation.
- Capable of thinking strategically whilst maintaining a pragmatic perspective and political sense.
- A people person with ability to build trust and motivate at all levels of an organisation.
- Influential and persuasive, with outstanding communication skills.
- Agile in ways of working, with adaptability to changing circumstances.
- Outstanding organisational and administration skills

The desired knowledge, skills & experience

Representation and Legal Sector:

- Experience in advocacy, lobbying, and representing professional interests.
- Skilled at developing and maintaining close working relationships, and establishing contacts within government, with regulatory bodies and other key stakeholders.
- Familiarity with the challenges and opportunities within the legal sector, in Ireland and abroad.
- Understanding of the Irish administrative and legislative systems.

Leadership and Operational Excellence:

- Proven experience in leading professional organisations at senior level.
- Strong strategic vision with the ability to connect others to a vision and enthuse them to deliver on it.
- Experience in running the high paced day-to-day operations of a professional body.
- Innate focus on operational excellence, with skills in streamlining processes and continuously striving to improve organisational efficiency.

Communication and Networking:

- Ability to build and maintain relationships with diverse groups, including members, policymakers, and the media.
- Strong influencing and negotiation skills to advocate for members' interests.

Ethical Standards and Integrity:

- High level of integrity, a commitment to building trust and adherence to ethical standards.
- Commitment to the core values and mission of the Council of The Bar of Ireland

Innovation, Problem Solving and Future Readiness:

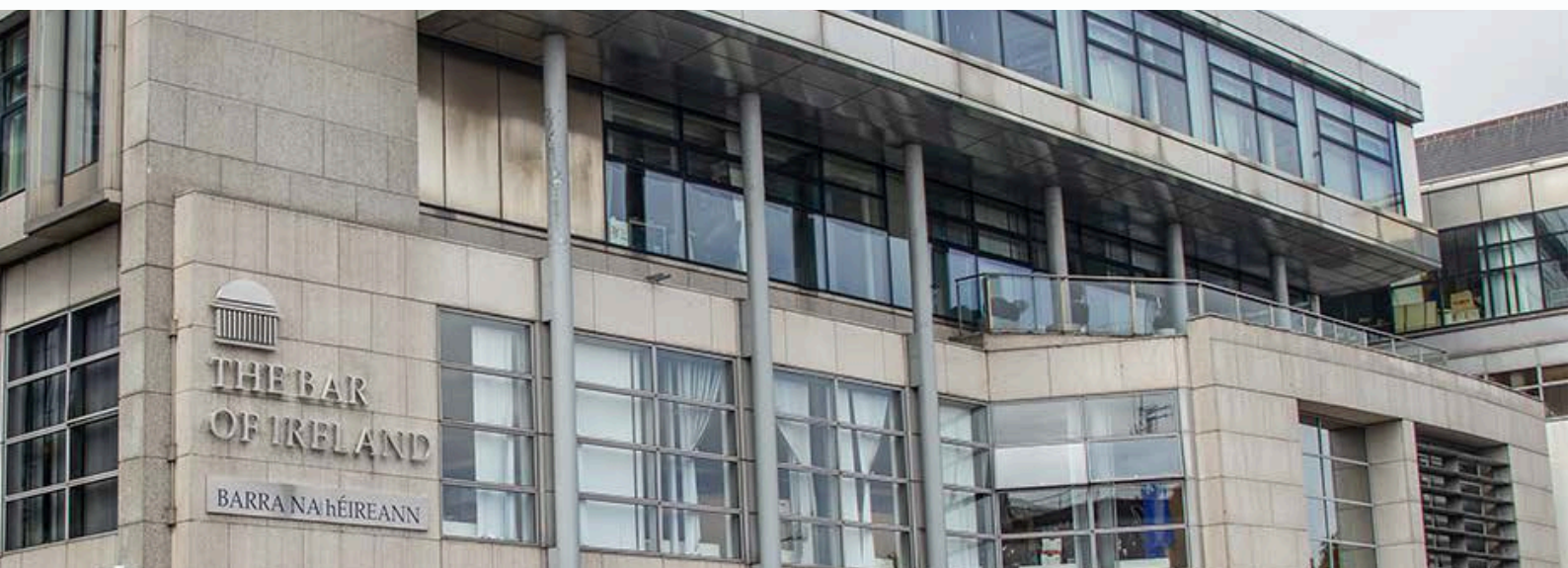
- Ability to identify innovative solutions to develop and improve member services.
- Strong problem-solving skills to address the evolving needs of the Council and its members.
- Proven experience of leading organisational change and fostering a culture of agility and innovation.
- Track record of delivering digital transformation, including strategic technology adoption.

Financial Acumen:

- Proven financial management and budgeting experience.
- Ability to oversee the organisation's financial health and ensure sustainable operations.

Success will be measured by:

- The contribution made in effective executive leadership and in advising and supporting the Chair, the Council and Committees on the development and articulation of policy;
- The rapport developed with, and services provided to, members;
- The extent to which specific plans, policies and initiatives are set, implemented and objectives realised;
- The ability to put forward the views of the Council - the clarity, credibility and influence displayed;
- The manner in which relationships are maintained with national and local bodies, other relevant bodies and individuals;
- The input made in respect of building relationships and in communicating the view of the Council;
- The extent of effective working relations with the media, government, regulatory authorities and public representatives;
- The financial performance of the organisation against budgets and plans; and
- The extent to which they motivate, develop and effectively lead the management and staff.



Benefits

- Competitive Salary
- Holidays - 25 days plus Company Days at Easter and Christmas
- Defined Contribution Pension
- Employee Assistance Programme (EAP)
- Education Support
- Death in Services (DIS)
- Income Protection
- Laya Digital Gym & Wellbeing Studio

How To Apply

ES Talent Management are managing the recruitment process for this role.

Applications should be in the form of a CV sent via the careers site or via the below direct link:

[Apply here](#)

Closing date for receipt of applications is 29th August 2025.

Following initial screening, there will be a three stage interview process, including psychometric testing. References and a medical questionnaire will be required before a final offer is made.





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