



ROLE TITLE: Cybersecurity, Critical Infrastructure and Artificial Intelligence Regulation Senior Inspector

Role Purpose: To support delivery of CRR's cybersecurity, critical infrastructure resilience and AI regulation functions for the rail and cableways transport sector, including supervision, audits and stakeholder engagement.

The position involves contributing to Ireland's implementation of European Directives (NIS2, CER, AIA) within a technically specialised State body.

LEVEL:	Engineer Grade 1
STATE BODY:	Commission for Railway Regulation
LOCATION:	Blackrock, Co Dublin.
COMPETITION TYPE:	Open Competition

CANDIDATE INFORMATION BOOKLET.

Deadline for Application: 12 noon, Friday 17th July 2026

Applications submitted after the deadline will not be accepted.

The Commission for Railway Regulation is committed to a policy of equal opportunity.

About the CRR

The Commission for Railway Regulation was established on 1st January 2006 under the provisions of the Railway Safety Act (RSA) 2005. Since it was established, it has been given a range of functions based on both national and European legislation.

The CRR is a small independent State body with sanction for 19 staff. It is headed by the Commissioner and has currently four divisions - Authorisation to Place in Service and Conformity Assessment (APISCA); Compliance Supervision and Enforcement (CS&E); Corporate Governance and Regulation (CGR); and the Cybersecurity, Critical Infrastructure and Artificial Intelligence (CCIAI) division (established in February 2026).

It has an organisational structure that is designed to facilitate the delivery of its mandates under legislation. It is primarily staffed with technical specialists possessing a very broad knowledge of the heavy and light railway sectors.

The current responsibilities of the CRR under legislation relate to the areas of heavy rail, light rail, and cableways. In addition, the CRR has functions relating to heritage and industrial railways and velorail.

Following the introduction of the European Regulation on Critical Entity Resilience (CER), the Directive on Network Information Systems (NIS2), and the Artificial Intelligence Act (AIA), the CRR was designated as a competent authority for specific functions. The CCIAI division was formally established to oversee the implementation of these new regulatory functions.

Heavy rail refers to the Iarnród Éireann Infrastructure Manager network and the operating Railway Undertakings, regulated through both the Railway Safety Act 2005 (RSA) and EU Directives and Regulations. Light rail covers the Dublin light railway network and falls under the RSA, while cableways are governed by EU Directives.

The full range of the CRR mandate can be seen at [CRR Annual Report 2025](#).

Job Description

Role Detail and Context

The Senior Inspector for Cybersecurity, Critical Infrastructure and Artificial Intelligence Regulation (CCIAI) is a newly formed operational post within the Commission. The post holder will report to the Principal Inspector (CCIAI) and will support the planning and implementation of the division's work programme. Daily tasks will involve implementing procedures to oversee compliance by the rail and cableway sectors with the new legislative frameworks.

This role requires the development and maintenance of professional relationships with regulated entities and broader stakeholders, including other competent authorities. The position requires practical experience in assessing information technology systems and organisational resilience within regulated settings, as well as a proven ability to manage technical workloads effectively and maintain high performance standards in high-risk environments.

Role Purpose

The Senior Inspector (CCIAI) will support the establishment and daily operation of the CCIAI division within the Commission for Railway Regulation (CRR). The post holder will actively conduct regulatory activities under the following newly implemented legislation:

Directive (EU) 2022/2555 on measures for a high common level of cybersecurity across the Union (the NIS2 Directive); S.I. No. 559 of 2024, the European Union (Resilience of Critical Entities) Regulations, which transpose Directive (EU) 2022/2557 (the CER Directive) insofar as they apply to the rail sector; and the Artificial Intelligence Act (AIA), within the CRR's statutory remit, including as it relates to cableway systems.

The Division holds overall responsibility for guidance, supervision and enforcement in respect of NIS2, CER and the AIA. The role will focus on ensuring that the CRR continues to operate as a highly capable, effective and professional State body.

The post holder will be expected to contribute to the operational management of the CRR and to continuous improvement and digitisation of internal processes, enhancing efficiency, transparency and regulatory effectiveness in line with the Government digital and IT strategy for Public Services – Connecting Government 2030.

The appointee will be expected to represent the CRR at national and European levels, engage with stakeholders and regulatory counterparts, build partnerships, exchange best practice and support alignment with other sectors and competent authorities.

Initial priorities

- Support the development and rollout of a proportionate, risk-based inspection and supervision approach for NIS2 and CER, including baseline regulatory expectations, a structured engagement plan and an audit and supervision programme.
- Support the development and embedding of divisional procedures, including incident notification handling, escalation and case management arrangements.
- Contribute to the preparation of stakeholder briefings and regulatory guidance for in-scope entities, supporting consistent and effective implementation of the new frameworks.
- Support and contribute to CRR participation in relevant national competent authority groupings and European Union coordination fora.

Reporting Structure

The Senior Inspector (CCIAI) will report directly to the Principal Inspector (CCIAI).

Roles and Responsibilities

Principal Duties

- Support the establishment and operation of the CCIAI division and its regulatory oversight functions under CER, NIS2 and the AIA.
- Plan and deliver regulatory activities, including supervision, compliance audits and engagement with regulated entities in the rail and cableway sectors.
- Develop, maintain and apply operational policies, guidance and procedures to support the division's work programme.
- Apply technical expertise across network and information systems, operational technology, organisational resilience and the use of AI in regulated settings.

- Lead and support Engineer Grade 2 staff through technical guidance, workload planning and professional development.
- Contribute to corporate governance, continuous improvement and digitisation initiatives to support effective regulatory delivery.
- Monitor and analyse emerging cybersecurity and resilience risks relevant to rail and cableway operations, including risks to operational technology and networked systems.
- Assess and progress NIS2, CER and AI-related incident notifications, and coordinate the associated regulatory response.
- Compile regulatory data and contribute to the preparation of the annual report and divisional statement of strategy.
- Represent the CRR as a technical delegate at national competent authority fora and relevant EU/international groups.
- Within the limits of responsibility and competency, provide support and advice to stakeholders.
- Manage structured communications and meeting programmes with industry stakeholders.
- Other tasks assigned by the Principal Inspector or Commissioner.

Competencies and selection criteria

Essential

Candidates must demonstrate evidence of the following:

- **Education and Qualifications:** A third-level or professional qualification **at Level 8 or higher** on the National Framework of Qualifications in a discipline relevant to the role (e.g., risk management, cybersecurity, information systems, engineering, or a related field).
- **Experience:** A minimum of **three years' relevant experience** (post-qualification desirable) in cybersecurity governance, risk management, compliance, audit/assurance, or a comparable regulatory/oversight environment, demonstrating strong operational and organisational skills.
- **Knowledge and Skills:**
 - Strong understanding of the **legislative and regulatory environment** in the public sector, including the CRR's compliance and enforcement functions (or the ability to rapidly acquire this knowledge).
 - In-depth knowledge of cybersecurity regulations, frameworks, and best practices relevant to critical infrastructure and digital resilience.
 - Excellent written and verbal communication skills, with the ability to build effective relationships internally and with external stakeholders.
 - Ability to lead, manage and develop a team, including planning work and supporting professional development.
 - Experience conducting or supporting audits/assessments, preparing evidence-based findings, and drafting clear reports and recommendations.
 - A proven track record of delivering outcomes to deadlines in a technical, regulated, or risk-based environment.
- **Other Requirements:**

- Medical fitness for rail access (as required).
- Possession of a **full, clean Category B driving licence**.

Desirable

- Relevant professional certifications, such as **Information Security Manager, Information Security Auditor, CISSP, or Risk and Information Systems Control**.
- Experience in **security audits, risk assessments, compliance reporting, or lead auditing roles in IT/organisational resilience**.
- Knowledge of Operational Technology (OT) or industrial control system environments.
- Experience in the transport sector or other regulated high-risk industries.
- Demonstrated commitment to **continuing professional development**, including postgraduate qualifications.
- Strong analytical and decision-making skills, with the capacity to interpret complex data to address issues impacting cybersecurity, resilience, and regulatory compliance.
- Proficiency in standard office applications, including Microsoft Word, Excel, and PowerPoint.

**Please note the Key Competencies for effective performance at Senior Inspector (Engineer Grade I) level at the end of this booklet.*

Our commitment

To support our Staff:

- The Commission is committed to embracing opportunities for blended working, to build a dynamic, agile and responsive organisation while sustaining strong standards of performance and high levels of productivity.
- A healthy work-life balance is important to us, and we recognise this by offering a comprehensive range of work-life balance options and a wide variety of special leave options.
- We also provide access to the Cycle to Work Scheme and the Tax Saver Scheme.
- We have a comprehensive staff occupational health and wellbeing programme including an Employee Assistance Programme and health screening.
- We are committed to providing ongoing learning and development opportunities so that you can develop to your full potential. Staff are actively encouraged to pursue further education opportunities.

To Diversity and Inclusion:

- As an equal opportunity employer, we are committed to implementing equal opportunities in all our employment policies and procedures.
- The Commission values and welcomes diversity and is committed to creating a truly inclusive workplace. We aim to support colleagues to make a full contribution to meeting the Commission's objectives and to fulfil their own potential on merit.
- We welcome and encourage job applications from candidates of all backgrounds.

Conditions of Service

Tenure

Appointment from this competition will be to a full-time permanent position at Senior Inspector in the public service following successful completion of an eleven-month probation period.

Salary

For persons paying the Class A rate of PRSI contributions, the scale is as follows:

The salary scale is at Engineer Grade I: €87,510, €90,260, €93,015, €95,761, €98,508, €101,776, €105,493¹, €109,216².

Note: The salary scale above is stated at current rates. Pay adjustments may apply in line with Government pay policy and relevant circulars.

Long service increments may be payable after three (LSI-1) and six (LSI-2) years of satisfactory service at the maximum of the scale. Starting salary will be at the minimum point of the scale and the rate of remuneration is not negotiable.

Note: Different pay and conditions may apply where, immediately prior to appointment, the successful candidate is already a serving civil or public servant. Remuneration may be adjusted from time to time in line with Government pay policy.

Probationary Period

On appointment, the appointee will serve an 11-month probationary period. Prior to the end of this probationary period, a decision will be made on substantive appointment to the position.

Location

This role is based in the Commission's Offices in Blackrock Co Dublin. The role will have a nationwide as well as a European remit which may include foreign travel.

Blended Working

The Commission has implemented a blended working policy while maintaining our commitment to the delivery of the highest standard of services. Blended working supports effective teamwork, sustains good working relationships, and maintains a sense of belonging. Applications for blended working will be considered under the terms of the blended working policy.

Hours of Attendance

Hours of duty will be subject to the exigencies of the post but will not be less than 41 hours 15 minutes gross or 35 hours per week Monday to Friday, excluding luncheon intervals. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual Leave

30 days per annum exclusive of the usual public holidays. This allowance is subject to the usual conditions regarding the granting of annual leave in the public service and is based on a five-day week.

Application and Selection

How to Apply

Conscia will be managing all aspects of the recruitment process on behalf of the Commission for Railway Regulation.

In line with our recent approach to competitions, candidates are requested to submit a completed application form rather than a CV. All candidates should visit <https://www.consciatalent.com/CRR> to access the application form for this competition. Applications received in any format other than the correct application form will not be accepted. Candidates must ensure that they use and submit the correct application form. The CRR expects each application to reflect the candidate's own relevant experience and to be completed in the candidate's own words.

Candidates must upload their completed application form at <https://www.consciatalent.com/CRR>. Only applications fully submitted online through this portal will be accepted into the competition. Candidates should note that canvassing will result in disqualification.

Closing Date

Closing deadline: Completed applications must be received by **12 noon on Friday 17th July 2026**. Late applications will not be accepted and will be ineligible for consideration.

Acknowledgement of application: If you do not receive an acknowledgement within 24 hours of applying, please email CRR@consciatalent.com.

Email notifications: Candidates should check their email regularly, including Junk and Spam folders, as updates about tests, interviews and other matters may be filtered there.

Candidate responsibility: It is each applicant's responsibility to ensure that they receive all communications from Conscia Limited and that all submissions are successfully transmitted and acknowledged before the closing date.

Shortlisting

The Commission reserves the right to shortlist applications based on the information supplied in the application form. In the event of a shortlisting exercise being employed, the Review Board will examine the information provided in your application, assess it against the criteria based on the requirements for the position and decide if you will be shortlisted, relative to the other candidates applying for the position.

Interview

Admission to the interview is conditional on receipt of a completed application form by the required cut-off date. The onus is on all applicants to make themselves available for the interview on the date specified by the Commission and to make whatever arrangements are

necessary to ensure that they receive communications sent to them at the address specified on their application form. Interviews will be in person. Interviews will be conducted by an Interview Board set up by the Commission and be competency based.

First interviews are expected to be held **w/c 27th July 2026**.

The Interview Board will assess the merits of candidates. Only candidates who reach such a standard as the Interview Board consider satisfactory in the interview will be considered for selection. Candidates at interview must demonstrate relevant experience and job-related skills and competencies. A second interview process may be applied based on the outcome of the initial interview.

Feedback & Review

The Commission for Railway Regulation (CRR) is committed to ensuring a fair, transparent, and objective recruitment process in which all candidates are treated consistently and with respect.

Candidates who are not successful at any stage of the selection process may request feedback. Feedback will be provided in line with the principles of fairness, transparency, and merit, and will outline the basis on which decisions were made with reference to the published criteria.

Where a candidate wishes to seek a formal review of any aspect of the process, this may be pursued under the CRR's internal review procedure, which reflects the standards set out in the Code of Practice of the Commission for Public Service Appointments (CPSA). Requests for feedback or review should be made within five working days of notification of the outcome, to the email address provided in the correspondence.

Deeming of Candidate to be Withdrawn

Candidates who fail to attend an interview, respond to correspondence, or provide requested documentation within the specified timeframe will be deemed to have withdrawn from the competition.

In such cases, no further consideration will be given to the application. It is the candidate's responsibility to ensure that contact details are kept up to date and that all communications from the recruitment team are received and acted upon promptly.

Offer and Appointment

Offer of Appointment

The Commission shall require persons to whom an appointment is offered to indicate their acceptance or rejection of the offer within 10 working days. All appointments are subject to receipt of satisfactory references and candidates will be required to produce documentary evidence of qualifications or experience claimed in their applications.

Probationary Period

All new employees must satisfactorily complete an 11-month probationary period, in line with the Terms and Conditions of Employment set out in their contract. During this period, the employee's performance and suitability for the role will be assessed. At the end of probation,

the employee's line manager will carry out a formal assessment and decide whether probation has been completed satisfactorily.

Payment Arrangements

Salary will be paid fortnightly in arrears by credit transfer into your nominated bank account. In the event of overpayment, deductions will be made from subsequent salary payments in accordance with agreed procedures.

Travel and Subsistence

Travel and subsistence expenses properly incurred and vouched in the discharge of your duties shall be paid by the Commission in accordance with the scale applicable to civil servants at a comparable level subject to such conditions as approved from time to time.

Health

Any person being considered for appointment will be required to undergo a medical examination and must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Sick Leave

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the sick leave circulars. Appointees, who will be paying the Class A rate of PRSI, will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts direct to the Commission. Payment of salary during illness will be subject to the appointee making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

The Organisation of Working Time Act 1997 (As Amended)

The terms of the Organisation of Working Time Act 1997 will apply, where appropriate, to this appointment.

Pension and Retirement

Superannuation and Retirement

Successful candidates will be offered the appropriate superannuation terms and conditions as prevailing in the public service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at <https://singlepensionscheme.gov.ie/>. Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.

- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are updated each year by reference to CPI).
- Post-retirement pension increases are linked to CPI.

Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension will be subject to abatement in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, (the 2012 Act).

Pension Accrual

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e., non-Single Scheme) as per the 2012 Act shall apply. The 40-year limit is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

Declaration

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

Confidentiality and Information Management

Confidentiality

All enquiries, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone outside those directly involved in the recruitment process.

Freedom of Information

Candidates can expect that all enquiries, applications and all aspects of the proceedings are treated as strictly confidential subject to the provisions of the Freedom of Information Act, 2014.

Data protection

The information submitted with an application is used in processing the candidature and subsequent employment (if successful) and such information is held subject to the rights and obligations of the Data Protection Acts.

Important Notice

The above represents the principal conditions of service and is not intended to be a comprehensive list of all terms and conditions of employment. The employment contract will include the full list of terms and conditions.

Please note that any offer of employment will be conditional upon the individual being legally entitled to live and work in Ireland.

Key Competencies for effective performance at Senior Inspector level.

