



Candidate Information Booklet

Job Title:	Chief Information Officer
Location:	Dublin City Centre
Contract:	Full-Time/Permanent
Responsible To:	Chief Executive Officer

Osborne are delighted to be partnering with Tuath Housing in the recruitment of their **Chief Information Officer**. For details of the position and information on how to apply please see details below.

The Organisation

Tuath Housing is a not-for-profit Approved Housing Body, providing long-term, safe, quality Cost Rental and social housing. The organisation currently manages over 16,000 homes, catering to the housing needs of some 40,000 people, and is active in every county throughout Ireland. With a proven track record spanning nearly 25 years, Tuath Housing has established itself as a trusted partner in addressing Ireland's housing needs. Governed by a volunteer Board of Directors with extensive professional expertise, Tuath Housing adheres to the highest standards of governance and regulatory compliance. For more information, visit www.tuathhousing.ie

Why Join Tuath?

Tuath Housing is an award-winning Approved Housing Body committed to making a real difference in people's lives. With significant planned growth and an ambitious strategy for the years ahead, this is a unique opportunity to shape the future of the organisation, its people, and the communities we serve. We offer a supportive environment where innovation, collaboration and development are encouraged and valued.

Tuath is committed to embedding environmental, social and governance (ESG) considerations into every aspect of the business, and to implementing a business plan that emphasises social responsibility throughout our operations. We strongly believe in the importance and value of working in partnership with our many stakeholders to deliver more homes to more people, creating communities across the country. By tracking Tuath's ESG achievements, we can lead the way in making the affordable housing sector in Ireland more sustainable; and by having a positive environmental and social impact Tuath will also deliver better results to our residents, our employees, and the wider community.

Role Overview

The Chief Information Officer (CIO) will lead the strategic direction, development, and delivery of all IT and digital services across the housing association. As a pivotal member of the senior leadership team, the CIO will develop and execute robust IT strategies, ensuring alignment with our mission to deliver exceptional housing services and sustainable communities throughout Ireland.

Key Responsibilities

Strategic Leadership:

- Develop and execute a forward-looking IT strategy aligned with the organisation's mission to provide safe, affordable housing.

- Continuously refine the organisation's strategic technology roadmap to support future growth and regulatory compliance.
- Champion digital transformation initiatives that improve tenant engagement, operational efficiency, and data-driven decision-making.

Technology Governance:

- Oversee IT governance, cybersecurity, data protection, and compliance with regulatory standards including GDPR and housing sector regulations.
- Lead the development of robust IT policies and procedures.
- Provide regular cyber risk and compliance reports to the CEO, Board, and the Approved Housing Bodies' Regulatory Authority (ABHRA), highlighting threat trends, incidents, and mitigation progress.

Infrastructure & Systems:

- Manage the organisation's IT infrastructure and business application systems, including housing management systems, CRM platforms, finance systems, and mobile workforce technologies.
- Ensure high availability, scalability, and security of all systems.
- Champion continuous improvement for efficiency, accuracy of all systems.
- Drive adoption of collaboration tools and technologies to empower staff productivity and internal communication.
- Identify opportunities to digitise, automate and optimise business processes to enhance operational efficiency and service delivery.
- Promote a culture of data-driven decision-making across the organisation.

Team Leadership:

- Lead and develop the IT team, fostering a culture of innovation, collaboration, and continuous improvement.
- Build strong relationships with internal departments and external technology partners.
- Oversee training and professional development to ensure skillsets meet future technological needs.

- Oversee IT budgets, ensuring cost-effective technology investments and vendor contracts.

Stakeholder & Vendor Management:

- Build and maintain strategic relationships with key technology partners and vendors.
- Represent the organisation's technology interests in external forums, partnerships, and government bodies.
- Communicate effectively with Tuath Board, stakeholders, ensuring transparency and alignment.

Qualifications & Experience

- Proven experience in a senior IT leadership role, ideally within housing, public sector, or non-profit environments.
- Strong understanding of housing management systems and regulatory frameworks in Ireland.
- Strong understanding of cybersecurity, data governance, and GDPR compliance.
- Demonstrable expertise in leading IT infrastructure, enterprise architecture, cloud technologies (particularly Microsoft 365, Azure, Dynamics), and modern digital platforms.
- Excellent communication, stakeholder engagement, and project management skills.
- A successful track record in influencing executive teams and delivering IT strategies that support business objectives.
- Excellent interpersonal, negotiation and influencing skills with a high level of emotional intelligence.
- Relevant qualifications (Bachelor's or Master's) in Information Technology, Computer Science,

Desirable Attributes

- Passion for social impact and improving lives through technology.
- Strategic thinker with hands-on technical expertise.
- Collaborative leader who can influence at all levels.
- Experience in the housing, public, non-profit or related sectors.
- Knowledge of the regulatory landscape for Approved Housing Bodies

Application

Before you proceed you should satisfy yourself that you meet the qualifications & relevant experience criteria for the post as set out in this booklet.

How to apply:

- Please provide a tailored CV highlighting specific details of relevant experience operating at senior leadership level via the link provided at <https://osborne.ie/jobs/47217-chief-information-officer-cio/>
- All CVs must be submitted in Word format. For security reasons, files sent by email as links to documents in shared cloud-based servers will not be accepted.

Closing Date

Deadline for application: Please note latest receipt for applications is **Wednesday 7thth January at 3pm.**

Any applications received after the closing date and time will not be considered.

Selection Process

The Selection Process may include the following:

Candidates will be shortlisted based on information contained within their application. Shortlisted candidates will be contacted by Osborne recruitment in relation to attending an interview. During any short-listing exercise that may be employed, a board will examine the applications and assess them against pre-determined criteria based on the requirements of the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience within the application based on the competencies set out in this information booklet.

Osborne Recruitment and Tuath Housing are not responsible for any expenses incurred by candidates.

The selection process may include:

- Shortlisting of applications
- A competitive interview based on the essential and desirable criteria as set out in this booklet.
- Presentation to the selection panel
- Any other test or assessment as deemed appropriate including psychometric assessment.

A second or final interview may be required, candidates will be informed following completion of the first round of interviews.

Anticipated Interview Dates:

It is expected 1st round interviews will take place during week commencing 26th January 2026

If invited for interview, the onus is on each applicant to make themselves available on the date(s) specified.

Applications will be reviewed and shortlisted on the merit, skills and experience detailed in the documentation supplied, regardless of gender, age, sexual orientation, civil status, family status, religion, disability, race or membership of the Traveller community.

Reasonable Accommodation:

Any candidate requiring any accommodation for interview or other elements of the selection process should notify Elaine.scilley@osborne.ie so that appropriate arrangements can be made. All information disclosed will be kept confidential.