

DRUID

CANDIDATE BRIEF FOR THE POSITION OF CHIEF EXECUTIVE OFFICER
JULY 2025

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ABOUT DRUID

‘Ireland’s most prestigious theatre company’ Irish Independent

‘A world-class company rooted in the cultural fabric of Galway’ The Irish Times

Founded in 1975, Druid is an internationally touring theatre company based in Galway.

Its mission is to be a touring theatre without peer, anchored in the West of Ireland and looking to the world, producing and presenting the best work, both new and old, with boldness, agility, passion and flair.

Druid is a writers’ theatre, exploring ambitious projects, reimagining classics and premiering new work annually. The company continues to nurture playwrights through its New Writing programme while also presenting classics from both the Irish and international canons. At the heart of their artistic programme is the Druid Ensemble who work closely with the Artistic Director, Garry Hynes and the Druid team to deliver a varied and ambitious body of work.

Druid passionately believes that audiences have the right to see first class professional theatre in their own communities. The company has toured the length and breadth of Ireland as well as touring internationally to the UK, USA, Canada, Australia, New Zealand, Japan and Hong Kong.

DRUID’S VALUES:

Originality: We will be leaders, offer new perspectives and be original in our thinking and our practice

Community: We work in the community, for the community and as a community

Respect: We value and respect the individual performer, audience member and staff, recognising all to be essential in the making of good theatre

Boldness: We will be confident and courageous, always willing to take artistic risk

DRUID’S 2022-2024 STRATEGY

In these three years, Druid will: engage, challenge and inspire audiences; bring ambitious theatre to them in whatever way Druid can; and respect and remain committed to Druid’s sense of place in the West of

Ireland. Our next strategic review will be taken forward in the near future by the executive team and the Board. Druid's Strategy can be found [here](#) and has been extended into 2025.

PRODUCTION HIGHLIGHTS 1975 – 2025

- 1975, ***The Playboy of the Western World*** by J. M. Synge – Druid's first ever performance at the Jesuit Hall in Galway, 3 July.
- 1985, ***Conversations on a Homecoming*** by Tom Murphy, world premiere in Galway, a radical reworking of an earlier work, *The White House*.
- 1985, ***Bailegangaire*** by Tom Murphy, world premiere in Galway starring Siobhán McKenna, Marie Mullen and Mary McEvoy.
- 1996, ***The Beauty Queen of Leenane*** by Martin McDonagh, in a co-production with the Royal Court Theatre, which went on to win four Tony Awards, including Best Director for Garry Hynes, the first woman to win an award for directing in the history of the Tony Awards. This creative relationship developed into ***The Leenane Trilogy*** by Martin McDonagh, 1996-2000, in a co-production with Royal Court Theatre, London.
- 2005, **DruidSynge** – all six J. M. Synge plays in a single day in Galway, Dublin, Edinburgh International Festival and Inis Méain.
- 2012, **DruidMurphy** – a trilogy of Tom Murphy's *Conversations on a Homecoming*, *A Whistle in the Dark* and *Famine*.
- 2015, **DruidShakespeare: *Richard II*, *Henry IV (Pts. 1&2)*, *Henry V***, a new adaptation by Mark O'Rowe in a co-production with Lincoln Center, New York.
- 2016-2018, ***Waiting for Godot*** by Samuel Beckett which opened at Galway International Arts Festival and by the end of 2018 had toured Ireland twice, played at the Abbey Theatre, Edinburgh International Festival and US venues.
- 2020, Anton Chekhov's ***The Cherry Orchard*** in a version by Tom Murphy which opened in Galway and became the first Irish theatre production to be live streamed to cinemas across Ireland and the UK.
- 2020, **DruidGregory** – five of Lady Gregory's one-act plays, performed by a company of 12 actors and musicians, and directed by Garry Hynes, on a 13-venue, 4-week tour of Gregory's beloved county Galway.
- 2021-2022, ***The Last Return*** by Sonya Kelly, Edinburgh Fringe First award winning world premiere, building upon the successful multiproduction relationship with Sonya Kelly.
- 2023, **DruidO'Casey: Seán O'Casey's Dublin Trilogy** (*The Plough and the Stars*, *The Shadow of a Gunman* and *Juno and the Paycock*), performed in single-day theatrical events across Ireland and the US.
- 2025: **50th anniversary of Druid's founding**, with an 11-venue national tour of **Three Short Comedies** by Sean O'Casey, a five-star double bill of ***Macbeth*** by Shakespeare and ***Riders to the Sea*** at Galway International Arts Festival and Dublin Theatre Festival, a New York transfer of a five-star ***Endgame*** by Samuel Beckett, and commemorative Druid exhibitions and publications.

BOARD OF DIRECTORS

Anne Anderson

Anne was a member of the Irish diplomatic service from 1972 to 2017. She served as Ireland's Ambassador to the United States (2013 to 2017), to the United Nations, New York (2009 to 2013), to France (2005 to 2009), to the European Union (2001 to 2005), and to the United Nations, Geneva (1995 to 2001).

Her extensive multilateral experience includes chairing the UN Commission on Human Rights (1999 to 2000) and the WTO Trade Policy Review Body; in New York, she oversaw a Review of the UN peace-building machinery and co-facilitated work on Review of the UN Millennium Development Goals. During her EU assignment, she led the Brussels team for Ireland's EU Presidency in 2004.

Her bilateral assignments as Ambassador in France and the US, focusing on economic and political issues, included a strong cultural component. She was an ex officio member of the Board of the Irish College in Paris, and in 2016 helped to lead the 1916 centenary celebrations in the US - including a three-week festival at the Kennedy Center, DC, the largest festival of Irish culture ever held outside Ireland.

Born in Clonmel, Tipperary in 1952, Anne holds a Bachelor of Arts degree from University College Dublin (History and Political Science) and a Diploma in Legal Studies from King's Inns, Dublin. Her numerous awards include Honorary Doctorates from the National University of Ireland (Doctor of Laws) and from Fordham University, New York (Doctor of Humane Letters).

Appointed to Druid Board of Directors: November 2017

Mary Apied

Mary Apied is the founding director and former President of the Trinity Foundation; the fund raising arm of Trinity College. She is currently a member of the Board of the Landmark Trust and the Irish Museum of Modern Art (IMMA). Mary has over thirty years experience of fundraising for third level and non-profit organisations.

Appointed to the Druid Board of Directors: December 2018

Derek Diviney

Derek Diviney joined Indeed in September 2019 as the Europe Middle East & Africa (EMEA) & Asia Pacific (APAC) Vice President of Sales & Client Success. Derek is also a member of the Indeed International Board of Directors, which oversees all international markets outside the United States. Prior to this Derek spent 12 years at Google and was a member of Google EMEA's leadership team. A key highlight at Google was doubling their EMEA revenue from \$20 billion to \$40 billion in 3 years. Derek has also helped to more than double Indeed's international revenues in the past 3 years.

Derek has a passion for Diversity and Inclusion and acted as the Executive Sponsor for Google Dublin's Inclusion resource groups. Derek is currently the Global Executive Sponsor for Indeed's Parent & Caregivers resource group.

Over the past 20 years Derek has led Indeed, Google and Microsoft teams to high levels of business growth. Derek is also an investor and operating executive with FrontlineX, a growth fund for fast growing US companies expanding to Europe.

Derek has strong finance and analytical experience with a Bachelor of Commerce degree from University of Galway. He is a Chartered Accountant with the Institute of Chartered Accountants in Ireland, following 5 years of business advisory, mergers and acquisition experience with Ernst & Young and Arthur Andersen.

Appointed to the Druid Board of Directors: February 2023

Padraic Ferry

Padraic Ferry is from Mountbellew, Co. Galway and graduated from University College Galway with a Law and Politics Degree. Padraic qualified as a Solicitor in 1989 and spent his early years working in Galway. Upon moving to Dublin, he founded his own firm Ferrys Solicitors where he remains as joint managing partner.

While in Galway he chaired the boards of both The Galway Arts Festival and Macnas Theatre Company. In Dublin he has served on a number of boards and has co-founded Ranelagh Arts Festival.

Appointed to Druid Board of Directors: May 2018.

Caroline Loughnane

Caroline is Secretary for Governance & Academic Affairs at the University of Galway. She has responsibility for all matters relating to the implementation of good governance practice across the University, and is responsible for advising the University's Governing Board on all governance matters, including statutory obligations and regulation.

As a member of the University Management Team at University of Galway she contributes to the strategic leadership of the University and is the principal officer in respect of the academic administration of the University.

Prior to this, Caroline was the Director of Marketing and Communications at the University of Galway, managing the University's marketing, communications and student recruitment functions, and before that, the Head of Marketing at the University of Birmingham in the UK. In both universities she led major brand development projects to successfully reposition the institutions in competitive higher education market places.

Caroline holds a degree in English and History, and a Research Masters in English Literature, as well as Postgraduate Diplomas in Education and in Marketing, and she is currently completing a Doctorate in Governance.

Caroline is currently the Chairperson and non-Executive Director of the National Breast Cancer Research Institute, a charity which fundraises for breast cancer research. She has also served as a non-Executive Board Member of the Galway Cultural Development and Activity Company, established to oversee Galway's European Capital of Culture designation for 2020. Caroline has a keen interest in contributing to the cultural and socio-economic development of Galway City and County, and the wider West of Ireland region.

Appointed to Druid Board of Directors: December 2021.

Bernadette Murtagh (Company Secretary)

Bernadette Murtagh qualified as a Chartered Accountant in 1999 and as a Tax Consultant in 2002. Having graduated from University College Dublin with a Commerce degree, she joined Duignan Carthy O'Neill, a medium sized practice in Dublin, where she completed her training.

In 2002, she formed Murtagh & Co., Chartered Accountants and Registered Auditors, which is based in Galway city.

She is currently treasurer of the Western Society of Chartered Accountants.

Appointed as Secretary to the Board: July 2013

Adrian O'Neill (Chair)

Born and raised in Dublin, Adrian is a former civil servant and diplomat. After graduating from Trinity College Dublin (History), he joined the Department of Foreign Affairs in 1979. While most of his career at Headquarters focused on British-Irish relations and the peace process in Northern Ireland, Adrian also served in missions abroad in Madrid (1986-89), Boston (1992-93) and Washington DC (1996-2000). In 2010, Adrian was appointed Secretary General to the President of Ireland. In this role, he served both former President McAleese and President Michael D. Higgins and was centrally involved in the planning of the State Visit of Queen Elizabeth to Ireland in 2011 and President Higgins' return State Visit to the UK in 2014.

In June 2014, he returned to the Department of Foreign Affairs as Second Secretary General. After three years leading the Department's Ireland, UK and Americas Division, Adrian was appointed as Ambassador of Ireland to the UK in 2017. While the UK's exit from the EU represented a significant challenge during his 5-year tenure, Adrian nonetheless availed of every opportunity in London – including in the cultural domain – to promote positive British-Irish relations.

Since his retirement from the Department of Foreign Affairs in December 2022, Adrian has commenced a post-graduate degree in TCD in modern Irish history and is also a Trustee of the British-Irish Association. He is married to Aisling and has two adult children.

Appointed to Druid Board of Directors: July 2024

Appointed as Chair of the Board of Directors: October 2024

Sean O'Rourke

Born in Portlaoise, reared and educated in Galway, Sean has been a journalist and broadcaster for 48 years, initially in print with the Connacht Tribune and the Irish Press group, where he worked in sub-editing, sport and feature-writing, before specialising in politics.

For 25 years up to 2020, Sean was a presenter in the RTÉ Radio 1 daily schedule, on the News at One and, from 2013, on the mid-morning Today With Sean O'Rourke, a mix of current affairs, culture, health and human interest items.

For 10 years, Sean was the presenter of The Week in Politics on RTÉ One. He is a three-time winner of the PPI Radio Award of News Broadcaster of the Year and was awarded an honorary doctorate by NUI Galway in 2011. He is an Honorary Professor of Journalism at NUI Galway.

Appointed to Druid Board of Directors: December 2020.

Helen Ryan

Helen Ryan has a Bachelor of Engineering from NUI Galway, a Masters in Project Management from UL, and has completed a Senior Executive Programme at Stanford University. Helen has received an honorary Doctorate from NUIG and is a fellow of the Institute of Engineers of Ireland and a member of the Irish Academy of Engineers.

Helen currently holds a number of Board positions including Enterprise Ireland, Dia Nia Technologies and Galway University Foundation, and acts as a strategic advisor to a number of indigenous companies. Helen was the Chief Executive Officer of Creganna Medical, ranked among the world's top 10 medical device outsource providers, from 2005 to 2013. During Helen's time as CEO the company grew five-fold to become the largest indigenous medical device company. The expansion included three company acquisitions, a strategic joint venture in Asia, and the raising of significant debt and equity financing.

Prior to joining Creganna Medical in 2003, Helen worked with Medtronic and Covidien in Product Development and Research and Development roles.

Appointed to Druid Board of Directors: December 2017.

THE OPPORTUNITY

Reporting to the Druid Board, the Chief Executive Officer (CEO) will strategically and operationally lead the organisation to realise Druid's vision of Irish performance for the world. Operating from Druid's office in Galway, the CEO will work in partnership with the Artistic Director who will create the artistic vision and ensure its successful execution.

ORGANISATIONAL STRATEGY, LEADERSHIP AND IMPLEMENTATION

Lead and deliver the Company's artistic mission by:

- Cultivating a culture of excellence in every aspect of the organisation - artistic, financial, governance, administration, marketing – and leading the Druid Team to live the organisation's values in their daily work.
- Developing, maintaining and implementing a sustainable strategic direction for Druid that will take the organisation forward and fulfil its artistic ambition and expectations.
- Working collaboratively to create and embed Druid's next five-year strategy, ensuring the organisation's purpose is inspiring, ambitious and clear.
- Producing an implementation plan to deliver on Druid's strategy, with regular reporting to the Board.
- Ensuring that Druid is relevant and responsive to its various stakeholders - staff, Board, artists, audiences, funders, artistic community, media, governmental sectors – taking account of changing demographics and a more diverse society.
- Providing inspirational and engaged leadership to the Druid Team to ensure that:
 - the operations of the organisation reflect its artistic and ethical values;
 - there is a culture of setting challenging goals, continuous improvement and agile adaptation;
 - there is an environment of openness to innovation and organisational change is achieved using an open and inclusive management style.
 - opportunities exist to encourage and support continuous professional development across the organisation; and
 - high levels of performance and accountability are maintained and cascaded through the organisation.
- Working with the Financial Controller to:
 - Develop and prepare budgets for approval by the Board and report on same regularly; and
 - Monitor the financial management and budgeting processes, taking responsibility for the financial stability and long-term future of Druid.

OPERATIONS

Take full accountability to the Board for operational management, including:

- Ensuring that effective organisational structures are designed and implemented;
- Working with the Financial Controller to establish appropriate financial control systems;
- Working with the Producer and wider team to ensure that all production activities are of the highest standard and comply with the plans and budgets agreed in advance;
- Taking timely remedial actions where necessary and informing the Board of any significant changes required to operational plans and budgets; and
- Putting effective reporting mechanisms in place to provide feedback at all levels.

Take responsibility for the effective management of ongoing operations and working relationships across the Team by:

- Ensuring that operating objectives and expected standards of performance are understood and owned by all staff; and
- Ensuring that the organisation is characterised by good internal communications and a working culture of mutual respect and teamwork.

GOVERNANCE

Assume responsibility, together with the Artistic Director and Financial Controller, for ensuring that Druid complies with all financial, legal, statutory and contractual obligations, as well as with other relevant good practice policies and guidelines.

Take responsibility for ensuring the presentational quality and accuracy of all materials and data related to Druid, as required for internal and external representation, including those for: the Board and Board Committees; the Arts Council; other key strategic partners; and the wider public.

Manage external business relationships, with the appropriate support of the Board, Artistic Director and Financial Controller.

EXTERNAL COMMUNICATIONS

Together with the Artistic Director, represent the organisation in public in a leadership role in accordance with Druid's policy and procedures.

In consultation with the Artistic Director and the Board, build, develop and sustain excellent working relationships with external stakeholders who support the realisation of Druid's vision and mission.

Oversee the implementation of Druid's communications strategy, in consultation with the Artistic Director and the wider team.

Work with the Artistic Director and wider team to plan and execute effective press, publicity and marketing campaigns for all productions and artistic activities.

INCOME GENERATION ACTIVITIES

Lead on the implementation of Druid's development strategy to generate revenue which will support the artistic programme and related activities.

Promote, with the support of the Artistic Director, the development of supporter and donor relationships to help realise Druid's artistic ambitions.

INSTITUTIONAL PARTNERSHIPS

Lead, in partnership with the Artistic Director, the development of Druid's strategic relationships with relevant institutions in Ireland and internationally.

Lead, in partnership with the Artistic Director, the development of effective working partnerships with Irish and international producing and receiving theatres, venues and any other independent groups of individuals who can support Druid's vision and mission.

OTHER COMPANY ACTIVITIES

Oversee the running and management of Company assets and activities including but not limited to:

- The Mick Lally Theatre (alongside the Theatre Manager);
- The Druid Building (alongside the Financial Controller);
- Ballybane Set-building Workshop (alongside the Production Manager); and
- Nun's Island Costume Workshop (alongside the Costume Supervisor).

THE CANDIDATE

The successful candidate will be assessed against the following key criteria:

- A record of achievement in leading/managing in the cultural or related sector.
- Proven strategic and business planning skills, strong financial and business acumen, creative flair and excellent communication skills.
- Experience of leading team projects, managing significant budgets and conducting contract negotiation.
- The ability to deliver planned objectives and to balance creative risk with sound financial management.
- A background and strong interest in the performing arts, a good understanding of, and empathy for, Druid and its vision and a capacity to work with the Board and the Artistic Director to secure its artistic direction for the future.
- Strong knowledge of, and passion for, theatre and the arts in Galway, as well as nationally, and a network of relevant contacts within the performing arts sector.
- An entrepreneurial approach and track record of securing significant amounts of external funding and of generating income.
- An understanding of governance and risk management and their importance in the smooth and effective working of the organisation.
- Excellent people management, leadership and motivational skills, team-building capacities and the ability to resolve conflict.
- Highly organised, able to operate in a busy work environment and an effective communicator.
- Excellent time and project management skills, self-starter, energetic and results driven.

It is envisaged that the appointment will be for a fixed term contract of five years, including a probationary period. A competitive salary reflecting the significance of the position will be offered.

APPLICATION DETAILS

Applications should take the form of a letter setting out the applicant's qualifications, experience, achievements and their ability to meet the candidate criteria above.

The letter should be accompanied by a curriculum vitae outlining the candidate's career to date.

The application should be sent to office@druid.ie.

The closing date for receipt of applications is Friday 12 September 2025 at 5.30pm.

Druid is an equal opportunities employer.