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An Roinn Caiteachais Phoiblí Bonneagair
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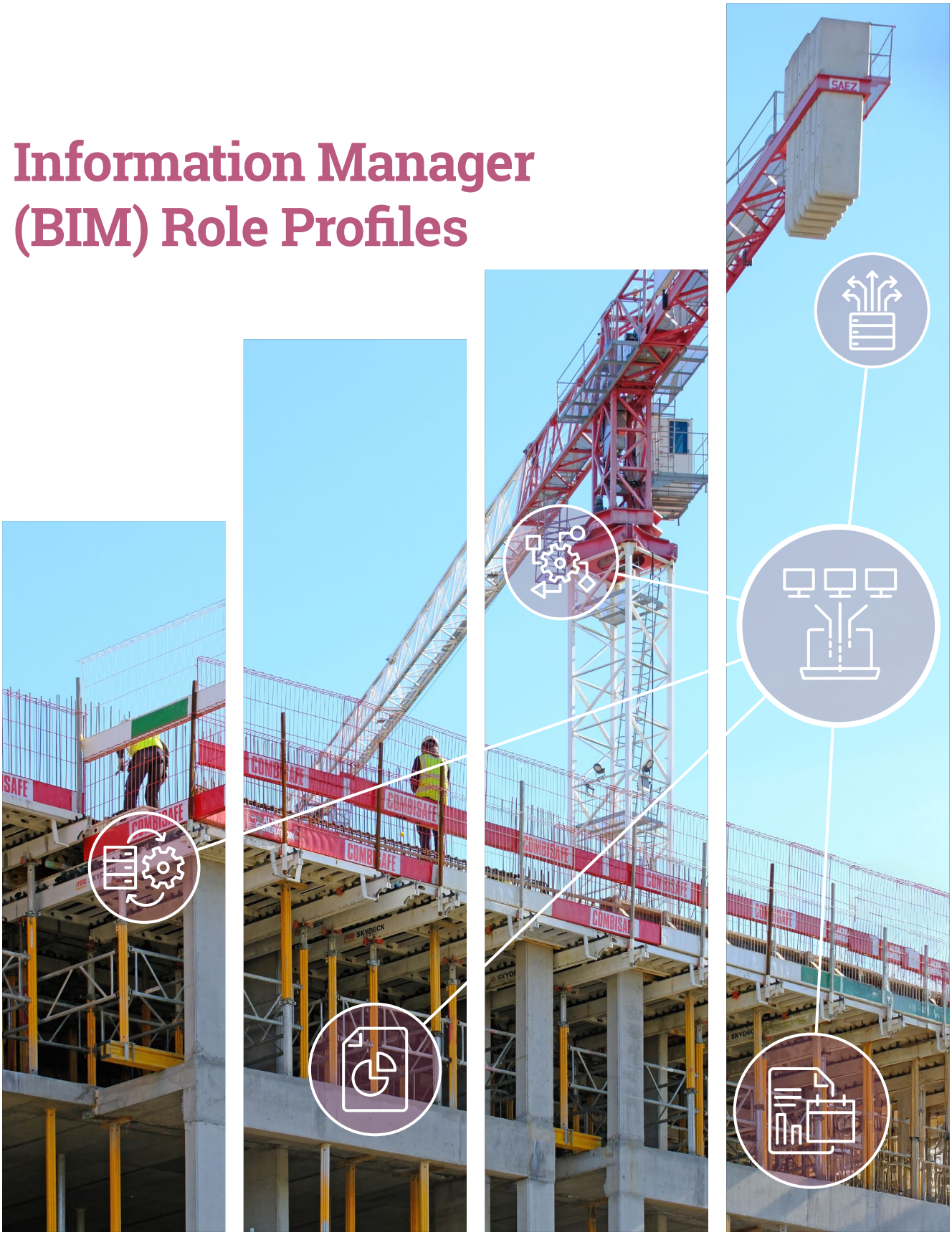
Department of Public Expenditure Infrastructure
Public Service Reform and Digitalisation

NSAI

Information Manager (BIM) Role Profiles



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Preface

The delivery of public infrastructure under Project Ireland 2040 demands not only investment, but sustained productivity and capacity. The transformation of how projects are conceived, designed, constructed and operated depends fundamentally on having the right people in the right roles — individuals who are suitably qualified, appropriately experienced, and fully conversant with the Capital Works Management Framework (CWMF) BIM requirements, which includes the ISO 19650 series of standards, Uniclass, Industry Foundation Classes (IFC) and International Cost Management Standards (ICMS).

This document, Information Manager (BIM) Role Profiles, has been developed to provide clarity and consistency in defining those roles. It recognises that Information Management is not merely a technical function, but a governance and assurance function embedded within the Capital Works Management Framework. Individuals appointed to these roles must therefore demonstrate more than software proficiency; they must possess structured knowledge of public procurement processes, lifecycle asset information requirements, data governance, and compliance obligations under the CWMF.

The Capital Works Management Framework, published and maintained by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, Infrastructure Division, provides the policy and procedural backbone for public works delivery in Ireland. As digital information becomes central to capital project assurance, the capability of Information Managers must align directly with the CWMF BIM requirements (Irish BIM Mandate), the Capital Works Management Framework itself, the Infrastructure Guidelines, and broader government policy objectives. The correct appointment of suitably graded and competent personnel is therefore not optional — it is essential to maintaining public value, transparency and delivery confidence.

Professional standards and certification also play a critical role. The National Standards Authority of Ireland (NSAI), as Ireland's standards body and member of ISO, underpins the national adoption of the ISO 19650 series. The alignment of qualifications, micro-credentials and education programmes with recognised standards ensures that Information Managers are not only trained, but benchmarked against internationally accepted competencies. Organisations should seek individuals whose qualifications reflect structured learning outcomes aligned with ISO 19650 implementation, OpenBIM principles and asset lifecycle Information Management.

Building productivity and capacity at scale is central to the work of the Accelerating Infrastructure, Productivity and Capacity Working Group, which has identified digital capability as a critical enabler of national infrastructure delivery. Without sufficient numbers of trained Information Managers across client bodies, contracting authorities and supply chains, the ambition of Project Ireland 2040 cannot be realised efficiently or consistently. Capacity building is therefore a strategic priority, not merely a technical enhancement.

Build Digital plays a practical role in supporting this ambition. Through guidance documentation, adoption roadmaps, implementation supports, Information Management Plans and worked examples, Build Digital assists organisations in embedding Information Management processes aligned with ISO 19650 and the CWMF. The objective is not simply compliance, but organisational readiness — ensuring that information governance, digital workflows and asset data requirements are integrated into business-as-usual operations.

Academic partnership is equally critical. Technological University Dublin, together with its Higher Education Institution partners within Build Digital — Atlantic Technological University, Munster Technological University, South East Technological University and University College Dublin — provides structured

education pathways, micro-credentials and postgraduate qualifications aligned with Information Management and BIM best practice. These Higher Education Institutions are essential to developing a pipeline of suitably trained professionals who understand both the technical and governance dimensions of Information Management within the Irish public sector context.

This document therefore serves multiple purposes. It provides clarity for recruitment and grading within public bodies. It offers benchmarking guidance for the private sector. It defines learning outcomes to inform accredited training programmes. Most importantly, it reinforces a simple but critical principle: digital transformation in infrastructure delivery depends on people. Appointing suitably qualified, appropriately experienced and standards-aligned Information Managers is fundamental to achieving consistent, compliant and value-driven project outcomes.

Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (Infrastructure Division), David O'Brien.

> "The correct appointment of suitably graded and competent personnel is not optional — it is essential to maintaining public value, transparency and delivery confidence."

National Standards Authority of Ireland (NSAI), CEO: Geraldine Larkin

> "Digitalisation of the sector only delivers when information is well-governed. Standards-aligned Information Management (BIM) is now central to deliver confidence across public works. These roles which embed ISO 19650 practice will help accelerate delivery, improve productivity, and build skills; turning digital policy into assured outcomes for the public."

Build Digital, Director: Dr. Clare Eriksson

> "Technological University Dublin TU Dublin) has been honoured to lead Build Digital, providing a guiding light for public clients and the private sector supply chain in advancing digital construction and information management across the built environment sector, aligned with the Capital Works Management Framework and the Irish BIM Mandate. A collective effort is central to delivering Project Ireland 2040, ensuring Ireland's infrastructure is planned, delivered and operated with greater transparency, productivity and long-term value."

Table of Contents

1. Introduction

This document, Information Manager (BIM) Role Profiles, has been prepared in support of the Irish Government's Building Information Modelling (BIM) Mandate. It is the result of a collaborative effort between Build Digital, the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (DPER), the Infrastructure Division, and the National Standards Authority of Ireland (NSAI).

Its primary purpose is to define the competencies, responsibilities, and experience required for Information Management (BIM) roles to facilitate the successful digital delivery of public works projects. It is important to recognise that under the ISO 19650 series of standards, Information Management is defined as a function rather than a strictly dedicated job title. On many projects, particularly those of lower complexity, this function may be effectively discharged by existing professionals such as Architects, Architectural Technologists, Engineers, Surveyors, or Contractors who possess the requisite digital and Information Management competencies. However, depending on the nature of an organisation and the volume or complexity of applicable projects, the administrative and technical demands of the function may warrant the appointment of dedicated professionals. This document provides the structure to formalise those appointments where necessary. While these role profiles were primarily developed to inform workforce planning and grading within the public sector, they serve as a valuable reference for the wider Irish construction industry. Private sector organisations are encouraged to use these profiles to benchmark their own digital teams, ensuring consistency in nomenclature and capability across the supply chain. The report is intended to be used as a flexible guide; organisations should adapt the roles to suit their specific operational requirements, project pipeline, contextual factors and existing team structures. Within the public sector context, it is envisaged that these roles may be filled through external recruitment or by upskilling existing internal personnel who demonstrate an aptitude for digital delivery. To support this, Appendix A establishes a standardised framework of Learning Outcomes. These outcomes are designed to inform the development of training programmes, micro-credentials, and Continuous Professional Development (CPD) courses, providing a clear pathway for professionals transitioning into Information Management (BIM) roles. By standardising these roles and learning outcomes, this document aims to build robust digital capacity, ensuring the Irish public sector is equipped to deliver value and productivity through digital construction.

2. Role Profile: Information Manager (BIM)

Job Family:	Digital Delivery / Project Information Management
Function:	Capital Works | Design and Construction | Asset Information
Frameworks Referenced:	ISO 19650 series, Capital Works Management Framework (CWMF)

2.1. Overview

The Information Manager (BIM) is responsible for the planning, management, and assurance of information production and exchange on capital works projects, ensuring compliance with ISO 19650, Capital Works Management Framework (CWMF), Infrastructure Guidelines, deliverables, and client asset information requirements. This role spans the project lifecycle from Strategic Definition through to Handover, Operation and End of Life.

As individuals progress from assistant to principal roles, the focus of their Skills, Knowledge, Experience, and Behaviours (SKEB) shifts. Junior to mid-level roles emphasise strong Skills and Experience in digital construction and technologies, supported by a foundational Knowledge of Information Management. At senior and principal levels, the emphasis transitions to deeper Knowledge of digital construction and technologies, with Behaviours and Skills focused on management, leadership, and organisational change.

Level	Title	Summary Responsibility	Typical Experience
1	**Assistant Information Manager (BIM)**	Supports delivery of information management tasks under supervision.	0–2 years
2	**Information Manager (BIM)**	Leads information management for small to medium projects.	3–5 years
3	**Senior Information Manager (BIM)**	Oversees information management on complex/ high-risk projects or portfolios.	6–8 years
4	**Lead/Principal Information Manager (BIM)**	Sets organisational IM strategy, assures compliance, mentors' teams.	8+ years

2.2. Key Competencies (All Levels)

- **Information Management Planning**: Development and implementation of Information Management Plans (IM Plans) aligned with ISO 19650 and the CWMF.
- **CDE Management**: Configuration, administration, and oversight of CDE platforms and workflows.
- **Information Exchange & Assurance**: Coordination and validation of information submissions at key project stages, ensuring compliance with EIRs (exchange information requirements), AIRs (asset information requirements), and PIRs (project information requirements).
- **Structured Data & Asset Information Delivery**: Preparation and delivery of structured data outputs (e.g. COBie, IFC, ICMS) to support asset handover and lifecycle management.
- **Digital Construction & Technology Integration**: Application of BIM tools, model coordination platforms, and digital construction technologies across project phases.

Information Manager (BIM) and above only:

- **Stakeholder Engagement & Collaboration**: Facilitation of workshops, training, and communication with internal and external stakeholders.
- **Leadership & Organisational Change**: Strategic leadership in digital transformation, mentoring teams, and embedding Information Management across the organisation.
- **Regulatory & Standards Compliance**: Assurance of alignment with ISO 19650 series, the CWMF, Infrastructure Guidelines and other relevant frameworks and standards.
- **Risk & Quality Management**: Identification and mitigation of risks related to digital delivery, and implementation of robust quality assurance processes.

3. Assistant Information Manager (BIM) - Equivalent, Engineer/ Accountant Grade III

3.1. Role Overview

The Assistant Information Manager (BIM) provides support for the planning, management, and assurance of information production and exchange on capital works projects. Working under the supervision of an Information Manager (BIM), this role ensures that Information Management processes are fully aligned with the CWMF BIM requirement (Irish BIM mandate) and also align with the ISO 19650 series, the Capital Works Management Framework (CWMF), Infrastructure Guidelines, and client asset information requirements. The Assistant Information Manager (BIM) assists with the delivery of project information models (PIMs), supports the use of the CDE, and helps coordinate responses to information requirements throughout the project lifecycle, from strategic definition through to handover and operation.

3.2. Key Tasks & Responsibilities

- Assist in implementing project information protocols and information management processes in line with ISO 19650 and CWMF/ Infrastructure Guidelines.
- Support team members in using CDE and adhering to information standards and procedures.
- Help coordinate and respond to information requirements, including exchange information requirements (EIR), asset information requirements (AIR), and project information requirements (PIR).
- Assist in compiling, reviewing, and validating project information models (PIMs) and associated data deliverables (such as IFC).
- Learn to prepare and deliver structured data outputs, including COBie and other asset data, in accordance with client and regulatory requirements.
- Support the organisation and management of project documentation and metadata within the CDE, ensuring correct naming, status, and revision control.
- Participate in information management meetings, workshops, and training sessions as required.
- Maintain awareness of current standards, guidance, and best practices in BIM information management.

3.3. Competencies

Knowledge

- Principles: Basic understanding of Information Management principles, including the requirements of the ISO 19650 series and the CWMF.
- Tools & Technology: Awareness of the role and function of the Common Data Environment (CDE) and model authoring tools.

- Data Structures: Understanding of project information models (PIMs) and the importance of structured data (e.g. COBie, IFC, ICMS) in asset information delivery.
- Project Lifecycle: Awareness of project stages and information exchanges as defined in public sector procurement and ISO 19650.

Skills

- Digital construction skills: Ability to use CDE enabling technologies, model authoring software, and basic data management tools.
- Attention to detail: Accurate collation, naming, and organisation of project and asset information and metadata.
- Communication: Clear and concise communication with team members, supporting the flow of information and responding to queries.
- Collaboration: Ability to work effectively as part of a multidisciplinary team, supporting information management processes.
- Problem-solving: Willingness to learn and apply new procedures for information validation and quality assurance.

Behaviours

- Open Data Culture: Demonstrates a willingness to work within an open data environment to reduce site waste and improve productivity.
- Security Awareness: Actively identifies and raises awareness for potential cybersecurity risks within the CDE.
- Methodical Execution: Committed to using established methods to collect, store, and share data, such as maintaining a single source of truth.
- Ethical Data Handling: Prioritises ethics and security protocols when processing or sharing project information.
- Growth Mindset: Takes a proactive and curiosity-driven approach to learning how new digital technologies operate within the built environment.

3.4. Typical Experience

- 0–2 years' experience in Digital Construction, Information Management, BIM or design coordination roles.
- Suitable for recent graduates or those with limited practical experience seeking to develop a career in Information Management within the built environment.

3.5. Qualifications

- Professional qualification Level 6 (Higher Certificate) or above in Architecture, Architectural Technology, Engineering, Quantity Surveying, Construction Management or equivalent construction discipline.

  AND

- Certificate or Micro-credential in Building Information Modelling (BIM) or Digital Construction (a Minimum of 10 European Credit Transfer System (ECTS)).

3.6. Salary Structure – Equivalent Engineer/ Accountant Grade III

- Pay scales with effect from 01 February 2026 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.
- €39,974 - €42,496 - €43,170 - €46,536 - €49,913 - €53,352 - €56,956 - €59,231 - €61,517 €63,823 - €66,115 - €68,413 - €70,711 - €73,002 - €75,313 - LSI1 €77,865 - LSI2 €80,414

4. Information Manager (BIM) - Equivalent, Engineer/Accountant Grade II

4.1. Role Overview

The Information Manager (BIM) leads the planning, management, and assurance of information production and exchange on small to medium capital works projects. This role ensures that Information Management processes are fully aligned with the CWMF BIM requirement (Irish BIM mandate) and also align with the ISO 19650 series, the Capital Works Management Framework (CWMF), Infrastructure Guidelines, and client asset information requirements. The Information Manager (BIM) develops and implements the project's Information Management plan (IM Plan), manages the CDE, and coordinates information submissions at key project stages. The role acts as the primary point of contact for Information Management on the project, facilitating workshops and ensuring that data handed over meets asset information requirements.

4.2. Key Tasks & Responsibilities

- Act as the lead project information manager for assigned projects, ensuring compliance with ISO 19650 and CWMF/ Infrastructure Guidelines deliverables.
- Develop and implement the project's Information Management Plan (IM Plan), including processes for information production, validation, and exchange.
- Ensure compliance with exchange information requirements (EIR), asset information requirements (AIR), and project information requirements (PIR).
- Manage the CDE, overseeing information workflows, access, and quality control.
- Coordinate and validate information submissions at key project stages (e.g., design, construction, handover and potentially operations).
- Facilitate information requirements workshops with project stakeholders.
- Ensure that data handed over complies with asset information requirements (AIR) and CWMF guidance.
- Support the preparation and delivery of structured data outputs (e.g., COBie, IFC, ICMS) and ensure alignment with client and regulatory standards.
- Provide guidance and support to project teams on information management best practice.
- Maintain up-to-date knowledge of relevant standards, guidance, and digital construction technologies.

4.3. Competencies

Knowledge

- Standards & Principles: Sound working knowledge of Information Management principles and standards, particularly the ISO 19650 series and the CWMF.
- Project Lifecycle: Understanding of the project lifecycle, CWMF deliverables, and the role of Information Management at each stage.
- Data Standards: Familiarity with structured data standards (e.g. COBie, IFC, ICMS) and their application in asset information delivery.
- Technology Integration: Awareness of digital construction technologies and their integration with Information Management processes.

Skills

- Digital construction skills: Proficient in using CDE platforms, model authoring software, and data management tools.
- Information management: Ability to develop and implement information management plans, manage workflows, and ensure data quality.
- Communication: Effective communication with multidisciplinary teams, facilitating workshops and providing clear guidance on information management.
- Collaboration: Ability to coordinate information production and exchange across multiple stakeholders.
- Problem-solving: Ability to identify and resolve issues related to information validation, quality assurance, and data handover.

Behaviours

- Quality Advocacy: Champions the use of good quality data and communicates its impact on analytics and Information Management.
- Collaborative Engagement: Actively engages others to build an understanding of the quality requirements of data being produced.
- Data-Driven Decision Making: Promotes the use of data results to support informed project decisions.
- Promoting Adoption: Encourages the adoption of new technologies and digital workflows across multidisciplinary teams.
- Interoperability Focus: Recognises and advocates for information modelling concepts that enhance cross-party interoperability.

4.4. Typical Experience

- 3–5 years' experience in Digital Construction, Information Management, BIM or design coordination roles.
- Experience leading Information Management for small to medium projects or supporting larger projects under supervision.
- Demonstrable experience with CDE platforms, structured data standards, and digital construction technologies.

4.5. Qualifications

- Professional qualification Level 7 or above in Architecture, Architectural Technology, Engineering, Quantity Surveying, Construction Management or equivalent construction discipline.

  AND

- Certificate or Micro-credential in Building Information Modelling (BIM) or Digital Construction (a Minimum of 10 European Credit Transfer System (ECTS)).

  OR

  At least three years' experience in a similar Information Management (BIM) role, with proven progression within an organisation.

4.6. Salary Structure – Equivalent Engineer/ Accountant Grade II

- Pay scales with effect from 01 February 2026 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.
- €75,448 - €77,172 - €78,891 - €80,619 - €82,342 - €82,801 - €84,499 - €86,262 - LSI1 €89,133 - LSI2 €92,011.

5. Senior Information Manager (BIM) – Equivalent, Engineer/ Accountant Grade I

5.1. Role Overview

The Senior Information Manager (BIM) is responsible for leading and overseeing Information Management on complex, high-value, or high-risk projects, or across multiple concurrent projects. This role ensures that Information Management processes are fully aligned with the CWMF BIM requirement (Irish BIM mandate) and also align with the ISO 19650 series, the Capital Works Management Framework (CWMF), Infrastructure Guidelines, and client asset information requirements. The Senior Information Manager (BIM) coordinates multiple stakeholders and delivery teams, advises on the development of asset information requirements (AIRs), project information requirements (PIRs) and exchange information requirements (EIRs), and oversees information quality assurance and validation. The role also supports the integration of design, construction, and asset information with facilities management systems, and aligns project Information Management with broader organisational policy.

5.2. Key Tasks & Responsibilities

- Lead information management on large, complex, or high-risk projects, or across multiple projects or portfolios.
- Coordinate multiple stakeholders and delivery teams to ensure alignment with information management protocols and standards.
- Advise on the development and refinement of exchange information requirements (EIRs) and asset information requirements (AIRs).
- Oversee information quality assurance and validation processes, ensuring compliance with ISO 19650 and CWMF/Infrastructure Guidelines.
- Manage risks associated with digital delivery and project data, including data security and information governance.
- Support the integration of design, construction, and asset information with facilities management (FM) systems.
- Align project information management with broader CWMF policy, Infrastructure Guidelines and organisational objectives.
- Train staff in information management best practices.
- Mentor and support junior information management staff, providing guidance and training as required.

- Engage with senior project stakeholders, including clients, contractors, and consultants, to ensure information management best practice is embedded throughout the project lifecycle.
- Maintain up-to-date knowledge of relevant standards, guidance, and digital construction technologies, and contribute to organisational learning and continuous improvement.

5.3. Competencies

Knowledge

- Standards & Technologies: In-depth knowledge of digital construction, BIM technologies, and Information Management standards, particularly the ISO 19650 series and the CWMF.
- Lifecycle Management: Comprehensive understanding of project and asset lifecycle Information Management, including the integration of design, construction, and operational data.
- Asset Systems: Familiarity with facilities management systems and the requirements for asset information handover.
- Governance & Change: Awareness of organisational change management, Information Management governance, and data security principles.

Skills

- Advanced management and leadership skills: Ability to lead multidisciplinary teams, manage complex stakeholder relationships, and drive organisational change.
- Strategic planning: Ability to align information management processes with organisational objectives and policy.
- Communication: Highly effective communication and negotiation skills, with the ability to engage and influence senior stakeholders.
- Problem-solving: Ability to identify, assess, and mitigate risks associated with digital delivery and information management.
- Quality assurance: Ability to design and implement robust information quality assurance and validation processes.

Behaviours

- Lifecycle Ownership: Takes high-level ownership of lifecycle assurance and quality management across complex project portfolios.
- Mindset Transformation: Focuses on shifting mindsets so individuals understand the holistic value of lifecycle Information Management.
- Mentorship through Action: Guides others by providing clear behavioural indicators, such as precise criteria for triage and structured meeting formats.
- Strategic Influence: Actively influences stakeholders to ensure Information Management is embedded as a core business function.
- Ethical Leadership: Leads the implementation of rigorous security and ethical standards for sensitive asset data.

5.4. Typical Experience

- 6–8 years' experience in Digital Construction, Information Management, or BIM roles, including significant experience on major public sector or infrastructure projects.
- Demonstrable experience leading Information Management for complex or high-risk projects, or across multiple concurrent projects.
- Experience in mentoring and developing junior staff, and in engaging with senior stakeholders on information management strategy and delivery.

5.5. Qualifications

- Professional qualification Level 8 or above in Architecture, Architectural Technology, Engineering, Quantity Surveying, Construction Management or equivalent construction discipline.

  AND

- Postgraduate Certificate Level 9 or above in Building Information Modelling (BIM) or Digital Construction.

  OR

  At least three years' experience in a similar Information Management (BIM) role, with proven progression within an organisation.

5.6. Salary Structure – Equivalent Engineer/ Accountant Grade I

- Pay scales with effect from 01 February 2026 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.
- €86,644 - €89,366 - €92,094 - €94,813 - €97,533 - €100,768 - LSI1 €104,449 - LSI2 €108,135.

6. Lead/Principal Information Manager (BIM) – Equivalent, Principal Officer (PO) Grade

6.1. Role Overview

The Lead/Principal Information Manager (BIM) is responsible for defining and overseeing the organisation's BIM and Information Management strategy across all projects and programmes. This role sets enterprise-wide standards and procedures, assures compliance with the CWMF BIM requirement (Irish BIM mandate), aligns with the ISO 19650 series, the Capital Works Management Framework (CWMF), and Infrastructure Guidelines, and leads the digital transformation agenda. The Lead/Principal Information Manager (BIM) provides strategic leadership, mentors teams, and represents the organisation in industry bodies and regulatory engagements. The role ensures long-term alignment of capital project data with digital twin and facilities management platforms and drives continuous improvement in Information Management capability.

6.2. Key Tasks & Responsibilities

- Define and oversee the organisation's BIM and information management strategy, ensuring alignment with ISO 19650, CWMF/Infrastructure Guidelines, and wider digital transformation objectives.
- Develop and maintain enterprise-wide information standards, procedures, and governance frameworks.
- Lead training, mentoring, and capability building across projects and teams, fostering a culture of digital excellence.
- Oversee project assurance for ISO 19650 and CWMF/ Infrastructure Guidelines compliance, including audits and quality reviews.
- Represent the organisation in industry bodies, working groups, and regulatory engagements, influencing policy and best practice.
- Ensure long-term alignment of capital project data with digital twin, asset management, and facilities management platforms.
- Drive organisational change to embed information management and digital construction as core business functions.
- Lead on data governance, lifecycle BIM, and asset management standards (e.g., ISO 55000).
- Provide expert advice to senior leadership on digital strategy, risk, and innovation.
- Monitor industry trends, emerging technologies, and regulatory developments, ensuring the organisation remains at the forefront of digital construction.

6.3. Competencies

Knowledge

- Industry Frameworks: Expert knowledge of digital construction, BIM technologies, Information Management standards (ISO 19650, CWMF, ISO 55000), and government frameworks.
- Strategy & Integration: In-depth understanding of data governance, lifecycle BIM, asset management, and digital twin integration.
- Transformation: Comprehensive awareness of organisational change management, digital transformation, and industry best practice.
- Regulatory & Legal: Up-to-date knowledge of regulatory, legal, and commercial aspects of Information Management in the built environment.

Skills

- Advanced management and leadership skills: Ability to lead large, multidisciplinary teams and drive organisational change at scale.
- Strategic planning: Ability to develop and implement digital and information management strategies aligned with organisational objectives.
- Communication and influence: Highly effective at engaging with executive leadership, external stakeholders, and industry bodies.
- Change management: Skilled in leading digital transformation, upskilling teams, and embedding new ways of working.
- Quality assurance and compliance: Ability to design and oversee robust assurance frameworks for information management.

Behaviours

- Benefits Realisation Culture: Promotes an early benefits realisation culture and presents tangible benefits of sharing data for better project outcomes.
- Strategic Experimentation: Interested in experimenting with various types of data methods and emerging technologies to meet organisational needs.
- National/Industry Advocacy: Represents the organisation at a national level to influence Information Management policy and standards.
- Holistic Value Visionary: Communicates the elimination of waste and the mitigation of high-impact risks as primary drivers for effective Information Management.
- Enterprise Transformation: Drives large-scale organisational change by embedding digital excellence as a core pillar of the business strategy.

6.4. Typical Experience

- 8+ years' experience in Digital Construction, Information Management, or BIM roles, including significant experience on major public sector or infrastructure projects.
- Demonstrable experience in defining and implementing Information Management strategies at an organisational or programme level.
- Proven track record of leading large teams, driving organisational change, and engaging with senior leadership and external stakeholders.
- Experience representing the organisation in industry bodies, regulatory forums, or working groups.

6.5. Qualifications

- Professional qualification Level 8 or above in Architecture, Architectural Technology, Engineering, Quantity Surveying, Construction Management or equivalent construction discipline.

  AND

- Postgraduate Diploma Level 9 or above in Building Information Modelling (BIM) or Digital Construction.

  OR

  At least three years' experience in a similar Information Management (BIM) role, with proven progression within an organisation.

6.6. Salary Structure – Equivalent Principal Officer (PO) Grade

- Pay scales with effect from 01 February 2026 for Civil Servants appointed on or after 6th April 1995 who are paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC) for certain grades common to two or more Departments.
- €107,081 - €111,625 - €116,133 - €120,676 - €124,508 – LSI1 €128,483 - LSI2 €132,450.

7. Appendices

7.1. Appendix A: Learning Outcomes for the Information Manager (BIM) Role

Appendix A establishes a standardised framework of learning outcomes designed to support the upskilling of construction professionals for the role of Information Manager (BIM). It is intended to serve as a foundational guide for the development of diverse educational and training initiatives, ranging from further and higher education programmes to micro-credentials, Continuous Professional Development (CPD) courses, and internal organisational training schemes. Aligned with the Irish Government's BIM Mandate and international best practice, these outcomes ensure a consistent standard of competence across the industry, providing a clear benchmark for curriculum development.

The content covers the full spectrum of modern Information Management processes required for effective delivery. This includes the comprehensive implementation of the ISO 19650 series to manage collaborative working, security, and health and safety information, as well as the practical application of OpenBIM standards to ensure interoperability through IFC, IDS, and BCF. Additionally, the outcomes address critical standardisation and reporting requirements by integrating Uniclass for consistent classification and ICMS 3 for accurate cost and carbon analysis. By adopting this framework, training providers can ensure learners are equipped with the specific, practical skills necessary to manage information effectively in a digital construction environment.

Note: These competencies focus exclusively on Information Management processes and standards; they do not cover digital construction technologies or proficiency in specific BIM software.

1	**Establish the project information requirements and configure a compliant common data environment (CDE) to enable collaborative working.** *(Focus: ISO 19650-1 Concepts & ISO 19650-2 Assessment and Need)*
1.1	Appraise the concepts and principles of information management, including the hierarchy of requirements from Organisational (OIR) down to exchange information requirements (EIR).
1.2	Configure a common data environment (CDE) solution, establishing unique ID conventions, metadata attributes (status, revision, classification), and the transition of containers between states (Work in Progress, Shared, Published, Archived).
1.3	Define the Level of Information Need for project deliverables to ensure the quality, quantity, and granularity of information prevents the delivery of too much or too little information.

2	**Formulate a comprehensive information delivery strategy through the development of BIM Execution Plans, detailed mobilisation plans, and coordinated delivery schedules.** *(Focus: ISO 19650-2 Tender, Appointment & Mobilisation)*
2.1	Construct a pre-appointment and post-appointment BIM Execution Plan (BEP) that details the delivery team's information delivery strategy and federation strategy.
2.2	Develop detailed mobilisation plans to test information production methods, procure necessary IT infrastructure, and recruit/train task team members prior to production.
2.3	Structure a detailed Responsibility Matrix and Master Information Delivery Plan (MIDP) to assign accountability and aggregate the specific deliverables of all task teams.

3	**Execute the collaborative production of information by applying CDE workflow processes and validating information exchanges against standardised acceptance criteria.** *(Focus: ISO 19650-2 Production & ISO 19650-4 Information Exchange)*
3.1	Simulate the collaborative production of information, applying CDE workflows to check, review, and authorise information containers prior to sharing or publication.
3.2	Validate information exchanges against the specific criteria of conformance, continuity, consistency, and completeness to ensure the reliability of the resulting information model.
3.3	Resolve coordination issues and federation conflicts within a multi-disciplinary delivery team environment before the information is used for key decision points.

4	**Manage the asset information lifecycle by establishing asset information requirements for trigger events and facilitating the transition from Project to Asset Information Models.** *(Focus: ISO 19650-3 Operational Phase)*
4.1	Plan the response to operational trigger events (e.g., maintenance, acquisition) by establishing Asset Information Requirements (AIR) derived from organisational objectives.
4.2	Facilitate the transfer of relevant data from the Project Information Model (PIM) to the Asset Information Model (AIM) at the start and end of delivery phases.
4.3	Critique the links between the AIM and enterprise systems (e.g., CAFM, Work Order systems) to ensure information quality and security processes are maintained.

5	**Apply a security-minded approach and health and safety risk management strategies to the specification, production, and sharing of sensitive asset information.** *(Focus: ISO 19650-5 Security & ISO 19650-6 Health and Safety)*
5.1	Conduct a sensitivity assessment (Security Triage) to determine if the asset or project requires a security-minded approach due to the sensitive nature of the information.
5.2	Integrate health and safety information into the model, ensuring risks are prioritised and linked to specific contexts (location, product, or activity) using structured schema.
5.3	Create an information sharing strategy that mitigates risks regarding sensitive commercial data, intellectual property, or the safety of the built asset.

6	**Implement OpenBIM standards to ensure interoperability by generating compliant Industry Foundation Classes (IFC) files and utilising Information Delivery Specifications (IDS).** *(Focus: Irish Mandate & BuildingSMART Standards)*
6.1	Generate Industry Foundation Classes (IFC) files that comply with specific open schemas and data formats to allow cross-party collaboration.
6.2	Utilise Information Delivery Specifications (IDS) to audit datasets and ensure consistency by referencing bSDD (buildingSMART Data Dictionary) definitions.
6.3	Demonstrate the use of the BIM Collaboration Format (BCF) for communicating issues and risks across different software platforms.

7	**Implement standardised classification and reporting structures by applying Uniclass and ICMS 3 to enable accurate Lifecycle Cost and Whole Life Carbon analysis.** *(Focus: Irish Mandate, Uniclass & Cost/Carbon)*
7.1	Apply Uniclass classification codes to project elements (systems, products, and activities) to ensure consistent data indexing, searchability, and interoperability across the asset lifecycle.
7.2	Map classified project data to ICMS 3 standards to facilitate consistent reporting on capital investment, lifecycle costing, and carbon, ensuring alignment with organizational information requirements.
7.3	Evaluate the environmental and financial impact of design decisions by analysing structured BIM data (classified by Uniclass and ICMS) regarding materials, waste, and energy efficiency.

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