



RECRUITMENT PACK FOR CHIEF EXECUTIVE OFFICER (CEO)

Applications by Monday 24 March



Cruit Éireann | Harp Ireland (CÉHI)
www.harpireland.ie

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Recruitment Pack for Chief Executive Officer (CEO)

Cruit Éireann | Harp Ireland (CÉHI)

1. Welcome Message

Dear Candidate,

Thank you for your interest in the position of Chief Executive Officer with Cruit Éireann | Harp Ireland (CÉHI).

This is a unique opportunity to lead a vibrant and ambitious organisation dedicated to the promotion and preservation of Irish harping, Ireland's national instrument, and a vital part of our cultural heritage.

CÉHI is at a pivotal moment in its evolution. As we implement our *Resonance – Bridging Tradition and Tomorrow* strategy, the incoming CEO will play a key role in delivering our vision, consolidating CÉHI's growth, and realising our goal of establishing the World Centre for Irish Harping. Strategy summary available upon request.

We are looking for a dynamic and collaborative leader who is passionate about Irish culture and ready to shape the future of an organisation that connects Ireland's rich harping heritage with its innovative and inclusive future.

Is eagraíocht dhá theangach sinn. Fáilteofar roimh iarratais as Gaeilge. Ceannaire dinimiciúil comhoibríoch atá uainn, a bhfuil páisean aige/aici don chultúr Éireannach chun todhchaí Chruit Éireann a mhúnlú, a nascfaidh oidhreacht shaibhir na cruitireachta lena todhchaí nuálach agus cuimsitheach.

We hope this pack provides you with all the information you need to apply, and we look forward to hearing from you.

Le deá-mhéin,

Aibhlín McCrann, Chair,
Cruit Éireann | Harp Ireland

www.harpireland.ie

2. About Cruit Éireann | Harp Ireland (CÉHI)

Cruit Éireann | Harp Ireland is the national resource and advocacy organisation for the harp in Ireland. Founded in 2016, we celebrate the legacy of the harp as Ireland's national symbol and promote its development in all forms.

Our mission is to support harpers, nurture the harping tradition, and foster innovation while celebrating the harp's rich heritage.

CÉHI operates through a combination of public funding, grants, and partnerships. Sustaining existing funding streams while identifying and growing new revenue sources is essential for the organisation's long-term success.

Key Achievements:

- Secured UNESCO recognition of Irish harping on the List of the Intangible Cultural Heritage of Humanity in 2019.
- Delivered 7 Lá na Cruite | Harp Days, celebrating Irish harping all over the world with more than 100 events held in Ireland in 2024.
- Reached over 7 million people through live events and digital programming.



Future Vision:

Under the ***Resonance – Bridging Tradition and Tomorrow*** strategy, CÉHI will:

- Establish the World Centre for Irish Harping in Dublin.
- Strengthen its organisational infrastructure to ensure long-term sustainability.
- Support the harping community and harping at all levels.
- Create further access to harping and attract new audiences.

3. Role Overview

Reporting to the Chair and Board of Directors, the CEO will lead Cruit Éireann | Harp Ireland, providing strategic, operational, and creative leadership and acting as its primary advocate, representing CÉHI to stakeholders nationally and internationally.

The role involves steering the organisation through a dynamic period of growth and transformation, with a particular focus on delivering the ***Resonance – Bridging Tradition and Tomorrow*** strategy. The CEO will also ensure the organisation's values and mission remain central to all activities, supporting its artistic vision and operational sustainability.

The CEO will have a hands-on role in overseeing the organisation's operations, ensuring effective programme delivery, resource management, and compliance with governance and regulatory requirements. This includes leading on the development and execution of CÉHI's programmes, managing day-to-day operations, and ensuring that funding and partnerships align with strategic priorities.



4. Key Responsibilities

Strategic Leadership

- Provide visionary leadership that promotes the development and appreciation of Irish harping and ensures the organisation's growth and impact.
- Balance strategic vision with hands-on leadership, ensuring alignment between long-term goals and day-to-day operations.
- Drive the implementation of the ***Resonance – Bridging Tradition and Tomorrow*** strategy in collaboration with the Board.

Operational Management

- Lead and manage operational programme delivery, ensuring efficient execution and impact.
- Ensure robust financial oversight, budget management, and compliance with governance and regulatory standards.
- Manage and support a small team of staff and volunteers, fostering a collaborative and high-performing organisational culture.
- Ensure effective financial management, including budgeting, reporting, and resource allocation.

Advocacy and Representation

- Apply very high-level communication skills to engage effectively with diverse stakeholders, including government bodies, cultural organisations, funders, and international partners.
- Act as the primary advocate for the harp, representing CÉHI to government bodies, cultural organisations, funders, and international partners.

Fundraising and Partnerships

- Identify and pursue funding opportunities to secure the organisation's financial sustainability, ensuring growth aligns with strategic goals.
- Strengthen relationships with funders, sponsors, and philanthropic supporters while exploring new income streams to support CÉHI's long-term vision.
- Identify and pursue funding opportunities to secure the organisation's financial sustainability.

Programme Development

- Lead on the implementation of high-quality programming that aligns with CÉHI's mission and strategic goals.
- Ensure the effective planning, delivery, and evaluation of artistic, educational, and outreach programmes.
- Work closely with stakeholders, funders, and partners to develop and sustain impactful programme initiatives.



5. Person Specification

Essential Criteria

- Proven leadership experience in the arts and cultural, non-profit, or other relevant sectors, demonstrating the ability to drive organisational growth and impact.
- Proven ability to manage operational programme delivery, ensuring efficient delivery and impact.
- Strong understanding and appreciation of Irish music, culture, harp traditions, and networks.
- Experience in managing and organisation and supporting its team on one's own initiative, with advice and support from Board as required.
- Demonstrated ability to secure funding and manage budgets effectively, with an appropriate level of skills in financial budgeting and management.
- Excellent communication and advocacy skills with experience managing diverse stakeholder relationships, including presenting to a range of audiences and handling media engagement.
- Excellent IT and digital skills to support internal operations and external communication.

Desirable Criteria

- Familiarity with arts funding mechanisms in Ireland and the EU.
- Experience working with boards or trustees.
- Experience in a successful capital fundraising project.
- Fluency in spoken and written Irish is an advantage.

6. Terms and Conditions

- Salary:** €67,500
- Contract:** Full-time, fixed-term (renewable based on performance and funding).
A 6-month probationary period will apply.
- Location:** Dublin, with national and occasional international travel.
- Benefits:** Pension contribution matching up to 5% of salary.
27 days annual leave plus public holidays.
- Working Hours:** 37.5 hours pw, with flexibility required for evening/weekend events.



7. Application Process

To apply, please submit the following by **Monday 24th March 2025**:

- CV (max 3 pages) with a cover letter addressing the essential criteria, outlining your experience, and your vision for the development of CÉHI.
- Contact details for two referees, who will only be contacted with your permission.

Submission Details

If you have any questions or would like to discuss the role further, please feel free to contact us at recruitment25@harpireland.ie.

Email applications to: recruitment25@harpireland.ie

Subject Line: CÉHI Chief Executive Application

Selection Process

The application process will consist of the following stages:

1. Shortlisting of candidates based on the information contained in their application.
2. A competitive preliminary interview for shortlisted candidates.
3. Completion of an online questionnaire(s) as part of the assessment process.
4. A final competitive interview, which may include a presentation.

8. Recruitment Statement

Cruit Éireann | Harp Ireland is committed to promoting equality, diversity, and inclusion. We encourage applications from candidates of all backgrounds and are dedicated to creating a respectful and welcoming environment.

If you have any accessibility requirements or need any reasonable accommodations during the application or interview process, please let us know so we can support you.

All personal data provided during the recruitment process will be handled in accordance with GDPR regulations and deleted following the conclusion of the process.

Interviews will be conducted in person at CÉHI's offices in Dublin.

