



Role: Security Operations Lead
Area: Business Services
Sub-Area: Facilities
Location: Cork/Dublin
Salary: Competitive
Duration: Permanent **Ref:** GNI931

Gas Networks Ireland operates and maintains Ireland's €3bn, 14,725km national gas network, which is considered one of the safest and most modern renewables-ready gas networks in the world.

Almost 725,000 Irish homes and businesses trust Ireland's gas network to provide efficient and reliable energy to meet their heating, cooking, manufacturing and transport needs.

The gas network is the cornerstone of Ireland's energy system, securely supplying more than 30% of Ireland's total energy and over 40% of the country's electricity generation.

Gas Networks Ireland is aiming to deliver a repurposed, resized and fully decarbonised gas network by 2045. Its "Pathway to a Net Zero Carbon Network" envisions transforming the existing gas network into two separate systems carrying 100% renewable gas, one dedicated to biomethane and the other to green hydrogen, with the potential to carry approximately 30% biomethane and 70% green hydrogen, as well as offering significant long term energy export opportunities.

Gas Networks is an organisation with a very strong legacy and a culture founded on pride in our purpose, to keep Ireland's energy moving, and commitment to our vision, to be at the heart of Ireland's energy future. Our organisational values demonstrate what is important across the organisation including building on our experience across our organisation to build towards our sustainable future, doing what's right for each other and for the people and communities that we serve and finally energised for the change of our future towards a renewable energy landscape. Throughout your career in Gas Networks Ireland, you will be part of an organisation that has a strong commitment to supporting and developing our workforce today and into the future. You will also have an opportunity to get involved in our ambitious iBelong programme ensuring a diverse, equitable and inclusive environment for us all to thrive. Finally, our Time to Talk Mental Health programme and our wellbeing initiatives ensure we provide support across many areas as you work in our organisation.

The corporate and physical security environment has evolved significantly over the past few years, necessitating the expansion of Gas Networks Ireland's security capabilities. Rising activism targeting energy organisations, critical infrastructure threats, geopolitical conflicts, and new regulatory requirements have created a complex security and risk landscape. In response, Gas Networks Ireland is establishing a centralised security team within the Facilities group to comprehensively address these challenges.

The Role:

Reporting to the Gas Networks Ireland Security Manager, the Security Operations Lead will be responsible for delivering highly effective day-to-day security operations management services for Gas Networks Ireland. The role will oversee the day-to-day coordination of physical and corporate security across the organisations eight Corporate sites and approximately two hundred Operational Sites. This position plays a crucial role in ensuring the security and safety of Gas Networks Ireland's assets, personnel and reputation.

Duties and Responsibilities:

Operational Security Management

- Manage security of corporate offices and Operational Sites across Republic of Ireland, Scotland, Northern Ireland, and the Isle of Man, including Manned Security Services and Remote monitoring of sites.
- Lead security incident investigation including root cause analysis and recommendations for improvement to security systems and procedures.
- Manage the security operations team to ensure the security team is resourced sufficiently to mitigate the associated security risks to the business.
- Manage the Gas Networks Ireland Security Operations Centre (SOC) providing remote monitoring of security systems for all corporate and operational sites.
- Develop and communicate service performance metrics.
- Manage Access Control for all Corporate and Operational sites.
- Manage the security for all Corporate Events.

Compliance

- Develop, standardise, and implement Security Policies, Procedures to ensure compliance with the Critical Entities resilience directive and other relevant legislation
- Manage security operations in compliance with GNI's HSQ standards, supporting risk assessments and incident investigations.
- Provide governance over the inspection and auditing of each individual site for compliance with the Functional Specification of Requirements (FSR) for each site.
- Engage with and support the Data Protection and Information Security teams to ensure compliance with GDPR and related standards and policies for all security systems.

Risk Management

- Lead the Security Risk Assessment Program, including regular assessments of corporate and operational sites, and executive-level personal risk evaluations.

- Maintain and update the facilities and security risk register and internal controls, integrating findings into business continuity and disaster recovery planning.
- Develop and implement risk mitigation strategies to protect personnel, assets, and operations from evolving threats.
- Deliver and oversee penetration testing and risk training programs, ensuring continuous improvement in risk awareness and preparedness.

Stakeholder Engagement

- Manage vendor relationships and contracts, including the National Security Framework for guarding and event security services.
- Collaborate with regional operational teams (ROI, NI, Scotland, IOM) to align security services with business needs.
- Liaise with law enforcement, government agencies, and external partners on risk and incident response.
- Lead security awareness and training programs for staff, contractors, and third parties.
- Support crisis management, business continuity, and sustainability initiatives across the organisation.

Budget Management

- Develop and report on the annual OPEX budget for Security Operations.
- Collaborate with the Security Manager and the Security Infrastructure lead, to develop the Price Control Submission for Gas Networks Ireland Security function.

The role requires flexibility to extend working hours and the possibility of being a member of the on-call rota.

Other duties as maybe assigned from time to time depending on the business need.

Knowledge, Skills and Experience:

- Relevant Third level qualification in Security/Risk Management, Engineering, or equivalent.
- A minimum of five years' experience in Security Management, preferably in a critical infrastructure environment, and the ability to make decisions under pressure.
- Strong knowledge of best practices in Security Operations & Maintenance methodologies, along with a deep knowledge of relevant statutory and (QHSE) Quality, Health, Safety and Environment regulations.
- Proven experience developing and implementing strategies, policies, and procedures with the ability to propose and execute effective solutions.
- Demonstrated expertise in identifying, assessing, reporting, and mitigating security risks across complex environments.

- Proven experience managing and leading both direct security staff and third-party contractors, ensuring alignment with organisational goals and service standards.
- Experience in Financial Budgeting and Contract Management.
- Strong analytical thinking with excellent problem-solving abilities and attention to detail, including staying current with best practices and identifying improvement opportunities.
- Exceptional relationship-building skills with the ability to gain commitment from others to accomplish work goals
- Excellent communication and interpersonal skills.

Work Requirements

- Based in Dublin/Cork/Limerick/Galway with regular travel to Gas Networks Ireland sites across Ireland, Northern Ireland, Scotland, and the Isle of Man.
- Flexibility to work extended hours when required, especially during critical project phases or security incidents.
- On call support required, especially during crisis management
- May require occasional international travel for conferences, training, or vendor meetings.
- Full Driver's Licence.

Applications, including current Curriculum Vitae, should be emailed to the following address stating the job title and reference number in the subject line of your email:
recruit@gasnetworks.ie

The closing date for receipt of applications for this vacancy is the
31st of July 2025.

Please note that applications submitted after this closing date will not be accepted.

Gas Networks Ireland is an equal opportunities employer

We are committed to providing a diverse and inclusive place of work and have a robust strategy and framework called ibelong to enable this. We are an equal opportunity employer and through our recruitment process we welcome and encourage applications from interested and suitably qualified individuals regardless of gender, age, racial or ethnic origin, membership of the traveller community, religion or beliefs, family or civil status, sexual orientation/gender identity or disability.