

Empowering Innovation. Engineering The Future.

Strategy 2024-2027



“We have a vibrant community of members and volunteers in Ireland and overseas and a wide range of partners whose effort, expertise and influence significantly increase our reach and impact. They are the lifeblood of the Institution and as such we recognise that their expertise, support and collaboration is vital to the success of the Institution.”

Damien Owens



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Introduction



The role of engineering and engineers has never been more crucial. As the Institution approaches the last decade of our second century, the vision of our founding members would surpass their expectations for the organisation they established. This strategic plan is intended to guide and inspire our members, staff, and external stakeholders setting a clear direction for the future and providing guiding principles.

Our strategy, **“Empowering Innovation. Engineering the Future. 2024-2027”**, encapsulates a bold vision for the next phase of Engineers Ireland’s evolution. It focuses not only on how we can harness the digital technologies developed by engineers but also on how we can foster innovation, promote sustainability, drive inclusivity, and create a future where engineering continues to serve as a powerful force for positive change. Our goal is to ensure that Engineers Ireland becomes the ‘Home of Engineering’—a dynamic, inclusive hub for the entire engineering community.

The strategy has been informed by a comprehensive consultation process which included a series of online meetings with members, former -members, non-members, students, committee members staff and Council members. The insights gained from these conversations have been instrumental in shaping of the strategy for the coming years. We would like to extend our heartfelt thanks to everyone involved in this process for their valuable contributions and commitment to shaping the future of our profession.

Throughout history, engineers have been at the forefront of innovation and progress, and today, we are also well-positioned to address the challenges of today and tomorrow. Engineers possess a logical disposition, always striving to improve and these characteristics also equally crucial in business. Engineers are natural problem solvers, leaders, and innovators. In shaping the future of Ireland and the world, engineers have a vital role to play.

In our current landscape, we face a multitude of pressing challenges - climate change, escalating living costs, housing shortages, economic and geopolitical pressures, cybersecurity threats and the evolving role of AI to name a few. Engineers possess much of the expertise and knowledge needed to address these issues and build a better future for all. Our profession is uniquely equipped to meet these challenges head-on, but we must be more visible and vocal in our contributions as a profession. Therefore, in shaping our strategy, we have placed a particular emphasis on defining the Institution’s purpose, vision, and values to foster a more dynamic and innovative culture and ensure the high impact of our work.

A handwritten signature in black ink, appearing to read 'Damien Owens'.

Damien Owens,
Chartered Engineer, FIEI, EUR ING
Director General,
Engineers Ireland

The Core Purpose of Engineers Ireland

The Charter sets out the core objectives of the Institution and our work supports delivering on these objectives.

- (1) promoting the acquisition of that species of knowledge which appertains to the profession of engineering and advancing engineering science and furthering, by all legitimate means, the interests of the said profession and of its members;
- (2) setting up and maintaining proper standards of professional and general education and training for admission to membership or to any category of membership of the Institution, with power to provide and prescribe instruction and courses of study and to conduct examinations for the purpose of maintaining such standards;
- (3) ensuring that the description “Chartered Engineer” or the use of initials or letters having a similar significance is confined to a category of engineers who have satisfied the Council of their professional competence and experience, or who are authorised so to describe themselves by a professional body recognised by the Council in that behalf;
- (4) maintaining a proper standard of professional ethics and conduct.

Our strategy “**Empowering Innovation. Engineering the Future. 2024-2027**” has been informed by a comprehensive consultation process, which included a series of online meetings with members, former members, non-members, students, committee members, staff, and Council members. As part of this process, we have refined and defined our Purpose, Vision, and Values to provide a clear foundation for the future of Engineers Ireland. These elements are pivotal in shaping the direction of our strategy, ensuring that it reflects both the aspirations of our members and the challenges of our time.



Our Purpose

Our Purpose drives everything we do, uniting our membership and ensuring that we continue to uphold the highest standards in the engineering profession.

Engineers Ireland serves as the body that educates, regulates, and advocates for engineers, promoting professional excellence



Our Vision

Our Vision statement is intended to guide and inspire Engineers Ireland to make a lasting positive impact on society. This vision reflects our commitment to pushing the boundaries of what's possible, addressing societal needs, and empowering our members to lead positive change.

To be the driving force for engineering excellence and innovation, empowering our members to create a better world for tomorrow



Our Values

Our Values define the behaviours that guide our activities and interactions with all stakeholders. These principles reflect who we are as an organisation and a profession, ensuring that our work is grounded in the highest standards of ethical conduct, innovation, and community.

Integrity

- We uphold standards of excellence and ethical conduct in our organisation and profession, to the benefit of our society.
- We are respectful & honest in interactions with all our stakeholders.
- We fearlessly represent our profession and its role in building a better, and more sustainable, future.

Innovation

- We drive new thinking and practices within our profession to meet existing and emerging challenges.
- We place sustainable considerations and solutions at the heart of engineering.
- We proactively embrace new technologies, ways of working and continuous improvement

Community

- We create a diverse professional home for members of all disciplines and sectors, strengthening connections and relationships within our profession.
- We value our volunteers as the lifeblood of our organisation, who we encourage to guide the development of our profession
- We support our members at every stage of their engineering careers and studies.
- We create a nurturing and inclusive workplace for our employees, recognising the creativity and dedication they demonstrate



Tagline

To reinforce our Vision and Values, we have adopted the tagline **Empowering Innovation. Engineering The Future.** This not only highlights the spirit of our profession but also underscores the central role of innovation in our work. Innovation is at the heart of our profession, enabling us to tackle the world's challenges and create a better future. It reminds us that our ability to innovate ensures engineers

remain key to shaping tomorrow. By embracing new ideas and technologies we position ourselves at the forefront of change. As our profession continues to evolve, the tagline reminds us that innovation is key to shaping the future and ensuring that engineers remain pivotal in creating a better world for tomorrow.



Core Strategic Themes

The review process identified five strategic themes for the organisation to focus on in the coming years. These themes will guide our efforts and ensure we remain agile, responsive, and effective in addressing the needs of our members and the broader engineering community.

1

Maintain and grow a strong engaged vibrant community of engineers

To ensure sustained growth and membership retention, it is essential to deliver relevant and meaningful services to our members. By providing a clear definition of our membership offering we can expand and diversify our membership base, encompassing a wide range of engineering disciplines. This includes supporting various pathways into the profession whilst upholding the high standards expected of our profession through accreditation and continuing professional development.

Fostering diversity and inclusion is also critical for driving growth and securing the long-term success of the engineering profession. By embracing diverse perspectives, experiences, and backgrounds, we can unlock new opportunities for innovation and problem-solving. As we work towards this, our organisation must adapt to be more inclusive of emerging engineering disciplines whilst continuing to honour and build upon our strong heritage.

To achieve this vision, we will focus on the following actions:



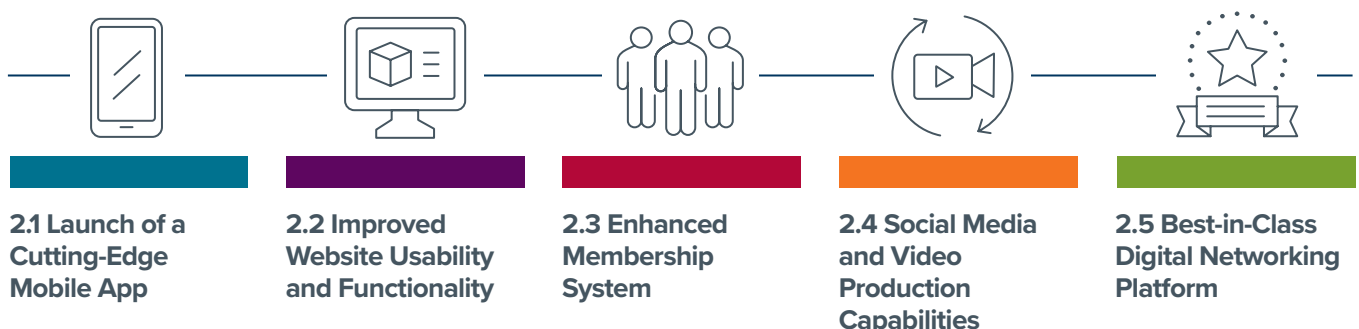
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Engineers Ireland as leader in deployment of digital technologies

To effectively engage with our increasingly global membership, we must rapidly adopt and deploy cutting-edge technologies across their preferred devices and media platforms. This enables us to tailor our services to meet the unique needs of our members treating each member as a market of one. By leveraging increased use of video and online service delivery, we can foster more meaningful engagement and interactions with our members.

Our back-office systems should seamlessly support these efforts, eliminating friction points that hinder member engagement - whether with individuals or corporate entities. Recognising the rapid pace of evolution in technology, we will actively experiment, implement and retire digital platforms in response to member driven demand.

To achieve this vision, we will focus on the following actions:



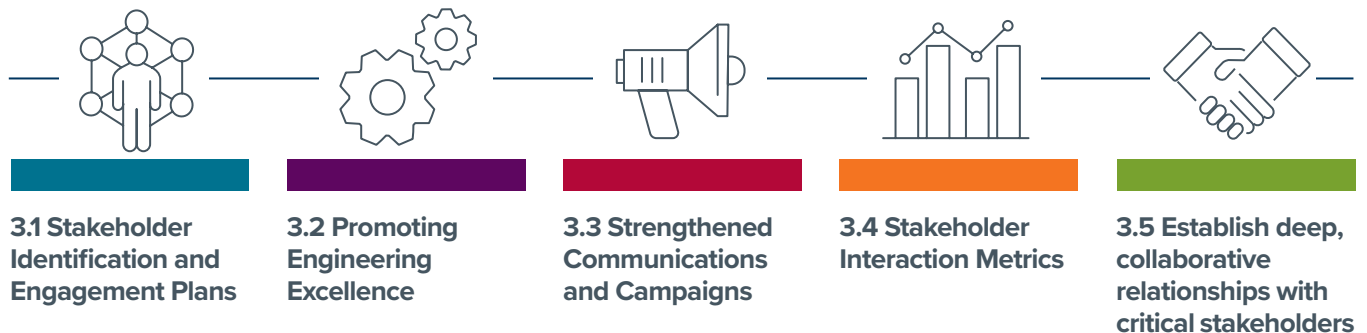
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Stakeholder Engagement and Impact

A clear and well-communicated strategy is essential to our success. We must effectively articulate our vision to members, staff, and external stakeholders to ensure relevancy in a rapidly changing environment. Central to this is amplifying the impact of our members in promoting engineering, informing and shaping opinion, and driving innovation to address critical challenges such as climate change whilst delivering lasting benefits to society.

We are committed to inspiring, engaging and supporting key groups including pupils, students, teachers, careers professionals, academics, and education outreach stakeholders. By equipping them with the education and skills needed, we empower the next generation to respond to society's challenges confidently and effectively.

To achieve this vision, we will focus on the following actions:



4

Advocating for stronger profession and a better Ireland

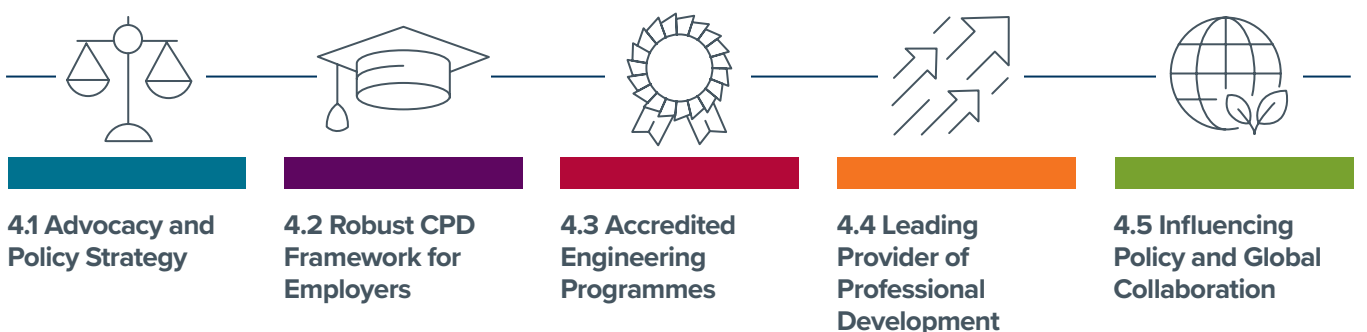
Engineers Ireland is committed to being a trusted voice and authoritative advocate for the engineering profession. By aligning our advocacy and policy efforts with the core pillars of excellence, sustainability, and innovation, we will actively influence decision-making, shape public policies, and support the professional growth of engineers. Through strategic partnerships, policy development, and professional development initiatives, we will strengthen the role of engineering in addressing critical societal challenges and fostering a sustainable future.

We support our members by delivering timely, well-informed positions on key policy areas such as energy security,

sustainability, public infrastructure, and education. Engineers Ireland aims to be the foremost authority for expert, impartial engineering knowledge coordinating the nation's leading engineering expertise to offer practical, actionable policy advice on pressing national and global challenges.

Our advocacy efforts also prioritise fostering the development of a highly skilled workforce equipped to tackle these challenges. A core element of this theme is establishing a strong, inclusive framework that fosters meaningful discussion, constructive debate, and effective collaboration—transforming diverse perspectives into unified, impactful policy recommendation.

To achieve this vision, we will focus on the following actions:



5

Develop an organisational structure and culture to support the engineering profession

Achieving our strategic goals requires a robust organisational foundation, built on effective structures, dynamic leadership, and a culture of collaboration. By aligning our resources with our strategic objectives, we will enhance operational efficiency, foster innovation, and ensure the long-term sustainability of Engineers Ireland.

Our organisation must remain agile and adaptive, fully aligned to deliver, and support our strategic goals. This includes fostering a supportive environment for the hundreds of dedicated volunteers who are essential to our success.

Our focus will be on equipping staff and volunteers with the tools, skills, and facilities they need to succeed. Any deployment of resources should have sustainability at its core. Furthermore, our organisation structure must cultivate a proactive, solutions-oriented culture that empowers our people to achieve excellence.

To achieve this vision, we will focus on the following actions:



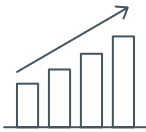
5.1 Organisational Structure Review



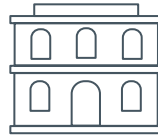
5.2 Fostering a Collaborative Culture



5.3 Enhanced Leadership Capacity



5.4 Financial Sustainability



5.5 Clyde Road Utilisation Plan



5.6 Organisational Performance Management

“We cannot solve our problems with the same thinking we used when we created them”

Albert Einstein

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