



Director of IT

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 legal community in Ireland. It is the representative body for the barrister profession in Ireland and is governed by the Constitution 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 enhancing our members' practice; providing robust support systems that enable each barrister 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, ensure the highest standards of ethical and professional conduct within the profession and to deliver valued and quality services for the benefit of members.

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



Our Digital Strategy

The operational focus of The Bar of Ireland is guided by the Strategic Plan, FutureBar 2024-2027. Our IT function facilitates our business operations, drives digital transformation and evolution, and enhances the experience of our members in their practice. Cybersecurity and data privacy represent critical factors in the delivery of our IT services.

Key actions for delivery:

- 1.To lead and manage the IT department and staff.
- 2.Expand the functionality of CONNECT [CRM system] to enhance member experience as well as improve efficiencies across the organisation's activities.
- 3.Provide leadership and expertise to members as well as staff in the application of data privacy, cybersecurity, and digital services regulations, to assist with full regulatory compliance.
- 4.Conduct a training needs analysis of our IT Team to ensure that the needs of membership and the implementation of this Strategic Plan can be successfully met.
- 5.Establish an IT and systems resource group, with members and key IT staff, to gain greater member insight into the use of our IT services and assist with future planning.



The Role

The Director of IT ensures the success of the IT Department for members and staff of The Bar of Ireland, the professional body for barristers in Ireland. As a key member of the Senior Management Team (SMT), the IT Director is responsible for the successful delivery of strategic initiatives and objectives.

The Director of IT will understand risk and how to manage it in the context of a large, complex membership organisation. Additionally, they will provide thought leadership and maintain a close working relationship with peers in related organisations.

As a member body, the organisation has a unique service feature insofar as the IT department provides support to over 2,100 members on a 'bring your own device' basis. The service level agreement in place focuses on supporting each member's connection to the lawlibrary.ie suite of services, including but not limited to the internal member management system, library and information services Office365, Wi-Fi and printing services.

What The Role Involves:

- **Operational Stability:** Ensure the operational stability of the suite of systems & services provided by the IT Team across the organisation, including day-to-day operations, application support, BCP readiness, cyber security, data protection, and reporting. Identify vulnerabilities, the need for upgrades, and opportunities for IT service improvement.
- **Team Management:** Manage a skilled team comprising of the Technical Architect, Helpdesk Services Delivery, and Application Support teams to ensure they operate efficiently and are aligned with the delivery of the organisation's strategic objectives.
- **Performance Management:** Meaningfully engages in the performance management of staff – providing in-depth mentoring, coaching and training; encouraging all team members and supporting their growth and contribution.
- **Risk Management:** Support the organisation in overseeing and addressing any key IT Risk, GDPR, AI or Cyber Information Security risk and concerns within operations. Develop and maintain disaster recovery and business continuity plans.
- **Performance and Inclusion:** Contribute to a high-performance environment and foster an inclusive work environment, supporting the vision, values, and business strategy for the team. Maintain the highest standards of security and data protection, keeping up to date with all relevant legislation and regulation. Develop and monitor ICT policies, procedure and governance protocols.

- **Budget and value for money:** Manage the ICT budget, prepare budget proposals as part of the annual budget process, and report periodically on expenditure. Leverage collaborative arrangements to ensure value for money and innovative thinking is applied to service delivery challenges.
- **Project Management and Oversight:** Direct and oversee technology projects related to the implementation of new systems and technologies.
- **ICT Strategic Priority Planning:** Develop and execute a comprehensive digital strategy that aligns with and supports the overarching goals of the organisation. Stay ahead of technological trends by continuously monitoring emerging technologies and proactively identifying opportunities to enhance member services.
- **Advice to Council:** Provide best in class guidance and advice to the Council of The Bar of Ireland on IT, risk management, cyber security, and data protection matters as required.



Person Specification

Essential Criteria:

- Bachelor's Degree in a related field required (or equivalent experience).
- At least 10 years proven experience in senior IT leadership roles within large, complex organisations.
- Significant experience of managing day to day ICT service delivery.
- Experience of working in a complex ICT environment that uses third party suppliers to deliver efficient services.
- Excellent procurement and financial management skills and experience.
- Proven ability to think strategically and align technology with organisation objectives.
- Excellent verbal and written communications skills with the ability to explain and justify technology solutions in business terms.
- Strong understanding of risk management, cyber security, and data protection. CISSP qualification and/or qualified DPO or similar experience an advantage.
- Excellent leadership and people management skills. Ability to work collaboratively with strategic enterprise technology partners.
- Highly organised with excellent planning and organisational skills with a high level of attention to detail.

Our Values:

Professionalism
Accountability
Efficiency
Effectiveness
Transparency





Employee Benefits

- Competitive Salary
- Holidays - 25 Days holiday plus Company Days at Easter and Christmas
- Hybrid working
- Employee Assistance Programme (EAP)
- Education Support
- Defined Contribution Pension
- 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: 13th June 2025

Following initial screening, this will be a two stage interview process, also including psychometric testing. References and a medical questionnaire will be completed before final offer is made.





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