



**CANDIDATE BRIEFING DOCUMENT
FOR THE POSITION OF
CHIEF EXECUTIVE OFFICER.**



**IPHA
Affiliates**

IRISH PHARMACEUTICAL HEALTHCARE ASSOCIATION

WHO IS IPHA

The Irish Pharmaceutical Healthcare Association represents the international research-based pharmaceutical industry in Ireland. Our member companies are responsible for developing, manufacturing and bringing innovative medicines and vaccines to patients in Ireland.



ORGANISATION OVERVIEW

The Irish Pharmaceutical Healthcare Association (IPHA) stands for innovation in medicines. We represent the inventors of medicines to prevent, treat and, sometimes, cure diseases. Through science, we extend how long people live and how well they can live. Because many medicines are made at manufacturing sites around the country, we have a positive impact on economic life through jobs and investments. Helping to give people faster access to our medicines means, together, we can raise standards of care. We have four priorities:

Access:

Optimise the availability of innovative medicines in Ireland.

Codes:

Build trust in our industry with actions and standards in our self-regulatory Codes.

Innovation:

Build stakeholder understanding and policy support for biopharmaceutical innovation.

Investment:

Promote the positive impact of the industry's investment in Ireland.

We contribute to, and help to shape, policy and public debate in a wide range of areas such as regulation, access, pricing, health promotion, innovation policy environment and transparency through our communications, events, thought-leadership, publications, submissions and engagements with Government and healthcare stakeholders.

The Association has 43 member companies in two divisions: Prescription Medicines and Self-Care, each with their own strategy board, under the overall governance of the board of directors. Members take an active part in policy development and implementation. The close collaboration between the IPHA executive team and members in all areas is key to the organisation's development and success.

IPHA ROLES

Advances the proposals and positions of the international research-based pharmaceutical industry

IPHA's main activity is to formulate, advance and win acceptance for the positions and proposals of the international research-based biopharmaceutical industry in all matters relating to the adoption of innovative medicines in healthcare provision and in self-care.

Builds relationships with stakeholders in Government and healthcare

IPHA seeks to maintain and develop productive relationships with all relevant State and professional organisations involved in policy, services and awareness relevant to medicines and innovation. These range from central Government Departments, the Oireachtas Health Committee, the Health Service Executive, the National Center for Pharmacoeconomics, HIQA, the HPRA, IDA Ireland, SFI, Enterprise Ireland to healthcare professional organisations, the European Commission and the European Parliament. We are active members of the international pharmaceutical representative organisations EFPIA, AESGP and IFPMA.

Negotiates Framework Agreement on pricing and supply of medicines and works to improve reimbursement processes

About every four years, IPHA has reached framework agreements with the State on the pricing and supply of medicines. The current **Framework Agreement** runs from 2026 to 2029. These agreements have reduced the cost to the State of older medicines so as to enable funding increases for new medicines and to support faster access to new medicines for patients. They aim to provide all sides with predictability in the pricing, supply and first-time reimbursement of new medicines. Ireland has been slow relative to European peer group countries in making new medicines available to patients is set to be significantly reformed and improved. Under the 2026-2029 Framework Agreement, an ambitious reform to process between the HSE and companies for assessing and reaching agreement on the pricing of each new medicine has been agreed. Implementing these reforms and achieving the timings as required in the 2013 Health Act is a top priority.

Participates in the future-oriented policy

IPHA has worked in close partnership with the Government Departments of Health and Enterprise, Trade and Employment and other public bodies on matters such the national Covid-19 response, public vaccination awareness,

Brexit and medicines supplies and the future environment for further investment in new technologies and jobs. We advocate for policies in Ireland and at European and international levels that support intellectual property rights to sustain innovation and trade policies to support global supply from and into Ireland.

Creates engaging public communications campaigns to support biopharmaceutical innovation

IPHA leads public engagement in our industry's innovation using creative, high-quality documentary-style film-making distributed through social media channels, principally through Innovate For Life and Innovate For Vaccines. We engage our stakeholders in online events such as the Forum Series, taking a broad perspective on themes relevant to biopharmaceutical innovation. We bring our industry's perspectives to the Oireachtas, media and stakeholders through active engagement, listening and relationship-building. We continuously conduct research with our polling partner to understand public attitudes to biopharmaceutical science and innovation. We maintain a consistent earned media presence and act strategically in generating high-value, top-tier coverage.

Sets high ethical standards for members on advertising and promotion of medicines

As a voluntary complement to European and Irish law, IPHA administers a number of Codes of Practice including the *Code of Practice for the Pharmaceutical Industry* and the *Code of Advertising Standards for the Consumer Healthcare Industry*. The objective of these Codes is to ensure the highest possible standards in the promotion and advertising of medicines. As part of the Codes, we publish a schedule of 'transfers of value' from biopharmaceutical companies to healthcare professionals and healthcare organisations ([transferofvalue.ie](https://www.transferofvalue.ie)) as an important step in showing transparency in these relationships.

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Provides fully up to date information on medicines to healthcare professionals and the public

IPHA is partner in a joint venture with Corneo GmbH to the website [medicines.ie](https://www.medicines.ie), one of the most comprehensive sources of information on medicines available to professionals and patients in Ireland. Many companies that are not members of IPHA provide information on their products on this site, too. Corneo runs the equivalent site in Germany, Rote-Liste.

Participates in the Irish Medicines Verification Organisation assuring authenticity of medicines

IPHA was a founder member of the Irish Medicines Verification Organisation ([imvo.ie](https://www.imvo.ie)), a multi-stakeholder organisation which implements in Ireland a complex European system of assuring the authenticity of medicines dispensed to patients.

Innovate For Life

Innovate for Life is an awareness campaign celebrating the positive impact of the Irish biopharmaceutical industry on innovation in medicines development.

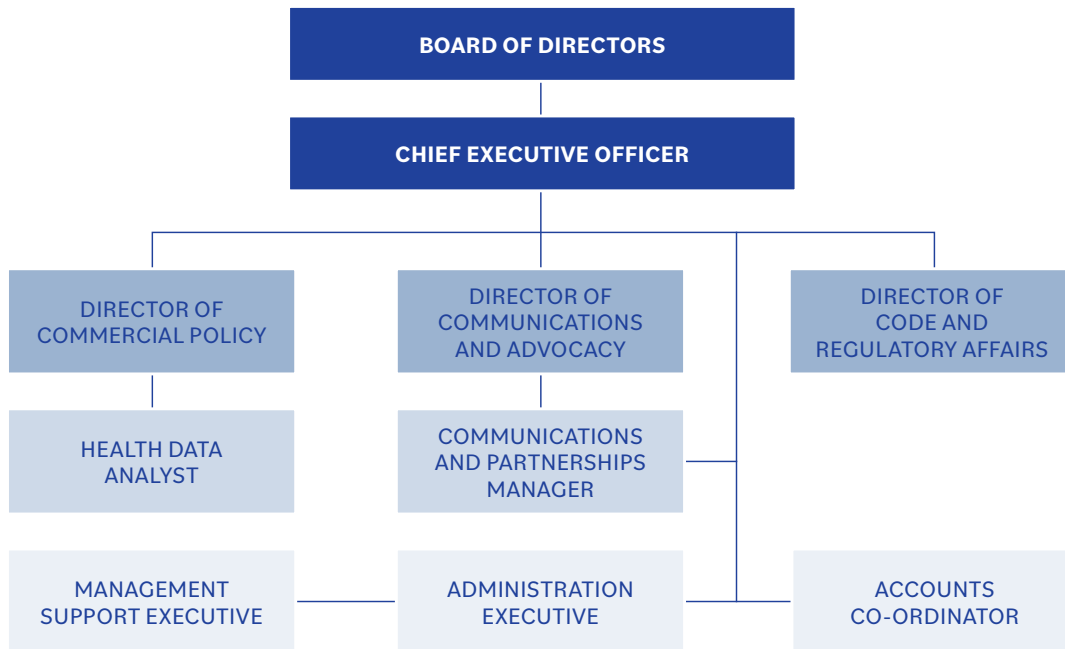
Our most recent campaign focuses on preventative healthcare. Early treatment and screening, vaccination programmes and regular assessments with healthcare providers can lead to better outcomes for patients and their families, benefitting communities, the healthcare system and the wider economy.

Preventative care can also lead to cost savings over time because by addressing health concerns early, when the chances of recovery are greatest, people may avoid more invasive and costly treatments after complications develop. By prioritising prevention, we can give every patient in Ireland the chance to live healthier, longer lives.

[Innovate For Life Podcasts](#)



ORGANISATIONAL STRUCTURE



Further information about IPHA is available at www.ipha.ie



IRISH PHARMACEUTICAL HEALTHCARE ASSOCIATION



Irish Pharmaceutical
Healthcare Association



Chief Executive Officer

THE ORGANISATION

The Irish Pharmaceutical Healthcare Association (IPHA) represents 43 global pharmaceutical companies in Ireland, spanning prescription and self-care medicines. Its members develop prescription drugs, vaccines, and self-care products that prevent and treat diseases, improving both lifespan and quality of life. With numerous manufacturing sites nationwide, the industry supports thousands of quality jobs and significant investment, playing a vital role in Ireland's economy. IPHA champions innovation and strives for timely patient access to new treatments and clinical trials. Its key priorities are: facilitating access to innovative medicines, upholding ethical and self-regulatory standards, advancing biopharmaceutical research, and promoting the sector's economic impact and supportive policy environment. Owing to the imminent retirement of the current Chief Executive, the Board of IPHA is now seeking an accomplished individual to serve as its next Chief Executive Officer (CEO) to lead the Association into its next stage of growth and innovation.

THE ROLE

Reporting to the Board of Directors, the CEO will lead the strategy, operations and organisation of IPHA, embodying its culture and representing the industry's collective voice. The role includes developing and implementing IPHA's strategy and ensuring the Association meets members' evolving needs, expands membership opportunities and maintains strong governance. The CEO will build and deepen relationships with Government, the Oireachtas, State agencies, patient organisations, international bodies, media and the public, taking personal responsibility for the highest-level engagements.

A key responsibility is overseeing the development of robust, evidence-based public policy proposals aligned with national and European priorities, supporting both patient benefit and sustainable industry growth. The role also requires strong financial leadership to ensure short-term efficiency and long-term sustainability, as well as proactive participation in international organisations such as EFPIA, AESGP and IFPMA to secure strong representation of Ireland's perspective and recognition among peer associations.

THE PERSON

You will possess extensive senior-level experience collaborating with government on developing and implementing impactful policies in commercial and health sectors. You will have a strong track record of leadership across strategy, organisational culture, stakeholder engagement, policy development, regulatory compliance and operations - ideally gained within Ireland's life sciences sector or a comparable organisation representing industry interests to government entities. Comprehensive expertise in Irish healthcare policy and foreign direct investment is preferred, while familiarity with the pharmaceutical sector and European health and pharmaceutical policy would be advantageous. You will exhibit strong financial management skills, knowledge of legal and regulatory issues, and advanced governance abilities. Exceptional communication across media platforms, public, and professional forums, along with the capability to represent IPHA internationally, are crucial. On a personal level, you will be an ethical, collaborative team member who aligns well with IPHA's mission and values.

To Apply:

Lansdowne Executive Search has been retained by IPHA to manage this recruitment process.

Further information, including details on how to apply are available on www.ipha.ie

If you feel you would benefit from a confidential discussion about this opportunity, please contact Seán McDonagh, Partner, Lansdowne Executive Search on:

Email: sean.mcdonagh@lansdownesearch.ie or Mobile: +353 (0)87 796 1062

Closing date for receipt of applications is Friday 29th May 2026.

Candidates for this role will be sourced through both advertising and executive search processes.

The Irish Pharmaceutical Healthcare Association (IPHA) is an equal opportunities employer.



THE ROLE

| | |
|-------------------------------|---|
| Post Title: | Chief Executive Officer |
| Post Status: | 5 Year Fixed Term Contract – Renewable by Agreement |
| Location: | IPHA, 5-7 Clanwilliam Terrace Grand Canal Quay, Dublin |
| Reports to: | IPHA Board of Directors |
| Direct Reports: | Eight |
| Closing date for application: | Friday 29th May 2026 |

Organisation and role

The Irish Pharmaceutical Healthcare Association (IPHA) represents global pharmaceutical companies in Ireland investing and bringing forward innovative medicines to prevent, treat and, sometimes, cure diseases. We engage in deep dialogue with State bodies across a range of policies to deliver better outcomes for patients through faster access to new medicines and clinical trials, to sustain investment, competitiveness and life sciences innovation, and to support high ethical and self-regulatory standards.

We are seeking a Chief Executive Officer to lead the Association in strategy, operations and organisation and exemplify its culture, personality and engagement in key relationships with all stakeholders. These range from IPHA members and staff to Government, the Oireachtas, public bodies, patient organisations, international organisations, media and the public.

A key priority for the CEO will be to safeguard and enhance the robustness and sustainability of the industry's self-regulatory framework, ensuring continued confidence from regulators and stakeholders.

Strategic priorities for the incoming CEO

- Ensure speed, predictable and sustainable patient access to innovation
- Enhance Ireland's competitiveness for investment
- Deepen influence in European policy
- Evolve member engagement model
- Strengthen organisational capability
- Strengthen public trust

Core responsibilities

Reporting to the Board of Directors, Chief Executive Officer is to bring proactive leadership to:

- **Strategy:** to develop, propose and implement the Association's strategy and culture with the IPHA Board and other key member groups.
- **Membership:** to ensure the Association meets members' changing needs and enables their full participation in the Association, expanding membership opportunities and services, and ensuring the governance of the Association at all levels meets Board policies.
- **Relationships:** to ensure the Association continuously deepens and widens effective working relationships with all key stakeholders, taking personal responsibility for highest level relationships and ensuring a sustained, consistent approach across all.
- **Policy:** to ensure IPHA public policy proposals are of the highest quality and best-positioned to be adopted, based on robust evidence, consistent with national and European priorities, and always supporting both patient benefits and commercial strategies;
- **Financial:** to manage both short term efficiency and controls and the medium term financial health of the Association and to develop, lead and implement business services that meet IPHA members' needs and the wider needs of the sector.
- **International:** to participate proactively in international organisations that IPHA is part of with a principal focus on EFPIA (the European Federation of Pharmaceutical Industries and Associations), and also the AESGP and IFPMA, representing the industry in Ireland well and achieving peer group recognition among fellow national and international associations.

IRISH PHARMACEUTICAL HEALTHCARE ASSOCIATION

Essential requirements for the role-holder

- Experience of working in, or interacting with, government at senior level on the development and successful adoption of significant policy proposals affecting commercial environments;
- A track record of leadership with demonstrated results across organisational strategy, culture, relationships management, policy development and operations, ideally related to the life science sector in Ireland;
- Knowledge drawn from experience of the Irish healthcare policy environment and Irish economic policy relating to foreign direct investment, plus, ideally, of the pharmaceutical sector within both;
- Ability to motivate, lead and develop all IPHA staff in a high performance and collaborative culture, especially working with subject matter experts from member companies;
- Financial management fluency and competence;
- Legal and regulatory familiarity and high level governance capability and sensitivity;
- Understanding of, and familiarity with, the European policy environment relevant to the health and pharmaceutical sectors.

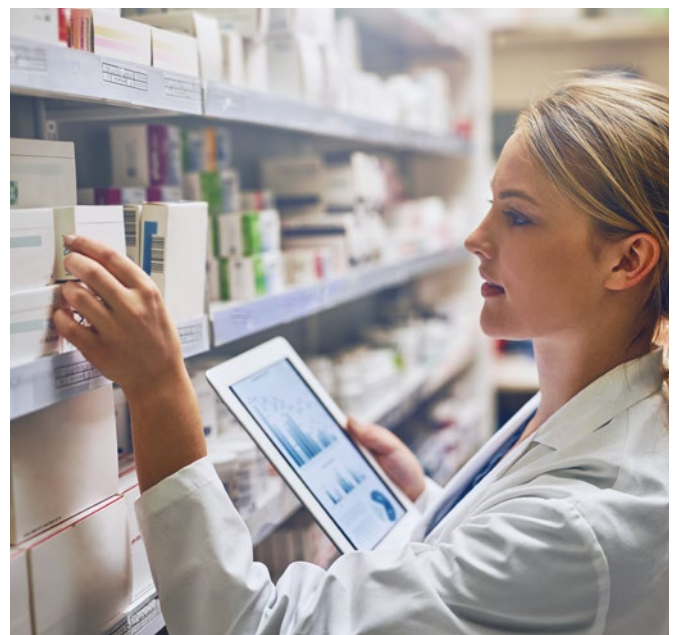
Competencies:

- Strategic thinking, proactivity and ability to lead organisational development;
- Sophisticated judgement and weighing of diverse perspectives to propose clear pathways forward;
- Demonstrated ability to develop and manage a multi-stakeholder environment, with consistency of approach and sensitive, proactive engagement to win support, achieve agreement and overcome challenges;
- Excellent communications skills at all levels to represent a collective position, from internal lines of accountability at Board level to wide external audiences including conference presentation and media in live and written formats.
- Ability to represent IPHA internationally and to take proactive part in such meetings, building credibility and relationships to the point of being elected to leadership roles by international peers.

Personal attributes:

- Strong team player internally and externally, working to build partnerships, drawing on external professional networks;
- High ethical standards and cultural fit with the organisation;
- A demonstrated personal commitment to high performance and results and, at times, exceptional high intensity and pace across diverse areas;
- Commands respect internally and among external stakeholders and lead peers in collaborative projects;
- Has a high degree of attention to detail and precision, a commitment to integrity and high standards, including the principles of the IPHA Codes;
- A creative, resilient, solution-oriented mindset;
- Persuasive and empathetic, and comfortable in public-facing environments.

The job description is a guide to the work the post holder will initially be required to undertake. It may be amended from time to time to meet changing circumstances by mutual agreement. It is expected that the job description will be reviewed regularly by the post holder and his/her manager.



RECRUITMENT PROCESS

IPHA has engaged Lansdowne Executive Search to manage the recruitment process for this position. Candidates for this role will be sought via three channels:

- (a) Lansdowne Executive Search's own search activities
- (b) Online advertising on selected Industry websites and
- (c) Newspaper advertisements.

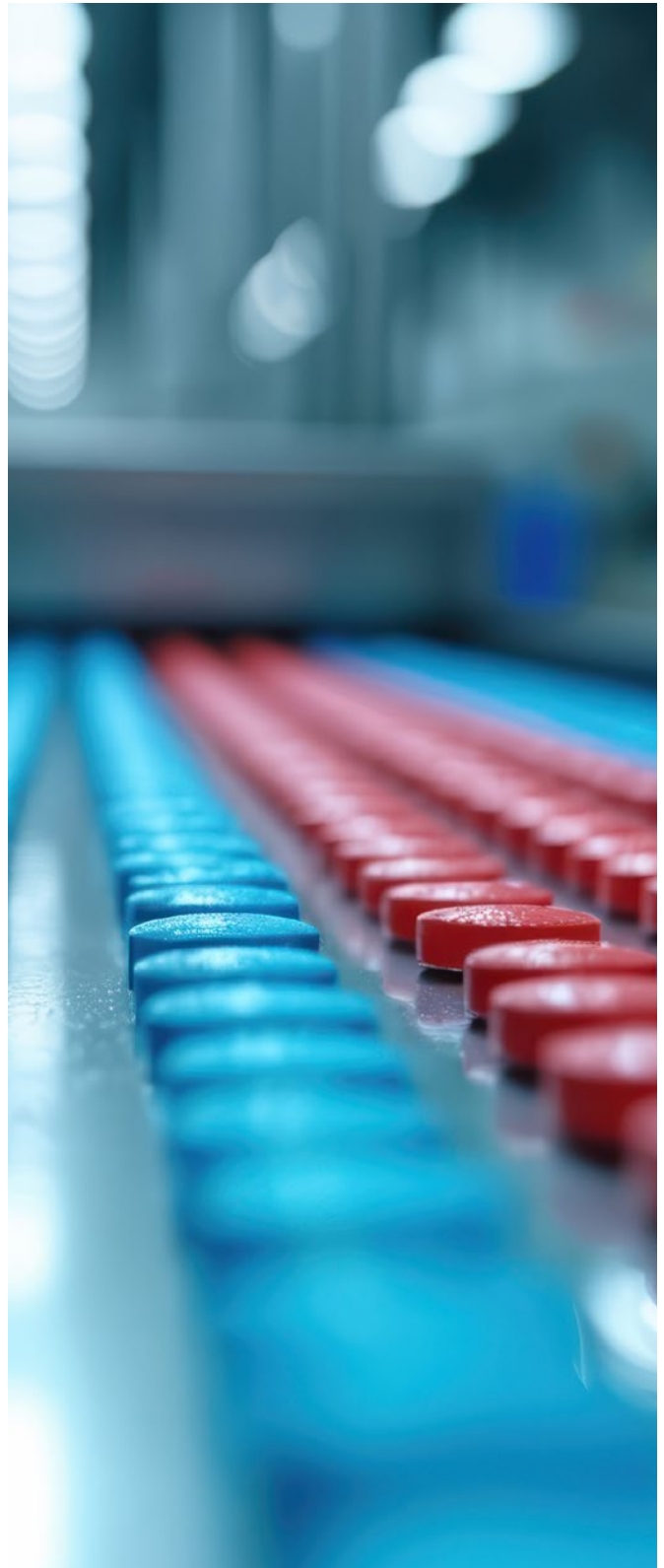
All applicants to advertisements will receive an acknowledgement of their application and all will be assessed based on the criteria specified for the role. Applications will be via email only.

No original certificates or references should be submitted as any part of an application.

Following the completion of the advertising and search processes, a short-listing process will be done based on the information supplied on the CV and cover letter and, as appropriate, based on initial screening interviews by Lansdowne Executive Search.

Candidates selected from the short-listing process will be invited for an interview with IPHA. It is likely that a small number will be called for second interview, in which case they may be asked to prepare a presentation in response to a possible case study or proposed business scenario.

As appropriate, shortlisted candidates may be required to undertake psychometric tests.



IRISH PHARMACEUTICAL HEALTHCARE ASSOCIATION

APPLICATION PROCEDURE

Application Closing Date: **Friday 29th May 2026.**

To pursue your interest please email a comprehensive Curriculum Vitae and supporting letter to:

Seán McDonagh, Partner

Lansdowne Executive Search Limited,

Email: sean.mcdonagh@lansdownesearch.ie

Or for a confidential discussion please call Seán on +353 87 796 1062.

PLEASE NOTE:

- Candidates must submit **ONE document in WORD format** containing CV and Application Letter together.
- The document must be TYPED. Handwritten forms will not be accepted.
- Please read the job specification (**Pages 7-8 of this Information Booklet**) which provides relevant information about the requirements of this post.
- The IPHA is an equal opportunities employer. Recruitment to posts within the IPHA is on the basis of merit as assessed during the recruitment process.
- Please note that omission of any or part of the requested application documentation or incorrect formatting, as set out below, will render the application incomplete.
- **Late or incomplete applications will not be considered.**

RECRUITMENT PROCESS TIMETABLE

| | |
|--|-----------------|
| Application closing date | 29th May 2026 |
| Competitive preliminary interviews commence (Lansdowne) | Early June 2026 |
| Qualified candidates presented to IPHA for short-listing | Mid-June 2026 |
| First-Stage Interviews (IPHA) | Late June 2026 |
| Final-Stage Interviews (IPHA) | Early July 2026 |
| Offer extended to successful applicant | Early July 2026 |





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Healthcare Association**



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www.lansdownesearch.ie



Together with
Horton International

**Local knowledge.
Global access.**