

IMMA

ÁRAS NUA-EALAÍNE
NA hÉIREANN
IRISH MUSEUM OF
MODERN ART

BRIEF FOR THE POSITION OF

FINANCIAL CONTROLLER, IRISH MUSEUM OF MODERN ART

Candidate Brief | 2026



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Installation view, IMMA galleries

ABOUT IMMA

The Irish Museum of Modern Art is Ireland's leading national institution for modern and contemporary art.

IMMA is far more than a traditional museum.

As Ireland's national cultural institution for modern and contemporary art, IMMA manages a dynamic and diverse operation that extends well beyond its gallery walls.

Our activities include:

- The National Collection of Modern and Contemporary Art
- Major international exhibitions and artist commissions
- Large-scale outdoor artworks and public engagement programmes
- Concerts, festivals and live performances
- Commercial events and venue hire activities
- National and international cultural partnerships
- Education, research and community engagement initiatives
- Stewardship of one of Ireland's most significant historic and cultural campuses

This diversity creates a uniquely broad and interesting finance leadership opportunity encompassing public funding, commercial income streams, procurement, governance, capital projects, visitor services, events management and strategic organisational development.



Exhibition view, IMMA galleries

A WORKPLACE LIKE NO OTHER

Set within the historic Royal Hospital Kilmainham, IMMA occupies a remarkable **48-acre campus** just minutes from Dublin city centre.

Combining heritage architecture, landscaped gardens, meadows and open green spaces, IMMA makes an important contribution to Ireland's cultural life and offers an environment that is both inspiring and accessible. Whether travelling by public transport, car, bicycle or on foot, employees benefit from a central location with extensive on-site amenities and a setting that supports wellbeing and work-life balance.

Employees enjoy:

- A central Dublin 8 location
- Excellent public transport connectivity
- Free on-site parking
- Generous Annual Leave
- Flexible working arrangements
- Work Life Balance
- Employee Wellbeing Supports
- Extensive campus walking routes and green spaces
- A collaborative and purpose-driven workplace culture



The 48-acre IMMA campus at the Royal Hospital Kilmainham

THE OPPORTUNITY

Overview

Reporting to the Chief Operating Officer, the Financial Controller will lead and continuously develop IMMA's finance function while acting as a trusted strategic adviser to the Chief Operating Officer, Director, Senior Management Team, Board and Finance, Audit & Risk Committee.

As a member of the Senior Management Team, the Financial Controller will play a central role in shaping organisational strategy, supporting executive decision-making and ensuring the effective stewardship of public resources.

The successful candidate will provide leadership across financial management, governance, procurement, compliance, reporting and business planning while helping to shape the future direction of the organisation.

The role combines strategic influence with operational leadership and will suit a finance professional who enjoys partnering with senior stakeholders, leading high-performing teams and driving organisational improvement.

Why This Role?

This is more than a Financial Controller position. It is an opportunity to:

- Influence decision-making at the highest levels of a nationally significant organisation.
- Lead a critical business function as a member of the Senior Management Team.
- Apply commercial finance expertise within a complex and dynamic environment.
- Make a meaningful contribution to Ireland's cultural life.
- Enjoy a rewarding career with strong public service values, excellent benefits and long-term stability.
- Work in one of Ireland's most distinctive workplaces, on a 48-acre campus in the heart of Dublin.



Drawing workshop in the galleries

KEY RESPONSIBILITIES

Strategic Financial Leadership

- Provide strategic financial advice and insight to support organisational decision-making.
- Contribute to the development and implementation of IMMA's strategic and business plans.
- Support effective governance, risk management and organisational performance.
- Promote financial sustainability, accountability and value for money.

Financial Planning & Performance

- Lead annual budgeting, forecasting and business planning processes.
- Deliver robust financial analysis and performance reporting.
- Monitor financial performance and advise on emerging risks and opportunities.
- Support effective resource allocation and long-term financial sustainability.

Financial Management & Control

- Ensure robust financial controls, policies and governance frameworks are maintained and continuously improved.
- Oversee treasury, payroll, pensions, taxation and cashflow management activities.
- Ensure compliance with relevant accounting standards and financial regulations.
- Lead the management of grant funding, restricted funds and capital expenditure programmes.

Financial Reporting

- Ensure accurate and timely preparation of monthly management accounts and financial reports.
- Lead the preparation of annual statutory financial statements and compliance returns.
- Manage relationships with external auditors and relevant stakeholders.
- Provide high-quality financial information to the Board and Finance, Audit & Risk Committee.

Procurement, Governance & Compliance

- Act as IMMA's Head of Procurement.
- Ensure compliance with public procurement legislation, policy and best practice.
- Support governance, compliance and assurance requirements across the organisation.
- Provide procurement and financial governance reporting as required.

Leadership & Continuous Improvement

- Lead, motivate and develop a high-performing Finance Team.
- Foster a culture of collaboration, accountability and continuous improvement.
- Drive the continued development of finance systems, reporting capabilities and business processes.
- Champion digital transformation and innovation within the finance function.



IMMA's Study

ABOUT YOU

We are seeking an experienced and commercially minded finance leader who combines strong technical expertise with strategic thinking, sound judgement and excellent stakeholder-management skills.

You will be a qualified accountant with a proven track record of operating successfully in a senior finance leadership role and influencing decision-making at executive level.

KEY CRITERIA WILL INCLUDE:

Essential Requirements

- Membership of a recognised professional accountancy body (ACA, ACCA, CIMA, CPA or equivalent).
- Significant post qualification experience in a senior finance leadership role.
- Experience in budgeting, forecasting, financial reporting and financial control.
- Experience leading and developing teams.
- Strong understanding of governance, audit, risk management and internal control frameworks.
- Excellent analytical, communication and influencing skills.
- Experience presenting financial information to Boards, Committees or executive leadership teams.
- Demonstrated ability to build effective working relationships with senior stakeholders.

Desirable Requirements

- Experience in the public, semi-state, cultural or not-for-profit sectors.
- Knowledge of public procurement regulations and governance frameworks.
- Experience managing grant funding and compliance reporting.
- Experience leading finance transformation, systems implementation or process improvement initiatives.

Applications are welcomed from candidates across the private, public and not-for-profit sectors.



Audience in the Courtyard at an IMMA festival

SUCCESS IN THE ROLE

Success in the role will be demonstrated through:

- Delivery of accurate, timely and insightful management accounts, financial reports and analyses.
- Achievement of annual budgeting, forecasting and financial planning objectives.
- Timely completion of statutory financial statements, compliance returns and regulatory reporting requirements.
- Positive outcomes from internal and external audits, with recommendations implemented within agreed timelines.
- Effective financial governance, risk management and compliance with public sector financial and procurement requirements.
- Strong financial stewardship and resource management supporting the achievement of organisational strategic objectives.
- Effective oversight and reporting of grant funding, restricted funds and capital expenditure programmes.
- High-quality financial advice and support provided to the Board, Finance, Audit & Risk Committee, Director and Senior Management Team.
- Successful leadership, engagement, development and performance of the Finance Team.
- Continuous improvement of financial systems, controls, processes and digital reporting capabilities.
- Effective management of procurement activities, ensuring compliance, value for money and governance requirements.
- Maintenance of strong stakeholder relationships with auditors, funding bodies, government departments and external service providers.



Earth Rising festival panel in the Chapel, Royal Hospital Kilmainham

SALARY AND BENEFITS

Salary Scale

€83,113 – €103,576 per annum

(Assistant Principal Officer Salary Scale)

In line with public sector pay policy, candidates appointed from outside the public service will commence on the **first point of the salary scale**. Annual salary increments apply up to point 6 of scale, followed by 2 Long service points, subject to satisfactory performance, enabling progression through the scale each year.

For experienced finance professionals seeking greater strategic influence, meaningful work and long-term career stability, this role presents an outstanding leadership opportunity.

Benefits

In addition to salary, IMMA offers:

- Membership of the Public Service Pension Scheme
- Annual salary increments, subject to normal public service provisions
- 30 days annual leave plus public holidays for AP level
- Access to a range of public service leave schemes
- Hybrid / blended working arrangements, subject to organisational requirements
- Part time and other flexible working arrangements considered in line with organisational needs and relevant policies
- Professional development opportunities
- Employee Assistance Programme
- On-site parking
- Secure cycle parking facilities
- A unique city-centre working environment unlike any other in Ireland

JOIN US

If you are an ambitious finance leader seeking a role that offers strategic influence, professional challenge, purpose and impact, we would be delighted to hear from you.

Join IMMA and help shape the future of one of Ireland's leading cultural institutions.

How to Apply

[Application method, contact details and closing date to be confirmed]



The formal gardens, IMMA



IMMA

Irish Museum of Modern Art
Royal Hospital Kilmainham, Dublin 8

*IMAGE Brian O'Doherty / Patrick Ireland / The doors to
good and evil and the windows to heaven-Christina's world /
Rope Drawing #124 / March 2015 / Collection Irish Museum
of Modern Art / Collection of the artist / 2015*