

Expressions of interest for membership of the Audit and Risk Committee of the Policing and Community Safety Authority

Expressions of interest are sought in respect a vacancy on the Audit and Risk Committee (ARC) of the Policing and Community Safety Authority (PCSA).

Background – The Policing and Community Safety Authority

The PCSA was established on 2 April 2025, following the commencement of the Policing, Security and Community Safety Act 2024. The PCSA is an independent, statutory agency responsible for the oversight of An Garda Síochána. The PCSA encompasses the Authority which consists of 9 members including a chairperson and the staff who serve the Authority (the Executive).

The PCSA's role is to oversee and assess in an independent and transparent manner the performance by An Garda Síochána of its function relating to policing services in order to support the effective provision and continuous improvement of such services to the benefit of the safety of the public. Our mission is to hold An Garda Síochána fairly and transparently to account in the interests of all, particularly the most vulnerable.

The objective, functions and powers of the PCSA are described in Section 122 of the [Policing, Security and Community Safety Act 2024](#) and include:

- Determining Policing Priorities for An Garda Síochána, which identify areas that require extra focus or attention to improve the policing service delivered to the public;

- Assessing policing performance against these Priorities, An Garda Síochána's Strategy Statement and Annual Service Plan and the National Strategy for Community Safety;
- Undertaking inspections and make recommendations to improve policing services;
- Engaging extensively with communities and stakeholders to understand and listen to experiences of policing and being policed;
- Promoting professional policing standards (including human rights standards) and the continuous improvement of policing in line with international best practice;
- Promoting public awareness of policing matters through publishing reports, holding events, and undertaking and commissioning research on matters relating to policing;
- Informing and advising the Minister for Justice, Home Affairs and Migration on developments in policing and on best policing practice; and,
- Engaging with the Director of National Office for Community Safety and the Minister for Justice, Home Affairs and Migration on the national strategy for improving community safety.

Further information about the PCSA and its work is available on <http://www.pcsaireland.ie>.

Overview of the Role

Functions of the Committee

The function of the ARC is to oversee the PCSA's control environment; provide independent advice to the Chief Executive¹; and the Authority, supporting them in their responsibilities for issues of risk, internal control and governance. The ARC reviews the comprehensiveness, reliability and integrity of assurances to the PCSA and the Accounting Officer, including the suitability and robustness of the organisation's internal control, internal audit, risk management and governance systems and procedures.

¹ The Chief Executive is the Accounting Officer for the PCSA

Composition of the Committee

The Committee shall comprise at least four members, at least one of which shall be a non-executive Member of the Authority and at least one an independent external member who has skills and experience in the areas of finance, risk management or other specialist skills judged to be of benefit in conducting the business of the Committee.

Frequency and location of meetings

The ARC meets a minimum of four times per annum with additional meetings scheduled as required. ARC meetings take place either at the PCSA's offices at 90 King Street North, Dublin 7 or, in exceptional circumstances, online by Microsoft Teams Meeting.

Role Requirements

Candidates must have significant experience at an appropriately senior level in an organisation in either the private or public sector, and experience of governance and compliance. Those with an interest in the role should:

either have a professional qualification in accountancy/audit and membership of an appropriate professional organisation,

or demonstrate evidence of experience, at an appropriately senior level, of at least two of the following:

- accounting and/or auditing;
- corporate governance;
- finance and risk management, preferably including experience on an audit committee;
- human resources and industrial relations management;
- procurement and compliance and/or change management;
- statutory oversight.

Conflicts of interest

In order to qualify for appointment, a person must not have any conflicts of interest likely to interfere with his/her ability to assume the role of a member of the ARC of the PCSA. Please give careful consideration to the possibility of any potential conflict of interest that may exist and address this in your cover letter. The assessment panel may decide, based on the perceived level of conflict, not to forward your name for consideration.

Confidentiality and Data Protection

Protecting confidentiality is a priority for the PCSA. You can expect, and we guarantee, that all enquiries, applications and all aspects of the selection process are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in the competition process – subject to the provisions of the Freedom of Information Act (2014).

All data will be processed in accordance with the General Data Protection Regulation and relevant Data Protection law.

Remuneration

Remuneration will be paid at a rate of €282.79 per meeting subject to a maximum annual fee of €1,697. The One Person One Salary (OPOS) principle applies and therefore payments can only be made to someone who is not a serving public servant or a non-public servant whose organisations are not largely exchequer funded. Such fees are subject to taxation and is subject to Revenue's Professional Services Withholding Tax (PSWT). Travel and subsistence for attendance at the ARC will be paid in accordance with Department of Public Expenditure, NPD and Reform rates and in accordance with PCSA's travel and subsistence policy.

Application Process

Expressions of interest should be sent, by email, to the Secretary to the Authority, Aoife Clabby: aoife.clabby@pcsaireland.ie. The deadline for submission has been extended to 5pm Thursday 31 July 2025.

Applicants should send a one-page cover letter outlining their interest in, and their suitability to carry out, the role. This should also include relevant career details.

An Assessment Panel ("Panel") will be convened by the PCSA to consider and assess the expressions of interest received. If deemed appropriate the Panel will meet with candidate/s whose expressions of interest are assessed as scoring highest; and/or carry out any other selection method deemed appropriate. The panel will recommend the strongest candidate/s to the Authority who will make the final decision on who to appoint.

Late applications will not be considered.

New members to the Committee will be provided with an induction relevant to the PCSA and its statutory functions.