



Monaghan Integrated Development
Chief Executive Officer

May 2025

Sigmar
Recruitment





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Introduction to Monaghan Integrated Development

Monaghan Integrated Development CLG (MID) is the local development company for County Monaghan.

Local Development Companies (LDCs) address long-term unemployment, economic marginalisation, and social exclusion through area-based, integrated, bottom up interventions which recognise the interdependence of economic, social, and cultural issues in creating sustainable and inclusive growth and cohesion.

LDCs aim to provide the structure, funding and support for the partnership sectors to work together for the benefit of the area. It is about empowering local communities to sponsor innovative strategies and projects for enterprise, improving employment opportunities, education, training and community development.

MID operates under an ethos based on social equality, being inclusive and being community Led with a belief in building the capacity of people and communities to address their own development needs. This strategic plan sets out our aspirations over the next five years as we strive to implement a range of programmes and initiatives in County Monaghan to create a better place to live and work and make a positive difference in people’s lives. This plan and the actions and commitments within it, provide a roadmap towards our vision, mission and values for the board and staff of Monaghan Integrated Development.

History of Programme Delivery:

1996	Company founded as County Monaghan Partnership	
1996	Local Development Programmes	1996 - 2004
1997	Local Employment Services Network	1997-2022
1999	Job Club	1999-2022
2001	Supported Employment Service	2001 - 2011
2004	Women into Enterprise	2004 - 2005
2005	Disability Advocate – Comhairle	2005-2010
2005	Local Development Social Inclusion Programme (LDSIP)	2005 - 2010
2006	PEACE II – Sustaining Progress	2006 - 2008
2006	Monaghan Volunteer Bureau, now Monaghan Volunteer Centre	Ongoing
2006	LEADER Programme (Jointly with county Cavan)	2006 - 2013
2007	Equality for Women Measure	2007 - 2013
2008	Alignment & Integration Process: Name changed to Monaghan Integrated Development CLG	
2008	Congolese Resettlement Office of the Minister of Integration	2008 - 2009
2009	Rural Development Programme (LEADER)	2009 - 2015
2009	PEACE III - Project Older Persons Project	2009 - 2011
2009	PEACE III - Supporting the Integration of New Communities	2009 – 2015
2010	Local and Community Development Programme	2010 - 2015
2010	European Refugee Fund	2010-2011
2011	Tús Community Work Placement Initiative	Ongoing
2012	Disability Employer Liaisons Officers (2)	2012-2014
2012	International Fund For Ireland Older Persons Project	2012-2013
2015	SICAP (Social Inclusion and Community Activation Programme)	2015 - 2017
2016	LEADER	2014 - 2020
2017	RSS Rural Social Scheme (Monaghan)	Ongoing
2017	PEACE IV – TEAM Project	2017 - 2019
2018	SICAP 2 (Social Inclusion and Community Activation Programme)	2018 - 2022
2018	CAWT CoH-Sync Project	2018 - 2021
2019	Parenting Monaghan	2019 - Present
2019	HSE Section 39	2019 - Present
2020	Innovating Communities (Social Innovation project)	2020 – Present
2020	Dept Children Equality Disability Integration and Youth	2020 - Present
2022	Local Area Employment Service	2022 - 2026



Our Mission & Values

VISION

‘A healthier, greener, inclusive and enterprising Monaghan where people are supported to fulfil their potential’

MISSION

‘To develop Monaghan as a vibrant place where we can *all* prosper and belong’

OUR VALUES

The key values underpinning the MID approach is framed under the seven E’s:

1. **Employment:** We work to enhance employment potential, to unlock financial independence, health, social and civic outcomes for people and communities
2. **Equality:** We believe that all people are equal and are committed to delivering services to all based on fairness and equality of access
3. **Environment:** We care about our County and making Monaghan a more sustainable, healthier and safer place to live, work and visit
4. **Enterprise:** We believe in unlocking the entrepreneurial spirit in County Monaghan to create opportunities for local people
5. **Education:** We believe that through lifelong learning, people can fulfil their potential
6. **Empowerment:** We use community development principles, listening to local people and organisations and responding to the issues that impact on them and their communities
7. **Engagement:** We are committed to engaging others and working collaboratively to deliver positive outcomes in County Monaghan

Strategy

Monaghan Integrated Development's strategic plan for 2023-2028 is designed to create a vibrant and inclusive community in County Monaghan. The plan is structured around five key pillars:

People: Focused on supporting individuals to fulfil their potential through education, employment, and health initiatives. Goals include enhancing employment opportunities, improving health and wellbeing, and fostering a culture of volunteerism.

Stimulating Enterprise & Economic Development: Aimed at developing a strong, sustainable business and social enterprise sector. Objectives include supporting new and existing businesses, promoting self-employment, and maximizing funding opportunities.

Community Development & Animation: Dedicated to empowering the community and voluntary sector, ensuring access to essential services. This includes increasing access to basic services, fostering inclusivity, and building capacity within communities.

Environment & Sustainability: Committed to making positive contributions towards environmental sustainability. Goals involve raising awareness about environmental issues, supporting transitions to sustainable energy, and promoting biodiversity.

Organisational Development: Ensuring MID is a resilient and independent organization at the heart of the community. This includes developing sustainable funding models, enhancing communication channels, and building strong partnerships.

The strategic plan emphasizes collaboration with a wide range of stakeholders, including government departments, statutory bodies, social partners, and community organizations. By aligning with local, regional, and national strategies, MID aims to address socio-economic challenges and leverage opportunities for community growth and development. The plan outlines clear actions and measures of success to ensure effective implementation and positive outcomes for the people of County Monaghan.





The Role (Chief Executive Officer)

Job Title: Chief Executive Officer

Reports to: Chairperson of the Board of Monaghan Integrated Development CLG

Location: Unit 9, Drumillard Business Park, Castleblayney, Co Monaghan

Monaghan Integrated Development CLG (MID) is a long established Local Development Company engaged in the planning and delivery of a range of programmes and initiatives in County Monaghan. We aim to foster economic growth, social inclusion, and environmental sustainability through our work by collaborating with local communities, businesses, and government bodies to create opportunities for development.

The Chief Executive Officer of MID is a very rewarding role, managing a team committed to making a positive difference through the work of this community-based organisation. You will be responsible for existing development programmes, the development of new programmes, the identification and securing of funding for programmes, the execution of the financial, administrative, legal and secretarial functions of the company, all of which will include, inter alia, the following:

- Securing funding from diverse the overall management of the affairs and operation of the company;
- Managing delivery of key programmes through a well established management structure;
- determining and formulating policies, objectives and strategies and providing overall advice and direction to the Board;
- Sources for existing programmes and for new programmes and initiatives;
- Representing and promoting the company at local and national level to various bodies and agencies, to the media and the general public especially at local level;
- Working with local stakeholders to identify and develop new opportunities for the benefit of the county;
- Developing strategic alliances and effective collaborations with appropriate bodies and networks to jointly explore and develop opportunities for the area;
- Set and monitor targets for the company's programmes and ensure effective and efficient delivery;
- Arrange for regular opportunities for conferring with and reporting to board members;
- Review operations and evaluate the performance of the programmes delivered by the company on an ongoing basis;
- Maintain an effective system of staff performance management and development;
- Ensure that the necessary structures and resources are in place to meet the company's current requirements and into the future;
- Provide appropriate and necessary management and financial accounts for the company and ensure company compliance with all statutory procedures and requirements;
- Support board and staff in delivering on the key objectives of the company's strategic plan;
- Undertake other duties and responsibilities as may be required by the board from time to time.



Person Specification

- A relevant third level qualification or equivalent professional qualification and proven developmental, financial, analytical and ICT skills.
- A high level of experience in developing, driving and delivering strategic plans including in rural, community or related fields.
- A thorough understanding of inclusion, local/rural development challenges and
- Be familiar with legislation, national policies and practices in these areas.
- Excellent interpersonal, communications, human resources, and change management skills.
- Excellent leadership, entrepreneurial, commercial and corporate governance skills.
- Will have proven competence in attracting and managing funding from different sources.
- The ability to deliver, prioritise and implement with a strong strategic perspective while being able to effectively manage multiple projects and deadlines.
- The ability to develop, motivate and lead all levels of the organisation and to both work independently and participate as part of a multidisciplinary team.
- Ability to identify and manage conflict and sensitive issues to achieve positive outcomes with confidentiality.
- Excellent written and verbal communication skills.

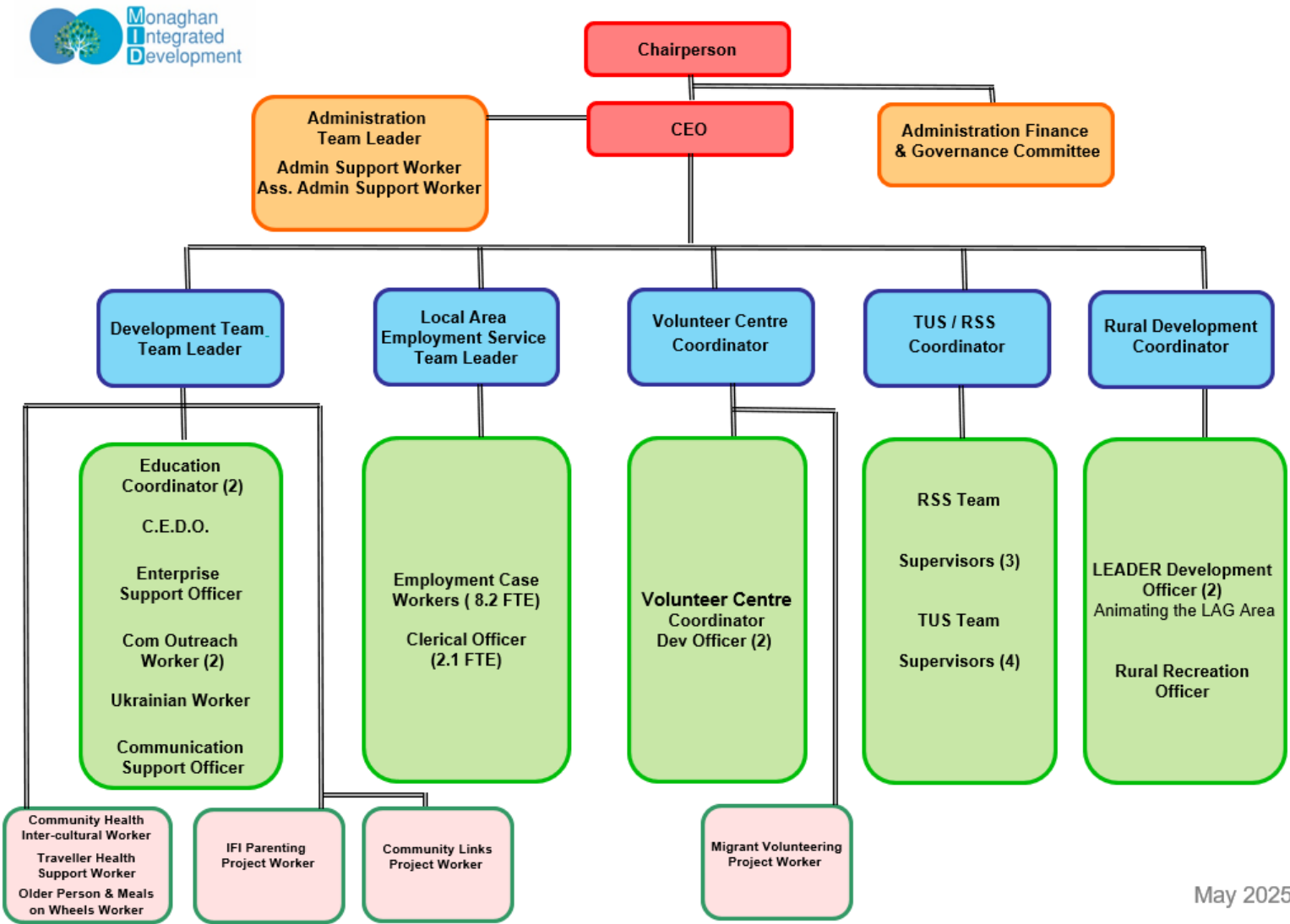
Operational Structure

Monaghan Integrated Development (MID) is dedicated to fostering community growth through a collaborative approach. The structure includes:

- Chairperson:** Supported by the CEO and the Administration Finance & Governance Committee for strategic oversight.
- Administration Team:** Led by the Administration Team Leader, with Admin Support Workers providing essential support.
- Development Team:** Focuses on education, enterprise support, and community outreach, including specialised roles like the Ukrainian Worker and Communication Support Officer.
- Local Area Employment Service Team:** Oversees employment case workers and clerical officers.
- Volunteer Centre:** Managed by the Volunteer Centre Coordinator, promoting community engagement.
- TUS/RSS Coordinator:** Supervises rural social schemes and community projects.
- Rural Development Coordinator:** Leads LEADER Development Officers and the Rural Recreation Officer, driving rural initiatives.

This structure enables MID to address community needs effectively, leveraging specialised roles and collaboration to create a positive impact in Monaghan.

Monaghan Integrated Development - Operational Structure



May 2025



Person Specification

SALARY

Salary for the successful candidate will be commensurate with their qualifications and experience. A salary scale of €86,584 – €122,506 will apply.

Probation period of six months which may be extended for a further period.

Short-listing will apply to the position.

BENEFITS

- Company Pension
- 30 Days Annual Leave
- 3 Additional Long Service Days
- Employee Assistance Scheme

CHARACTER

Each candidate must be of good character.

HEALTH

Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

The continuance of this position is subject to the funding from the Department and terms and conditions and continuance of the programmes.



How to Apply

For a confidential conversation to learn more about the role please contact **Roger Duffy**, rduffy@sigmar.ie

Applications should consist of a full curriculum vitae detailing career and achievements, as well as a covering letter addressing the candidate’s motivation in applying and addressing how they meet the requirements of the role description, key competencies, and person specification.

To apply please send your application in an email to MID@sigmar.ie

The closing date for applications is **12.00 on Friday 6th June local time.**

Monaghan Integrated Development is an equal opportunity employer.

[Data Protection Statement Here](#)



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