

Job Specification: Cluster Manager

Reports To: Board of Directors

Location: Dublin (Hybrid)

Contract: Full-time, Permanent

About MIDAS

We are the industry-led cluster for the micro and nano-electronics sector, uniting companies, academia, research, and government. Established in 1999, MIDAS represents the entire value chain as the sector evolves to deliver integrated electronic and software system solutions.

As a member of Silicon Europe, MIDAS connects Ireland into Europe's leading clusters, while also playing a central role in advancing Ireland's national semiconductor strategy.

There is a significant window of opportunity now for MIDAS to expand its scope and for us to become one of Ireland's national clusters of significance with the potential to drive economic growth particularly in the indigenous sector. The Cluster Manager would spearhead this effort, while focusing on the following key strategic priorities, which we hope to pursue with vigor in the context of our forward-thinking culture supported by our values:

Our Strategic Priorities

- Ecosystem Building – connecting the semiconductor value chain across design, research, manufacturing, and emerging areas such as advanced packaging, photonics, and quantum.
- Talent Development – ensuring graduate pipelines, CPD for engineers, and outreach initiatives future-proof the workforce.
- Enterprise Development – supporting Irish SMEs, start-ups, and indigenous innovation within the value chain.
- Policy Advocacy – representing the sector nationally and at EU level, ensuring strong alignment with government strategy.

Our Values

- Networking and Connectivity: Curating productive relationships.
- Collaboration: Working together with members and other stakeholders to achieve common goals, promoting and facilitating innovation within the industry.
- Advocacy & Outreach: Promoting microelectronics within the Ireland ecosystem. Representing and advocating for the interests of members and the industry as a whole.
- Learning: Providing educational resources and training opportunities to members and the broader community.
- Diversity and Inclusion: Encouraging diversity and inclusion within the industry and the organisation.

Role Purpose

The Cluster Manager will be the most senior executive in MIDAS Ireland – and first formal employee, reporting directly to the Board of Directors, driving the expansion of Midas's scope and ensuring we

become one of Ireland's national clusters of significance with the potential to drive economic growth particularly in the indigenous sector.

The Cluster Manager will:

- Provide national leadership for Ireland's semiconductor cluster;
- Represent the sector with government, international partners, and industry stakeholders;
- Drive delivery of the MIDAS 2026–2030 strategy in alignment with Ireland's National Semiconductor Strategy; and
- Act as Network Promoter for MIDAS Skillnet, ensuring industry-led training and upskilling meets sector needs.

This is a unique leadership role at the intersection of enterprise, research, and policy, pivotal to securing Ireland's position as a global hub for semiconductor innovation, talent, and enterprise growth.

Key Responsibilities

Strategic Leadership & Cluster Development

- Lead delivery of the MIDAS Ireland 2026–2030 Strategy across four pillars: Ecosystem Building, Talent Development, Enterprise Development, and Policy Advocacy.
- In collaboration with the Board and stakeholders, lead the development of future strategies and plans.
- Position MIDAS as the recognised national cluster lead in semiconductors, aligned with EU Cluster Excellence standards.
- Expand membership base across the full semiconductor value chain (design, manufacturing, advanced packaging, photonics, quantum, etc.).
- Build strong partnerships with industry bodies, academic institutions, research centres, and international clusters.

Policy, Advocacy & National Representation

- Represent MIDAS nationally and internationally on semiconductor strategy, ensuring strong alignment with relevant national policies.
- Act as trusted policy partner to DETE, IDA, Enterprise Ireland, DFHERIS, and European stakeholders.
- Influence and contribute to government consultations, position papers, and sector roadmaps.

Talent Development & Skillnet Leadership

- Act as Network Promoter for the MIDAS Skillnet, ensuring high-quality, industry-aligned training.
- Expand accredited programmes, apprenticeships, internships, and outreach campaigns with the Pillar Lead.
- Champion diversity and inclusion initiatives across STEM and semiconductor careers.

- Strengthen collaboration with HEIs, Skillnets, and industry to future-proof the workforce.

Enterprise Growth & Innovation

- Support scaling of Irish SMEs, start-ups, and indigenous enterprises in the semiconductor value chain.
- Lead access to funding initiatives (national, EU Chips JU, Horizon Europe) with the respective Pillar Leads.
- Support structured programmes for investor engagement, export development, and SME/MNC collaboration.

Governance, Operations & Sustainability

- Lead and manage a professional cluster organisation with clear governance, operational excellence, and financial sustainability.
- Develop a stable funding base through membership, public funding, and partnerships.
- Ensure transparent financial management, risk oversight, and performance measurement.
- Deliver operational excellence in line with Board expectations.

People Leadership & Organisational Development

- Build, manage, and lead a high-performing professional team.
- Provide clear direction, delegation, and accountability to staff.
- Foster a collaborative, inclusive, and innovative organisational culture.
- Ensure strong performance management, staff development, and succession planning.

Essential Qualifications & Experience

- Proven senior leadership experience – 7 years+ in industry, government, or cluster/association management.
- Strong understanding of the semiconductor/microelectronics sector or adjacent deep-tech/advanced manufacturing sectors.
- Demonstrated experience in stakeholder engagement at senior levels (e.g., government, EU institutions, MNCs, academia).
- Experience in strategy implementation, cluster development, or sectoral policy.
- Track record in talent development or skills/education initiatives (preferably Skillnet, apprenticeship, or STEM programmes).
- Strong governance, financial management, and organisational leadership capabilities.

Desirable

Advanced qualifications in engineering, science, business, or policy.

- International experience in cluster organisations, industry associations, or EU policy engagement.
- Knowledge of the EU Chips Act, IPCEI, and European semiconductor landscape.

Core Competencies

- Strategic Thinking & Influence – Shapes long-term strategies aligned with national policy. Influences decision-making across government, enterprise, and research.
- Stakeholder Leadership & Advocacy – Builds high-trust relationships across diverse stakeholders. Acts as a persuasive, credible voice for the sector.
- Delivering Results & Accountability – Sets ambitious but realistic goals and delivers them. Holds self and others accountable for outcomes, ensuring transparency and impact.
- Enterprise & Innovation Orientation – Champions SME/start-up growth and globalisation. Connects industry to research and innovation opportunities.
- Operational Excellence & Governance – Ensures transparent governance, performance management, and sustainable funding. Leads a professional team with accountability and integrity.
- Communication & Representation – Excellent communicator with ability to engage policy, industry, and media. Represents Ireland's semiconductor sector nationally and internationally with authority.

Application Process

Please submit your CV, or direct any queries, to recruitment@adarehrm.ie.

- Closing date for applications: **7th October**
- Interviews will commence from **31st October**