Role: Head of Internal Audit
Area: Finance
Sub-Area: Internal Audit
Location: Cork/Dublin (Hybrid)
Grade: B (€94,242 - €141,362)
Duration: Permanent
Ref: GNI134
Closing date: 31st July 2026

Gas Networks Ireland operates and maintains Ireland's €3 billion, 14,758km national gas network, supplying reliable energy to more than 720,000 homes and businesses. The network delivers more than 30% of the country's total energy and 40% of its electricity generation.

We are dedicated to achieving net zero and advancing the energy transition through integrated planning and collaboration with the energy industry. To realise our vision and to be at the heart of Ireland's energy future, we are committed to transforming our network to achieve net zero carbon emissions onboarding biomethane and green hydrogen.

We have a proud legacy, and our values guide how we work every day - drawing on our experience, doing what's right for each other and our communities, and staying energised for the change ahead.

When you join Gas Networks Ireland, you become part of an organisation that invests in its people. We are committed to supporting your growth and wellbeing in a workplace where everyone can contribute and thrive.

If your application is successful, your starting salary will be determined within the pay range based on your skills and experience. The market reference point (midpoint) of the range typically represents the higher end of the initial offer and reflects a level at which an individual is considered fully proficient in the role. This structure also allows scope for ongoing salary progression as the employee continues to gain experience and develop in the position.

To apply, email your application, including your CV, to recruit@gasnetworks.ie, quoting the job title and reference number in the subject line

The Role:

The Head of Internal Audit leads the internal audit function and provides independent, objective assurance and advisory services designed to add value and improve the organisation's operations. The role supports the Board and its Audit and Risk Committee by evaluating the effectiveness of governance, risk management and internal controls, and by promoting a strong culture of accountability, ethics and continuous improvement.

The Head of Internal Audit has a functional reporting line to the Chair of the Audit and Risk Committee (and, through it, the Board) and an administrative reporting line to the Chief Financial Officer. The role requires direct and unrestricted access to senior management and the Board and operates in accordance with the Global Internal Audit Standards ("IIA") of the Institute of Internal Auditors.

Duties and Responsibilities:

- Maintain the Internal Audit Charter and ensure it aligns with best practice and the requirements of the IIA Standards.
- Develop and maintain risk-based annual Internal Audit Plans that are aligned to the organisation's strategy, risk profile and key priorities.
- Lead the delivery of the annual audit plan, including assurance and advisory engagements across financial, operational, regulatory, ICT/cyber, programme, and third-party risks, as appropriate to the organisation.
- Communicate audit results clearly and constructively to management and to the Audit and Risk Committee/Board, highlighting themes, root causes, and the adequacy of corrective actions.
- Maintain an effective audit issue 'tracking and follow-up process', providing assurance to the Audit and Risk Committee on the timely implementation of agreed actions.
- Coordinate assurance activity with other functions (e.g., Risk, Compliance, Quality, H&S, Data Protection) and liaise effectively with External Audit to support an integrated assurance approach.
- Lead the development and implementation of an effective Internal Audit Strategy to ensure that the function continues to operate in line with best practice, IIA Standards and the Code of Practice for the Governance of State Bodies.
- Provide independent advice on governance, risk and control implications of strategic initiatives and major programmes, while also maintaining the independence of the internal audit function.
- Lead and develop the internal audit team, ensuring appropriate skills, resourcing, performance management and professional development.
- Support the organisation's fraud risk management arrangements through evaluation of controls, thematic reviews and (where mandated) investigation support, while maintaining appropriate separation of duties.
- Build effective relationships with the Board, the Audit and Risk Committee, the Executive, senior leaders and key stakeholders, communicating complex matters clearly and influencing for improved outcomes.
- Ensure the independence of internal audit is preserved and that any threats to independence or objectivity are identified, managed and escalated to the Audit and Risk Committee/Board as required.

Knowledge, Skills and Experience:

Essential

- A relevant professional qualification (e.g. ACA/ACCA/CIMA/CIA or equivalent) and significant post-qualification experience in internal audit, external audit, risk, or assurance.
- Demonstrated senior leadership experience, including managing teams and/or co-sourced providers and delivering a risk-based audit plan.
- Strong knowledge of corporate governance, risk management and internal control frameworks, and an ability to apply professional internal audit standards in practice.
- Proven ability to communicate clearly with Board and Audit and Risk Committee members, and to produce high-quality reports and presentations.
- Excellent analytical, judgement and problem-solving skills, with the ability to identify root causes and pragmatic, value-adding recommendations.
- Strong stakeholder management and influencing skills, with the confidence to challenge constructively and maintain independence.
- A strong track record of delivery, planning and prioritisation, with an ability to manage multiple engagements and deadlines in a complex environment.
- High personal integrity and a commitment to ethical conduct, confidentiality, and professional standards.
- Experience working in, or auditing, public sector / semi-state organisations, and familiarity with the Code of Practice for the Governance of State Bodies and Audit and Risk Committee expectations.
- Experience of regulated environments and/or infrastructure, utilities, or large asset-intensive organisations.
- Experience using data analytics and technology-enabled auditing to increase audit coverage and insight.
- Experience supporting investigations (including fraud/irregularities) and working with protected disclosures / whistleblowing frameworks.

Key Competencies

- Strategic thinking and risk-based prioritisation
- Independent judgement and professional scepticism
- Leadership, coaching and developing high-performing teams
- Stakeholder engagement and influencing at senior and Board level
- Clear written and verbal communication, including concise reporting
- Commitment to continuous improvement, innovation and audit quality

Equal Opportunities Employer

Gas Networks Ireland is an equal opportunities employer, committed to providing a diverse, inclusive, and supportive workplace. Through our ibelong framework, we work to ensure that everyone feels respected, valued, and able to contribute.

We welcome applications from all suitably experienced candidates, regardless of gender, age, racial or ethnic origin, membership of the Traveller community, religion or beliefs, family or civil status, sexual orientation or gender identity, or disability.

We also value diverse career journeys and warmly welcome candidates returning to the workforce or bringing non-linear experience, including transferable skills gained through life and professional pathways.

If you require any reasonable accommodations at any stage, please contact us at recruit@gasnetworks.ie and we will support you to ensure a positive and equitable candidate experience.

We offer hybrid working arrangements to help you balance work and life, and to support you in bringing your best to the organisation.

Gas Networks Ireland will only hold your data for as long as necessary. By providing a CV, you are agreeing for Gas Networks Ireland to process this information about you. If you have any queries about how Gas Networks Ireland processes your data, see our Privacy Notice or email dataprotection@gasnetworks.

Applications submitted after the closing date will not be accepted.

Gas Networks Ireland

50 Years of Moving Ireland's Energy