

Institute  
of Directors  
Ireland

# IoD Ireland Board Recruitment

Delivering Boardroom Excellence  
Through Board Recruitment



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# Foreword

## Building Exceptional Boards Through Strategic Recruitment.

The board of directors sits at the pinnacle of the governance system in any organisation. While a board can have well-structured agendas, procedures, and terms of reference, the true effectiveness of a board depends on having the right mix of skills, experience, and leadership.

Securing the right independent non-executive directors (INEDs) and chairpersons is critical to ensuring strong governance, building trust with management and key stakeholders, and fostering positive board dynamics. An effective board, led by a capable chair, leverages its collective strength, engages critically with information, and proactively addresses a broad range of strategic topics.

Selecting the right board members is one of the most important decisions an organisation can make. The right board recruitment partner can help identify individuals who bring fresh perspectives, sound judgement, and the leadership necessary to navigate complex challenges and opportunities.

For over 30 years, we have been trusted by businesses across Ireland to source and recommend INEDs and chairpersons who bring the leadership, governance expertise, and fresh perspectives necessary to drive sustainable growth.

This brochure outlines how IoD Ireland can support your board by delivering bespoke, confidential, and effective board recruitment solutions.

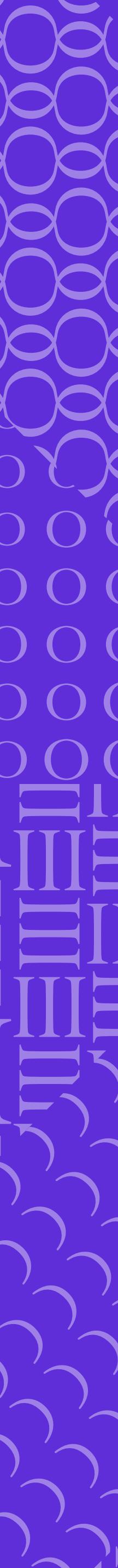
If you are ready to take the next step in strengthening your board, we would be delighted to discuss how our Board Recruitment Service can support you.

**Caroline Spillane CDir**  
**Chief Executive Officer**  
**Institute of Directors Ireland**



**“IoD Ireland’s Board Recruitment service was instrumental in the success of Kefron’s recent Independent Non-Executive Director (INED) appointment. We sought diverse, strategic leaders aligned with our values and future ambitions, and IoD delivered an outstanding shortlist. The calibre of candidates – each bringing exceptional expertise and fresh perspectives – far exceeded our expectations. By understanding our strategy, culture, and governance needs, IoD Ireland proved a trusted partner in securing top-tier INED talent.”**

Paul Kearns CDdir, CEO, Kefron

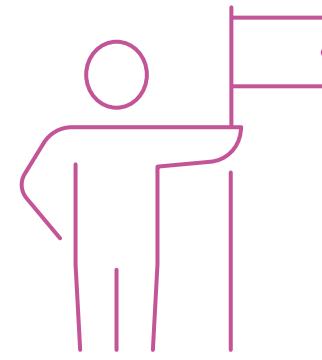


# Why Choose IoD Ireland for Board Recruitment?

## Strengthening Boards Together.

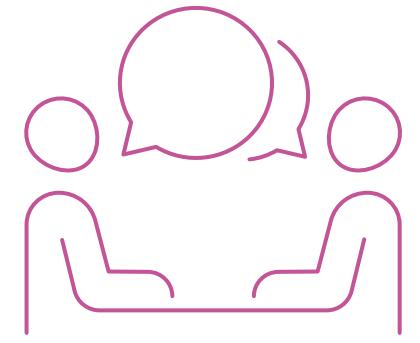
Selecting the right board members is critical to strengthening governance, shaping strategy, and securing long-term success. IoD Ireland's Board Recruitment service taps into our extensive network of skilled and experienced IoD members. This connects your organisation with top-tier independent directors and chairs who bring integrity, insight, and industry knowledge.

# Why choose IoD Ireland for Board Recruitment?



## Exceptional Boardroom Leaders

Our service identifies and recommends highly qualified IoD members who are expert independent directors and chairpersons, ensuring your board has the leadership, governance expertise and strategic insight needed to navigate today's complex landscape and advance your organisation's ambitions.



## Confidential, Trusted Board Recruitment

Your privacy is paramount. Whether you are a company or a candidate, our process is handled with the utmost discretion, guaranteeing confidentiality throughout the recruitment journey.



## End-to-End Recruitment Support

Our senior leadership team offers comprehensive support at every stage:

- Initial consultation and role specification
- Candidate longlisting and shortlisting
- Interview coordination
- Remuneration guidance
- Aftercare and ongoing support

We ensure a seamless and successful appointment process tailored to your organisation's needs.

## Our Expertise & Track Record

With over three decades of experience, IoD Ireland understands the nuances of board recruitment. We work with public and private companies, family businesses, and organisations undergoing transformation to deliver directors who bring fresh perspectives, independent thinking, and leadership expertise tailored to your specific board composition needs.

## Every Role of Your Board

We recruit for a wide variety of board roles, including:

- Non-Executive Chairs
- Independent Directors
- Board Advisors
- Committee Chairs
- Committee Members

Our expertise covers all positions critical to enhancing governance, oversight, and growth.

# Our Board Recruitment Process

Trusted, Strategic, Confidential.

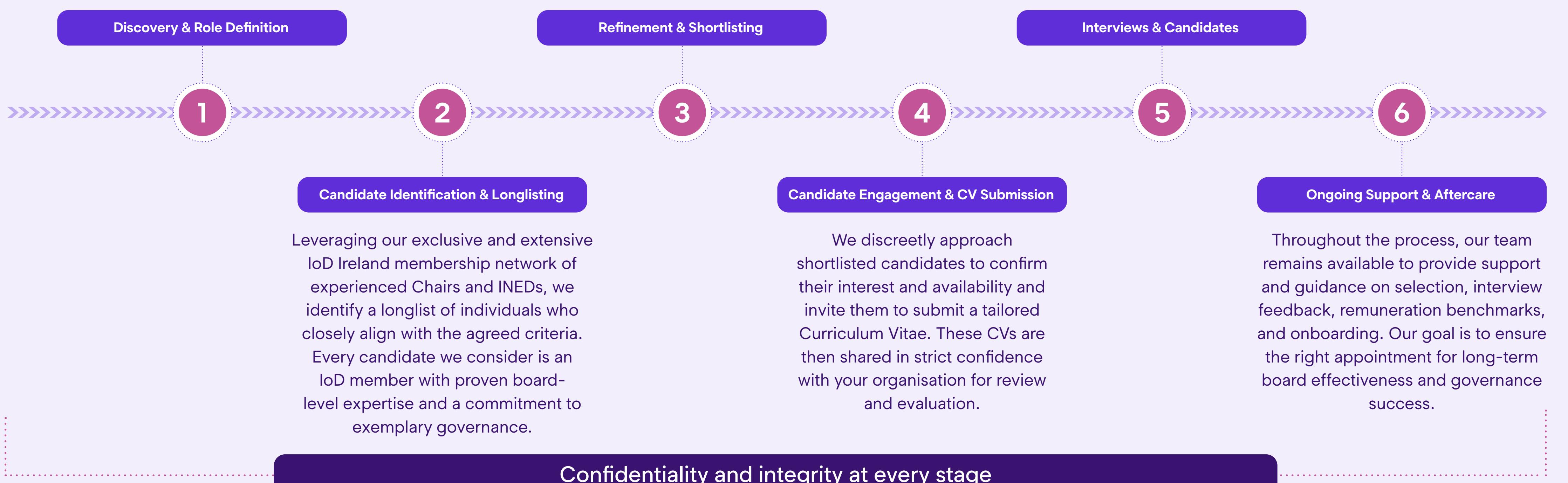
At IoD Ireland, our Board Recruitment service is designed to deliver a seamless, strategic, and highly confidential process that connects your organisation with exceptional Independent Non-Executive Directors (INEDs), Chairpersons, and Board Committee Members. As your trusted partner, we work closely with you at every stage to ensure the appointment enhances your board's effectiveness and aligns with your governance priorities.

# Our Board Recruitment Process

We begin every engagement with an in-depth consultation to understand your organisation's strategic objectives, culture, and board requirements. Through this collaborative process, we define the ideal candidate profile, including the desired skills, experience, and personal qualities.

Working in close consultation with your team, we refine the longlist to develop a high-quality shortlist of candidates. This collaborative step ensures alignment between your expectations and the calibre of individuals presented for consideration.

We coordinate all interview logistics. We encourage clients to meet preferred candidates more than once to ensure alignment not only on experience and capability, but also on interpersonal chemistry - an essential ingredient for effective board dynamics.



**“The communication was clear, professional and consistent from start to finish. IoD Ireland delivered an outstanding pool of candidates, enabling us to appoint the ideal person for our board. Their expertise made the entire process seamless and highly effective.”**

Niall Harrington CDir, Director & Country Manager, BNY Pershing



# Board Recruitment Across Diverse Sectors

Our reach spans multiple industries.



Agriculture & Food



Healthcare



Real Estate



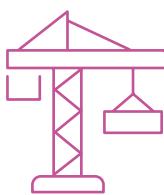
Consumer Goods



Non-Profit & Charity



Retail Services



Construction,  
Energy & Engineering



Pharmaceuticals



Technology &  
Telecommunications



Financial Services



Public Sector &  
Government



Transportation

# Strengthening Boards Beyond Recruitment

**We partner with boards to go beyond board recruitment, offering a suite of value-add services that strengthen board composition, performance, and long-term effectiveness. We can support you with the following key areas:**

## **Board Skills Matrix Development**

We can support boards in developing a tailored Skills Matrix to map current expertise and diversity, helping to identify gaps aligned with strategic priorities and future needs. We also assist in helping craft clear Role Definitions and Person Specifications to ensure alignment between required skills, board culture, and expectations for NEDs, Chairs, and committee roles.

## **Interview Design & Support**

We can provide structured interview question banks and scoring frameworks to ensure a consistent, objective, and effective candidate evaluation process.

## **Board Induction Planning**

We can support boards with customised board induction planning to ensure new members contribute effectively from the start.

## **Remuneration Benchmarking**

We can offer market insights to help establish fair and competitive remuneration for board roles. This ensures your compensation packages are aligned with market standards and attract top talent.

## **Ongoing Board Effectiveness Services**

Our Board Evaluation service can support your board with your broader evaluation cycles, ensuring continuous alignment with strategic goals. We also offer annual support for board and committee performance to help maintain high standards and address emerging challenges proactively.

# Find Out More

We understand that every board is different. Our Board Recruitment service is tailored, confidential, and designed to meet the unique needs of each client.

To learn more about how IoD Ireland can support your board recruitment needs, please contact a member of our team.

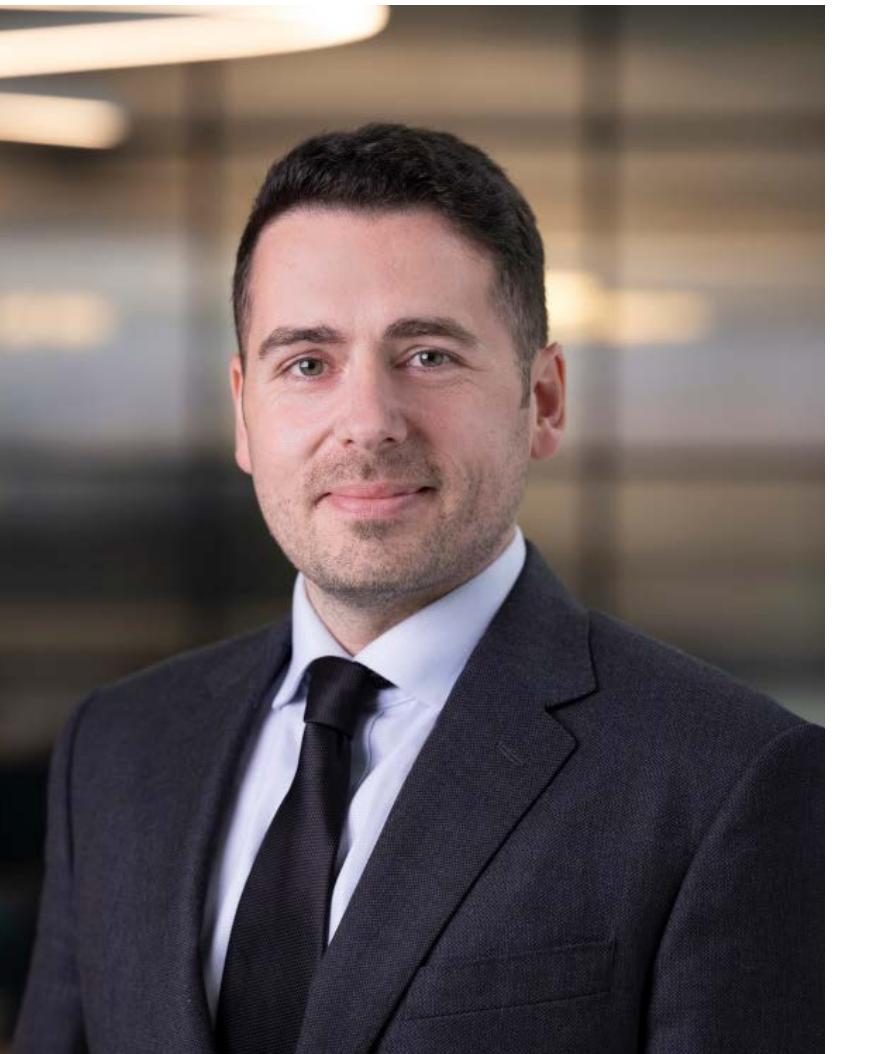
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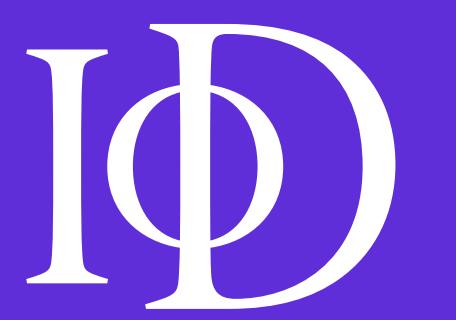
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**“As a leading financial services firm, we turned to IoD Ireland to appoint a highly qualified Independent Non-Executive Director. Their bespoke, strategic approach and unrivalled network delivered exceptional candidates. We would highly recommend IoD Ireland to any organisation looking to strengthen its board.”**

Sheila Duignan, Chair, GVS Prepaid (Europe) Ltd



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