



Role: Commercial Manager
Area: Assets & Infrastructure
Sub-Area: Portfolio Office
Location: Dublin/Cork
Salary: Competitive
Duration: Permanent **Ref:** GNI956

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.

Gas Networks Ireland is now seeking to appoint a Commercial Manager.

The Role:

The Portfolio Office function within Gas Networks Ireland is responsible for providing strategic direction and oversight for the delivery of all capital and operational work within the organisation, enabling it to make key decisions that will optimise the overall delivery of GNI's portfolio of work. The portfolio office provides support and oversight in the areas of Portfolio Planning and Governance, Assurance and Programme Management, Delivery Enablement, Connections Coordination, Land Management and Statutory Consents, and Commercial Management; whilst also acting as the gate keeper and critical interface between potential investment programmes and commercial opportunities; and the core departments responsible for the delivery, operation and maintenance of GNI's assets.

Reporting to the Head of Portfolio Office, the Commercial Manager will be accountable for the commercial strategy and management of all aspects of the capital investment portfolio, for ensuring appropriate frameworks and contracts are in place to support the delivery of the approved investment plan, for monitoring performance of the frameworks, ensuring value for money is obtained and appropriate estimates are in place across the investment plan, assuring commercial compliance and ensuring appropriate commercial behaviours exist with the supply chain partners.

This senior role demands a strategic and hands on leader with deep knowledge and experience of commercial strategies, estimation, framework/contract management, commercial management, cost control and supply chain relationship management.

Duties and Responsibilities:

- Lead and direct all commercial activities for the investment programme including estimation, cost intelligence, commercial strategy and management, value management, risk and contingency management, framework/contract administration and the management of commercial and contractual risks.
- Ensuring that appropriate levels of commercial governance and control are implemented within the delivery portfolio, to ensure delivery requirements are met.
- Maintaining relationships with supply chain partners and delivery teams to ensure efficient and effective project/programme planning and delivery.
- Risk analysis through the identification, assessment and mitigation of commercial risks across the portfolio. Lead the identification and mitigation of commercial and contractual risks in project/programme performance, focusing on minimising delays and cost overruns.
- Leading commercial negotiations with supply chain partners to secure favourable terms for Gas Networks Ireland.
- Supporting the GNI Supply Chain Team in procurement and tender management processes for infrastructure delivery frameworks and contracts.
- Development and implementation of processes and procedures with the Delivery Enablement team to ensure appropriate commercial controls, SOPs, etc. are in place.
- Develop and roll out an enhanced estimation capability for portfolio, programme and project costs supporting the planning and delivery of the capital portfolio.
- Lead a cost intelligence and cost management capability across the capital portfolio to ensure we are controlling costs, enhance value and maintain high commercial standards across the capital portfolio.
- Lead the resolution of contract performance issues that arise during the normal operation of GNI's key strategic frameworks/contracts acting as an escalation point as required. Implement continuous improvement initiatives in respect of contract performance & governance across the lifecycle and ensuring all "lessons learned" are embedded in a timely manner.
- Provide commercial leadership and oversight for project/programme delivery teams. Supporting the scoping, definition, negotiation and approval of project level agreements (calls for contract etc.).
- Support the development and implementation of integrated reporting, data-driven analytics, and commercial dashboards, enhancing real-time visibility and decision-making capability for senior management.
- Ensure compliance with commercial and contract governance and assurance frameworks by embedding robust commercial controls, transparency in reporting, and proactive risk management practices across all portfolio/commercial activities.

- Provide visible leadership for your team, coaching and developing them to achieve their full potential and deliver business objectives, promoting collaboration and highlighting the behaviours that are expected from everyone in the team.
- Lead and manage a process to develop capability within the commercial team, identifying and addressing capability and capacity gaps through targeted training, mentoring, and resource planning aligned to future organisational needs.
- Foster a culture of continuous across the team by incorporating industry best practices, comparator analysis insights, and lessons learned, ensuring ongoing evolution towards industry best practices.
- Perform other such duties that may be required from time to time.

Knowledge, Skills and Experience:

- Relevant third level degree or equivalent accredited experience in Engineering / Business / Finance / Quantity Surveying or a related discipline.
- Minimum 10 years post qualification experience in a related role working in a large scale, complex utility.
- Demonstrated experience of managing a team with accountability for effective contract, stakeholder and risk management.
- Deep understanding of commercial governance, regulatory compliance, and assurance frameworks.
- Expertise in developing and managing commercial performance metrics and dashboards.
- Experience in strategic contracting models, ideally with knowledge of collaborative contracting arrangements.
- Proven capability to develop and embed effective commercial management practices and to drive strategic commercial decision-making.
- Expert-level skills in negotiating, drafting, administering, and managing high-value, complex framework contracts.
- Ability to identify, assess, quantify, and mitigate commercial and contractual risks, ensuring robust risk control measures.
- Strong analytical skills for cost estimation, budget management, financial reporting, and performance tracking.
- Excellent interpersonal skills, capable of building and maintaining strong relationships across internal departments, external suppliers, and contractors.
- Advanced negotiation capabilities, effectively achieving beneficial commercial terms while maintaining positive relationships with suppliers and contractors.
- Demonstrated experience in managing large teams, fostering talent, enabling collaboration, and promoting a culture of high performance.
- Ability to shape and influence strategic commercial frameworks aligned with long-term investment plans.
- Competent in handling complex contractual disputes and variations, acting as a senior escalation point for resolving issues.
- Exceptional communication skills, able to clearly convey complex commercial information to senior management, teams, and external stakeholders.
- Ability to promote and reinforce a culture of safety compliance across GNI and its supply chain.

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
10th of September 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.

GNI will only hold your data for as long as necessary. By providing a CV to GNI you are agreeing for GNI to process this information about you. If you have any question about how GNI processes your data please see our Privacy Notice. If you have further questions, you can contact us at dataprotection@gasnetworks.ie