



Role: Resilience & Continuity Lead
Area: Business Services
Sub-Area: Change & Continuous Improvement
Location: Cork/Dublin (Hybrid)
Salary: Competitive
Duration: 2-year Fixed Term
Ref: GNI955

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 Role:

The Change and Continuous Improvement (CI) team within GNI Business Services, is responsible for driving and supporting business change, process management and continuous improvement across the organisation.

We are seeking an experienced and strategically minded professional to join our Business Process Team as a Resilience and Continuity Lead. This role is critical to supporting GNI's delivery of business continuity responsibilities under the Critical Entities Resilience Directive

ensuring that the organisation can prevent, respond to and recover from operational disruptions, including cyber incidents and critical infrastructure threats. This role is also key in supporting compliance with NIS2 Directive, ensuring robust management of risks to our critical processes, and business continuity across GNI. Reporting to the Business Process Manager, the successful candidate will support the development and maintenance of business continuity plans and coordination of a number of continuity exercises as well as being involved in resilience planning activities, incident management, and crises exercises*

Duties and Responsibilities:

- Work with all GNI business functions in the continued development, implementation and maintenance of business continuity plans, whilst ensuring compliance with all regulatory standards, including NIS2 Directive and the CER Directive.
- Facilitate review of all departmental Business Impact Analyses (BIA) to determine the time sensitive or critical processes and resources that support them.
- Facilitate an annual review of GNI's critical process list and categorisation.
- Lead regular BIA and Risk Assessments to identify potential threats and vulnerabilities across all critical processes.
- Facilitate the design and testing of recovery strategies, plans and business continuity management protocols.
- Coordinate GNI Incident management response during Business Continuity (BC) disruptions and act as liaison to management teams and senior leadership
- Maintain readiness of Incident management teams and ensure effective communication protocols
- Support the design and implementation of Incident Response Plans in collaboration with IT, Cyber and Facilities
- Plan and co-ordinate the annual BC testing schedule and coordinate regular continuity testing including tabletop, simulation, live recovery
- Develop post mortem analysis reports and integrate lessons learned into revised Business Continuity plans post exercise or post incident
- Organise and deliver BC training and awareness sessions to ensure that all GNI staff and stakeholders are aware of and understand their role within the Business Continuity Management System (BCMS).
- Facilitate the collation of material pertaining to BC to support GNI's audit function or Commission for Regulation of Utilities (CRU) inspection teams.
- Coordinate initiatives with Business Continuity System champions across the organisation, including department/unit coordinators.
- Ensure business continuity plans and systems such as the Digital Vault are managed and maintained
- Work closely with the risk management team to ensure coordination between teams on risk management, response and prioritisation
- Perform other duties and support the wider Process and Improvement team as required.

Knowledge, Skills and Experience:

- Demonstrated expertise in risk assessment, business impact analysis and the development of mitigation strategies an advantage.
- Business Continuity management experience and knowledge of the ISO 22301 standard an advantage
- Proven ability to lead and influence change and to clearly articulate messages to a variety of audiences, both technical and non-technical
- Demonstrable ability to exercise strong judgment in analysing, appraising, evaluating and solving problems of a complex procedural, organisational, administrative or technical nature.
- Proven track record of cross functional collaboration, and strong negotiation and interpersonal skills
- Strong analytical skills and understanding of business operations.
- Excellent communication and presentation skills
- Stakeholder management both internal and external
- Relevant third level qualification or equivalent experience in a related field.

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 8th September 2025.

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

The enduring organisation structure for this role and other resilience activities is under review.

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.