



Role Profile

Solicitor - Commercial and Regulatory Department

Group Legal are currently recruiting for a Solicitor to work with our Commercial and Regulatory Department in our Group Legal Office to provide a legal service on commercial and regulatory matters to the CIÉ Group.

This is a great opportunity to join an organisation and team that is building for the future. The successful candidate will have extensive interaction with colleagues throughout the CIÉ Group with a focus on developing their knowledge and experience across the business.

Córas Iompair Éireann

The Córas Iompair Éireann ("CIÉ") Group (the "Group") is one of the State's largest organisations, forming an integral and vital part of the country's social and economic infrastructure. The Group is engaged in a wide range of transportation activities including railway passenger and freight services, rural, provincial and city bus services, and the operation of one of the State's most important ferry ports. The organisation has also successfully branched into other activities such as tours, consulting, property management and advertising.

The goal of the Group is to deliver attractive public transport services, which supports the continued growth of the Irish economy and social cohesion. The Group has the unique capacity to manage cost-effective delivery of high-quality public transport solutions across Ireland. The Group works in collaboration with its shareholder, the Minister of Transport, and with the regulator and primary funder of public transport in Ireland, the National Transport Authority (the "NTA").

Strategic co-ordination is provided by the CIÉ holding company (the "CIÉ Holding Company") whilst each subsidiary and business unit has a high degree of operating autonomy.

CIÉ Group Legal Office

CIÉ Group Legal Office provides in-house legal advisory services to CIÉ, Iarnród Éireann, Bus Éireann, Bus Átha Cliath and CIÉ Tours.

The work carried out covers five principal areas:

Commercial & Regulatory: The commercial & regulatory team provides legal advice to CIÉ, Bus Éireann, Bus Átha Cliath, Iarnród Éireann and CIE Tours. This includes advising on national and EU transport law, public procurement, contract law, intellectual property,



information technology, freedom of information, company law, competition law, advertising, sponsorship, lobbying, data protection, access to information on the environment, transfer of undertakings, pensions, sustainability and State Aid.

Property: The property team provides legal advice to CIÉ and its subsidiaries on a wide range of commercial property and railway safety issues. This includes advising on Development Agreements, Retail Units, Landlord and Tenant Law, Railway Property Law, Public Procurement Law, Bridge Agreements, Telecoms and Fibre Optic Agreements, Railway Orders/Compulsory Purchases, Sales and Purchases of property by private treaty/public auction/tender, Leases and Licences, Adverse Possession claims, Abandoned Railway Lines, The Level Crossings Project, Railway Safety Critical Issues, Greenways and Property Registrations including Compulsory First Registrations.

Litigation: This work relates to a wide variety of issues handling: prosecution of offenders who breach transport laws, personal injuries actions, judicial reviews, injunctions applications for railway orders and compulsory purchase orders, arbitrations etc.

Specialist advice: In relation to public transport law, national law affecting public transport and competition and issues relating to transport-related regulatory agencies i.e. The Commission for Railway Regulation and the NTA.

Employment Law: The Group Solicitor's Office deals with claims involving unfair dismissals and other disciplinary disputes in the operating companies before the Workplace Relations Commission and on Appeal to the Labour Court or Circuit Court with referrals to the High Court on certain situations. In addition, claims under the Equal Status Acts on the grounds of disability, race, gender or age are defended by the Group Solicitor's Office on behalf of the operating companies.

Overview of the Role

Responsibilities and Duties

- Providing a high-quality legal service to Business Managers and Procurement Departments
- Providing guidance in relation to the acquisition of works, goods and services, including
 - Advising on public procurement law
 - Drafting bespoke tender documents
 - Reviewing tender documents
 - Assessing selection and award criteria



- Providing ongoing advice during the procurement lifecycle
- Advising on procurement challenges/disputes
- Managing renewal of contracts
- Developing template documents for public procurement tenders
- Drafting and amending bespoke and standard contracts
- Advising on contract termination and related issues
- Advising on commercial issues, including
 - Management of major procurement contracts
 - Procurement of IT solutions, including licensing, development and on-going maintenance
 - Development of framework agreements
 - Protection of intellectual property
 - Data protection
- Advising on contract disputes
- Staying up-to date on legal developments
- Supporting the work of colleagues in the CIÉ Group Solicitor's Office

Work relationships

- Reports to Head of Commercial and Regulatory in the CIÉ Group Solicitor's Office
- CIÉ Group Solicitor
- Colleagues in the CIÉ Group Solicitor's Office
- Procurement Departments
- Business Managers
- Own counsel and external solicitors
- Third party solicitors

Qualifications and experience

- Qualified Solicitor
- Post-graduate qualification in public procurement law or similar an advantage
- Annual CPD
- Two years' relevant experience

Competencies

- Solutions-focussed
- Positive and collegial outlook
- Knowledge of public procurement law
- Knowledge of CIE Policies and Procedures
- Administrative capability
- Excellent communication skills (oral and written)
- Manage tasks in an efficient and timely manner



- Ability to deliver work of a high quality to short timelines
- Work on own initiative
- Work as part of a team
- Judgement of legal cases
- Negotiation skills
- Microsoft Office
- Case management system

To Apply

If you are interested in the role, please email a CV and supporting letter to:
recruitment@cie.ie

Closing date for applications is Friday 30th May 2025

CIE is an equal opportunities employer, celebrating diversity and championing inclusivity.

If you require any reasonable accommodations to assist you in participating in the employee selection process, please simply let us know. We encourage all interested parties to apply.