Role: Business Architecture Manager
Area: Business Services
Sub-Area: Data, Delivery & Architecture (DDA)
Location: Cork/Dublin
Grade: C (€ 78,297 - € 117,446)
Duration: Permanent
Ref: GNI164
Closing Date: 27th November 2026

Gas Networks Ireland operates and maintains Ireland's €3 billion, 14,781km 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 Data, Delivery & Architecture function brings together the capabilities needed to connect strategy, enterprise data, organisation, investment and delivery, enabling GNI to make better-informed decisions and deliver measurable value.

Within DDA, Business Architecture will play a leading role in shaping how GNI needs to operate and evolve to deliver its strategy and respond to the significant opportunities and challenges ahead.

Working right across GNI, the successful candidate will help translate strategy and regulatory commitments into practical choices about the capabilities we need, how the organisation should operate and where investment and change should be focused. The role will join the dots across strategy, organisation, process, data, technology and investment, helping leaders see the bigger picture, challenge unnecessary complexity and duplication, and make better enterprise decisions.

Reporting to the Head of Data, Delivery & Architecture, this is a visible and influential senior management role with a significant opportunity to help shape the future of GNI. The successful candidate will work with senior leaders across the organisation to explore options, bring clarity to complex enterprise questions and ensure significant decisions and investments support a coherent future direction. Business Architecture methods and tools will provide the evidence and structure to support that work, but the role is fundamentally about using strong business judgement, curiosity and constructive challenge to help GNI make better choices.

Duties and Responsibilities:

Help Shape GNI's Future

- Lead GNI's Business Architecture capability, helping translate strategy and regulatory commitments into practical enterprise choices about how GNI needs to operate, invest and evolve.
- Work with senior leaders to develop a clear, joined-up view of the capabilities GNI will need for the future and where change, investment or organisational development is required.
- Bring an enterprise perspective to significant decisions, identifying where complexity, duplication, fragmentation or short-term choices could constrain GNI's future performance.

Connect Strategy, Planning and Investment

- Work across GNI’s key planning disciplines so that strategy, regulatory commitments, investment, portfolio priorities and workforce decisions increasingly operate from a coherent enterprise view.
- Help leaders understand how choices in one part of GNI affect other areas, surfacing dependencies, conflicts and trade-offs before commitments are made.
- Bring together strategic, operational, financial, organisational, data and technology perspectives to provide clear options and recommendations on significant enterprise choices.

Turn Strategy into Practical Enterprise Choices

- Translate GNI's strategy and regulatory commitments into a clear view of the capabilities the organisation needs now and in the future, identifying material gaps, dependencies and areas of duplication.
- Use these insights to shape organisational, investment and transformation priorities and develop practical multi-year roadmaps for priority capabilities.
- Maintain GNI's Enterprise Capability Map and supporting assessments as practical decision-making tools that help leaders understand where change and investment are most needed.

Shape How GNI Needs to Operate

- Help leaders design how GNI needs to operate in the future, bringing together capabilities, organisational accountabilities, processes, data and technology into practical and coherent operating models.
- Work with HR, Process & Improvement, IT, Data and business leaders to ensure significant organisational and operating-model changes solve the right problem and strengthen enterprise capability.
- Challenge unnecessary structural complexity, duplicated capability and fragmented solutions, using Target Operating Models and other architecture techniques where they help clarify the best way forward.

Shape Better Investment and Change Decisions

- Engage early with significant ideas and investment proposals to clarify the problem, explore options and test whether the proposed response supports GNI's strategic direction and future capability needs.
- Identify duplication, dependencies, wider organisational impacts and alternative approaches before solutions, expenditure or delivery commitments become fixed.
- Partner with Portfolio, Finance and Investment Appraisal to provide leaders with clear, evidence-based options and recommendations that make enterprise trade-offs and longer-term implications visible.

Provide Constructive Enterprise Challenge

- Act as a trusted adviser to senior leaders, bringing curiosity, independent thinking and constructive challenge to complex enterprise decisions and translating different views into clear options and recommendations.
- Build strong relationships across Strategy, Finance, Portfolio, Data, IT, HR, Operations, Process & Improvement, Change and Delivery, ensuring decisions

consider the wider enterprise rather than optimising individual functions in isolation.
- Lead and develop the Business Architecture capability and build a pragmatic, influential service across GNI, using architecture methods, principles and tools proportionately to improve decisions rather than add unnecessary governance.

General

- Perform other duties and contribute to broader DDA and enterprise priorities as required.

Knowledge, Skills and Experience:

- Degree or equivalent professional qualification and/or significant relevant experience in business, engineering, organisation design, information systems, architecture or a related discipline.
- Significant leadership experience in Business Architecture, operating-model design, enterprise planning, strategy execution or enterprise transformation within a complex organisation. Experience in a regulated, infrastructure, utility or asset-intensive environment is desirable.
- A strong record of translating strategy and regulatory commitments into practical choices about organisational capability, operating models, investment and transformation.
- Strong enterprise judgement and curiosity, with the ability to understand how strategy, organisation, process, data, technology and investment connect and to identify complexity, duplication, dependencies and wider organisational consequences.
- Practical experience of capability modelling, Target Operating Models, capability assessment and strategic road-mapping, with the ability to use these disciplines as decision-support tools rather than as ends in themselves.
- Experience shaping significant enterprise demand, investment or organisational change, including problem definition, options analysis, impact assessment and constructive challenge before commitments become fixed.
- Strong stakeholder leadership and influencing skills, with the credibility to work with Executive Management and senior leaders, challenge constructively and build alignment across organisational boundaries.
- Proven ability to translate complex enterprise information into clear, evidence-based options, recommendations and decision-ready insight for senior audiences.
- Commercially aware, pragmatic and collaborative, with experience leading and developing teams and the judgement to provide effective enterprise challenge without creating unnecessary bureaucracy.

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