

# **Laurence Bond**

## ***Curriculum Vitae***

### **CAREER HISTORY**

#### **Director, Irish Human Rights and Equality Commission (IHREC), May 2017 to date**

#### **(Acting Director from 1st November 2016 )**

##### ***Key Responsibilities***

- Overall management responsibility for all aspects of a complex professional organisation of 58+ staff.
- Ensuring the implementation of the Commission's Strategic Plan
- Leading the preparation of the Annual Workplans and Budgets and ensuring their effective and efficient delivery
- Positively managing key internal and external relationships
- Statutory Accounting Officer for the IHREC Annual Exchequer Vote (c €6.6m)

#### **Head of Research, IHREC, January 2016 to May 2017**

Reporting to the Director and building from 1 staff in January 2016 to 5 in March 2017 when Research and Policy teams were merged with a combined total of 9.

Annual non-pay budget of c €250k

##### ***Key Achievements***

- Establishing and developing a new Research team and work programme
- Developing and delivering the first IHREC 'Human Rights and Equality Grant Scheme 2016' with a grant fund of €250k
- Promoting equality and human rights budget proofing to the Oireachtas and Government and securing high level D/per engagement to advance this
- Establishing an IHREC-ESRI Research Programme on Human Rights and Equality
- Securing co-operation from the Irish Research Council for a co-funded research call on interculturalism and diversity
- Leading the development of the ENNHRI Economic & Social Rights Working Group

### **Head of Public Engagement, IHREC, January to December 2015**

Reporting to the Director with 9 staff and an annual non-pay budget of c €500k

#### **Key Achievements**

- Establishing and developing a new 'Public Engagement' team and work programme
- Commissioning and managing a national baseline awareness and attitudes survey on equality and human rights
- Supporting the development by the PE team of a nationwide public consultation for the preparation of IHREC's first Strategy Statement 2016-2018
- Commissioning and managing the implementation of 'Make Rights Real' a national multi-platform public awareness campaign that ran from October to December 2015
- Delivery of promotional events, information publications and equality mainstreaming projects

### **Joint Acting Chief Executive, Equality Authority, April to October 2014**

Reporting to the Board/Interim Commission with c20 Staff and an annual budget of c €3m.

#### **Key Achievements**

- Managing the staff and staff changes through the process of merging with IHRC to form the IHREC
- Addressing the organisational and practical aspects of the merger with all stakeholders
- Ensuring strong financial management and control was maintained as the merger proceeded and the successful transition of financial functions to the IHREC

### **Head of Development, Equality Authority, April 2013 to October 2014**

Reporting to the CEO with 6 staff and an annual non-pay budget of c €300k.

#### **Key Achievements**

- Maintaining a high level of team activity in the context of significant change and uncertainty
- Managing development and delivery of:
  - a training programme on equality for teachers and publication of a training manual
  - a 40-minute e-learning course on *Delivering Equality in Public Services* for frontline staff
  - *Roma: One People – Many Lives*, an educational photographic exhibition which was displayed in multiple venues around the country
- Managing completion of work of ESF funded Equality Mainstreaming Unit and showcasing it through publications and a major conference

### **Head of Finance, Equality Authority, June 2009 to October 2014**

Reporting to the CEO, Finance Committee and Board, with 3 finance staff.

#### **Key Achievements**

- Managed all annual budget planning, monitoring and reporting
- Maintained effective financial control
- Delivered annual financial statements which were audited and certified each year by the C&AG

### **Head of Research, Equality Authority, February 2002 to October 2014**

Reporting to the CEO with 2- 4 staff and annual non-pay budgets between c €100k and €350k

#### **Key Achievements**

- Establishing and developing the Equality Authority's highly regarded evidence-based approach to equality
- Developing and managing research on the nature and extent of discrimination and inequality; policy and practice responses to discrimination and inequality in employment and service provision; and the business case for equality and diversity in organisations
- Delivering c 5 published reports per annum
- Planning and managing the 'Equality Studies Unit' (ESU) 2002-2007, an ESF funded technical assistance measure on labour market inequalities facing older workers, people with disabilities, and minority ethnic groups including Travellers
- Promoting the collection of national equality and discrimination data through engagement with the National Statistics Board, the Central Statistics Office (CSO) and Government Departments
- Securing CSO commitment to a national survey of equality and discrimination, and assisting with its development. This is now collected every 4/5 years.
- Drafting and promoting key policy submissions such as '*Traveller Ethnicity: An Equality Authority Report*'
- Representing the Equality Authority in key policy fora

### **Policy Analyst, National Economic and Social Forum, June 1999 to February 2002**

In this Assistant Principal (Higher) level position I was responsible for three specific Forum projects, including researching and writing the relevant reports, as follows:

- *Local Development Issues* Forum Opinion No. 7
- *Alleviating Labour Shortages* Forum Report No. 19
- *Equity of Access to Hospital Care* Forum Report No. 25

**Self -Employed Policy Consultant, 1994 to 1999**

Consultant to public and civil society organisations including: Combat Poverty Agency; National Economic and Social Forum; South Dublin County Council; Community Platform; Irish National Organisation of the Unemployed; Area Development Management St Vincent de Paul Society; Pavee Point; Community Pillar.

**Part-time Sociology and Social Policy Lecturer, 1994 to 1997**

Developed and taught mainly undergraduate courses in sociology and social policy in UCD, TCD, the IPA and St. Patrick's College, Drumcondra.

**Head of Information, Combat Poverty Agency, August 1991 to November 1993**

In this AP level post, with a team of three people and an annual programme budget of c. £100,000, I managed the Agency's information and public education section and played a key role in policy development and promotion.

**Research Officer, Combat Poverty Agency, June 1990 to August 1991**

This was a HEO level post. As the sole researcher on the Agency staff at this time, I was responsible for day-to-day management of the Agency's research programme with an annual budget of c. £100,000.

**Research/Policy Officer, Jesuit Centre for Faith and Justice, June 1985 to June 1990**

Educational, research and campaigning activities on unemployment, social welfare, poverty and community development issues.

**EDUCATION**

Certificate in Human Rights Law, Law Society of Ireland, 2016.

B.A. (Politics and Philosophy), UCD, 1980