

Our Behaviours Framework

Applicants are recommended to download 'Our Behaviours Framework' so they can see expectations by level for different role-types: <https://esb.ie/careers/our-people-promise>



ESB Future Critical Capabilities projected to 2040

Part i

ESB's Individual Critical Capabilities

ESB is embarking on an ambitious strategy to decarbonise Ireland's electricity system by 2040 and it's clear that what got us *here*, won't get us *there*.

For ESB to succeed, there are a unique blend of future-ready capabilities all of our people will need to embrace, regardless of where they sit or the role they perform in the organisation.



Technical Excellence - Excellence in everything we do will remain the backbone of our success. For the majority of our organisation, this is around excellence in engineering. However, it equally extends to all our operations (HR, Finance, IT, etc.) that enable us to deliver safe, reliable and innovative solutions



Commercial Acumen – moving from a fundamental understanding of commercials to applying our knowledge of market dynamics, regulations and commercial impacts will enable ESB to succeed in a sustainable manner



Critical Thinking– Wrapping all of these capabilities together is the underlying capability of critical thinking. This enables us to navigate uncertainty and create sustainable solutions that shape the future of our world



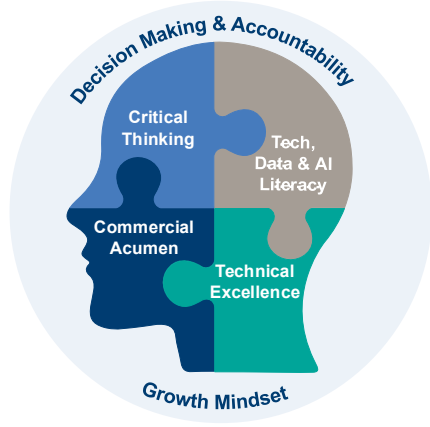
Tech, Data & AI Literacy - Harnessing data and AI will unlock smarter decisions and predictive capabilities. Every employee must be confident in using insights to optimise performance and accelerate progress



Decision Making & Accountability – making informed, timely decisions and owning outcomes will be vital in a fast-changing energy and technological landscape and accountability for these decisions ensures we act with integrity and deliver on our commitments



Growth Mindset - At the same time, we need to foster the capability to embrace challenges, seek feedback and continuously develop by viewing effort and setbacks as opportunities to learn and improve - ensuring we are an always-learning, capability-building organisation



Part ii

