Comhairle Contae Chill Dara
Kildare County Council

Candidate Information Booklet

PLEASE READ CAREFULLY

Assistant Engineer

This is a rolling competition, there will be no closing date for receipt of completed application forms.

Applications will be processed in order of receipt of completed applications.

Kildare County Council is committed to a policy of equal opportunity.

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Introduction

Kildare County Council is one of 31 Local Authorities in the Republic of Ireland. The Council has responsibility for the delivery of a wide range of services which are necessary to the physical, economic, social, and cultural life of County Kildare, with a focus on making Kildare an attractive place to live, work and invest. Kildare County Council have 40 elected members representing 5 Municipal Districts, Athy, Kildare/Newbridge, Naas, Clane/Maynooth and Celbridge/Leixlip.

The following comprise the areas of service delivery in Kildare County Council:

- Enterprise & Economic Development
- Community
- Planning
- Cultural & Recreational Services
- Infrastructure
- Housing
- Fire & Emergency Services
- Environment
- Finance
- Information Services
- Corporate Services
- Human Resources
- Integration

The Competition

The purpose of this recruitment campaign is to form a panel for Kildare County Council from which temporary or permanent posts may be filled at Assistant Engineer as vacancies arise.

The Candidate

The ideal candidate for the position shall demonstrate through their application form and at the interview that they have the following essential experience and skills:

- Possess excellent professional/technical knowledge and skills
- Proven ability to deliver quality work and services
- Excellent communication and interpersonal skills
- Have satisfactory experience in the management of staff and in organising and implementing work programmes
- Ability to work independently or within multi-disciplined teams
- Problem solving skills
- Planning and organisational skills
- An ability to manage deadlines and effectively handle multiple tasks
- Possess strong ICT and presentation skills
- A sound understanding of safety management in the workplace including Health & Safety legislation and regulations.

Duties and Responsibilities

The duties to be assigned include the following although this list is not exhaustive and may be reviewed from time to time as organisational needs require;

- The design, implementation and project management of engineering programmes throughout the relevant services within the local authority.
- Designing and preparing contract documents, tendering, drafting recommendations on appointment of successful contractors and assisting with the management of the construction phase of projects.
- Preparing 'Part 8' planning documentation and liaising with and presenting to elected members and Government Departments and Agencies funding the projects.
- Supervision and contract administration of construction/ operations/ maintenance works.
- Managing and supervising staff including assignment of duties and workloads and identification of training needs.
- Identifying opportunities for improvements or achievements of efficiencies in service delivery.
- Maintaining and proactively developing a culture of Health and Safety in the workplace.
- Ensuring compliance with Health and Safety legislation and regulations, and Kildare County Council's Safety Management Systems.
- Ensuring works are implemented in compliance with all relevant legislation and regulations including planning and procurement requirements.
- Dealing efficiently, effectively and professionally at all times with stakeholders including local authority staff, elected members, community groups, businesses, and residents.
- Liaising with and responding to other local authorities, government departments and statutory agencies where required.
- Compiling, preparing and presenting reports as necessary to a variety of stakeholders including organisation of public consultation meetings and processes.
- Preparing and presenting reports to the Council, Municipal Districts, Strategic Policy Committees or other meetings where required.
- Carry out duties in a politically neutral manner, with a clear understanding of the political reality and context of the local authority.
- Deputising for the Executive Engineer or other senior grade when required.
- Undertaking any other duties as may be required or assigned, from time to time.

Successful candidate/s may be assigned to duties in a range of service areas e.g.:

- Transportation & Roads Design and Maintenance;
- Environmental Services
- Rural Water Services
- Housing Maintenance & Construction
- Planning & Development and Building Control;

Qualifications

Character:

Each candidate must be of good character.

Health:

Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Education, Training and Experience etc.:

Each candidate must, on the latest date of receipt of completed application forms:

(a) (i) Hold at least an ordinary bachelors degree (level 7 or higher on the National Framework of Qualifications (NFQ) in Engineering;*

OR

(ii) Hold an ordinary bachelors degree (Level 7 or higher on the National Framework of Qualifications (NFQ)) **and** a post graduate masters degree (Level 9 in the NFQ) in Engineering;

OR

(iii) Hold a masters degree in (level 9 in the National Framework of Qualifications) in Engineering attained after completing an integrated masters level programme of at least 4 years duration and which is accredited at CEng level by Engineers Ireland or an equivalent accreditation body internationally;

AND

(b) Have at least two years' satisfactory relevant engineering experience;

(c) Possess a high standard of technical training and experience;

(d) Have a satisfactory knowledge of public service organization or the ability to acquire such knowledge.

Please supply copies of any certificates, diplomas or degrees you may have with the application form. Please note that Non-Irish Qualifications must be accompanied by a determination from Quality and Qualifications Ireland (QQI) to establish their comparability against the Irish National Framework of Qualifications, overseas qualifications must also be accompanied by a translation document.

If you believe your diploma (pre 2003) has been transmuted to a level 7 Ordinary Degree which is worth at least 180 ECTS, then you will need to obtain/provide documentation to confirm this when completing your online application and upload a copy of this document with your application at time of submission.

Note 1:

- **A level 7 degree will be assessed on the basis that the period of study undertaken should be equivalent to at least 180 ECTS (European Credit Transfer Accumulation System) credits.**
- **The educational requirements outlined in the information booklet are for the post of Executive Engineer and no assumption should be made regarding other promotional posts.**
- **If a candidate fulfils the requirements for this post, it should not be taken as indicating that the candidate's current qualifications would be acceptable for more senior engineering posts (i.e. Senior Executive Engineer and above) which have different eligibility requirements.**

***Annex 1 – Criteria for determining equivalence**

When determining if a candidate's qualifications can be deemed equivalent to a Level 7/8 degree in Engineering, the following criteria will be considered:

- How has your degree been accredited by Engineers Ireland, or an equivalent accreditation body internationally? Degrees accredited at CEng or CEng with FL level qualifications by Engineers Ireland will be understood as a Level 7 Qualification. For Internation qualifications, consideration will be given to the NARIC Framework and Washington Accord, as appropriate.
- Is the degree at Level 7/8 on the NFQ scale? Where candidates have achieved their degree in other jurisdictions, the level of the qualification will be determined using the NARIC Ireland Foreign Qualification database.
- Does the degree contain the level and volume of Engineering modules as would be expected in a Level 7/8 degree in Engineering? At least 80% of the modules covered in the degree should be focused on Engineering and the degree should be underpinned by mathematics and the Core science subjects.

Driving Licence

Applicants must at the date of applying hold a full valid Irish /EU licence, for **Class B** vehicles, or a licence acceptable to NDLS for transfer to full Irish licence, (Link below). They must be a competent driver and, shall drive a car in the course of their duties and for this purpose provide and maintain a car to the satisfaction of the local authority. The council must be indemnified on their insurance.

https://www.ndls.ie/help/faq.html#exchange-of-foreign-driving-licences

Competencies for the post of Assistant Engineer

Key Competencies for the post include the following and candidates will be expected to demonstrate sufficient evidence within their application form of competence under each of these. Please take particular note to these when completing the application form as any short-listing or interview processes will be based on the information provided by the candidates:

Management and Change	**Strategic Ability** Plans, develops and priorities work programmes that are aligned to Corporate and Operational Plans. **Networking and Representing** Develops and maintains positive and mutually beneficial relationships with relevant interests. Ability to negotiate and influence and adopt a partnership approach with all stakeholders. **Bringing about Change** Demonstrates enthusiasm for new developments/changing work practices and strives to implement these changes effectively. **Safety, Health and Welfare at Work** Ensures compliance with all relevant legislation/regulations including health & safety, planning and procurement.
Performance through People	**Leading and Motivating** Motivates others individually and in teams to deliver high quality work and customer focused outcomes. Develops effective and productive workplace relationships. Leads by example in terms of commitment, flexibility and a strong customer service ethos. **Managing Performance** Effectively manages performance. Empowers people to achieve or exceed organisational goals by delegating sufficient authority, responsibility, and accountability. **Communicating Effectively** Has highly effective verbal and written communication skills. Presents ideas effectively to individuals and groups.
Delivering Results	**Problem Solving and Decision Making** Can pinpoint critical information and address issues logically. Understands the context and impact of decisions made. Can act decisively with complex information and multiple stakeholders. **Operational Planning** Plans projects to determine rationale, objectives and deliverables, resource requirements, timelines and milestones, reporting requirements, and evaluation methods. Establishes high quality service and customer care standards. **Delivering Quality Outcomes**

	Promotes the achievement of quality outcomes in delivering services. Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating employees and by managing resources effectively.
Personal Effectiveness	**Relevant Knowledge** Keeps up to date with current developments, trends and best practice in their area of responsibility. Demonstrates the required specialist knowledge, understanding and training for the role. Has strong knowledge and understanding in relation to statutory obligations of Health and Safety legislation and its application in the workplace. **Resilience and Personal Well Being** Demonstrates appropriate and positive self-confidence. Remains calm under pressure and operates effectively in an environment with significant complexity and pace. **Integrity** Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others. **Personal Motivation, Initiative and Achievement** Is enthusiastic about the role and sets challenging goals to achieve high quality outcomes. Is self-motivated and persistent when faced with difficulties. Engages in regular critical reflection in order to identify how own performance can be improved.
Knowledge, Experience and Skills	Knowledge and understanding of the structure and functions of local government including service requirements. Knowledge of current local government issues. Understanding of the role of an Assistant Engineer. Understanding key challenges facing the local government sector and Kildare County Council. Knowledge and experience of operating ICT systems.

Particulars of Employment

The Post

The post is wholetime (i.e., 35 hours per week) and appointment may be permanent or temporary.

Location

Kildare County Council reserves the right to assign you to any premises in use by the Council, now or in the future.

The person appointed will be required to report to their place of work by their own means of transport and at their own expense.

Commencement

Kildare County Council shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month and if they fail to take up the appointment within such period, or such other longer period as the Council in its absolute discretion may determine, Kildare County Council shall not appoint them.

Working Hours

The current working hours are 35 hours per week, the hours of work are 9.00 a.m. to 5.00 p.m. Mondays to Fridays (rotas operate for lunchtime opening). Kildare County Council also has a flexi time system in operation, details of which are available from the Human Resources Section.

The Council reserves the right to alter your hours of work from time to time.

You may be required to work overtime on various occasions.

All hours worked are subject to and recorded in accordance with the provisions of the Organisation of Working Time Act, 1997, and the Organisation of Working Time Regulations, 2001. Kildare County Council requires employees to record their hours using a Clocking system.

Reporting Arrangements

The Assistant Engineer reports directly to the appropriate supervisor in the Section or to any other employee of Kildare County Council as the Director of Services or other appropriate employee may designate for this purpose.

A system of regular appraisal will be operated during employment, which will involve discussions between the employee and the line manager regarding performance and conduct.

Probationary Period of Employment

Where a person is permanently appointed to Kildare County Council, the following provisions shall apply –

a) there shall be a period after appointment takes effect, during which such a person shall hold the position on probation;

b) such period shall be twelve months, but the Chief Executive may, at their discretion, extend such period;

c) such a person shall cease to hold the position at the end of the period of probation, unless during this period the Chief Executive has certified that the service is satisfactory;

d) the period at (a) above may be terminated on giving one weeks' notice as per the Minimum Notice and Terms of Employment Acts;

e) there will be assessments during the probationary period.

Remuneration

€48,248 per annum to €70,299 per annum (maximum)

€72,552 per annum (LSI 1) (after 3 years satisfactory service at maximum)
€74,809 per annum (LSI 2) (after 6 years satisfactory service at maximum)

On appointment, successful candidates will be placed on the first point of the salary scale. Appointment to a higher point of the salary scale may apply to candidates employed elsewhere in the public service, subject to verification of service history.

Remuneration is paid fortnightly by PayPath directly to the employees nominated bank account. The current wage pay cycle may be revised during the period of employment. Remuneration is subject to all statutory deductions, e.g., P.A.Y.E. and P.R.S.I. Increments are paid annually subject to satisfactory attendance, conduct and performance and national agreements. Increments may be withheld if performance, attendance and/or conduct are not satisfactory.

Superannuation & Retirement

A person who becomes a pensionable employee of the County Council will be required in respect of their Superannuation to contribute to the Local Authority at the appropriate rate.

The terms of the Local Government Superannuation (Consolidation) Scheme 1998 as amended or the Public Services Superannuation (Miscellaneous Provisions) Act 2004 or the Public Service Pensions (Single Scheme & Other Provisions) Act 2012 will apply as appropriate on appointment.

Retirement age for employees is dependent on their relevant contract of employment, with due consideration being given to the rules of the Superannuation Scheme to which they belong.

- For appointees who are deemed not to be “new entrants” as defined in the Public Service Superannuation (Miscellaneous Provisions) Act, retirement is compulsory on reaching 65 years of age.
- The minimum retirement age for “new entrants” to the public service as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004 is 65. There is no mandatory retirement age.
- Effective from 1st January 2013, The Single Public Service Scheme applies to all first-time new entrants to the public service, as well as to former public servants returning to the public service after a break of more than 26 weeks:

  - Retirement age is set, initially, at 66 years; this will rise in step with statutory changes in the State Pension Contributory (SPC) age to 67 years in 2021 and 68 years in 2028.

  - Compulsory retirement age will be 70.

Annual Leave

Granting of annual leave, payment for annual leave and arrangements for public holidays will be governed by the provisions of the Organisation of Working Time Act 1997 and the nationally agreed annual leave scheme for the sector. The annual leave year runs from 1st January to 31st December. The current leave entitlement for this post is **30** days.

The Chief Executive of Kildare County Council retains autonomy regarding office closures, (e.g., Christmas Office Closure), any days arising from such closure will be reserved from the employee's annual leave entitlement. Proposed office closure days will be reviewed and advised to all employees each year.

Residence

The person holding the office must reside in, or at an address convenient to the Local Authority, as approved by the Chief Executive.

Outside Employment

The position is whole-time, and the officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties.

Code Of Conduct/Organisation Policies

Employees are required to adhere to all current and future Kildare County Council codes of practice including Code of Conduct of Employees and all current and future organisational policies including, but not limited to Health and Safety, Communications, Data Protection, Equality, Staff Mobility, Attendance Management and Use of Electronic Equipment.

Training

Employees are required to attend and participate fully in training programmes as may be decided by the Council from time to time and to apply their learning in the course of their daily working activities.

Health and Safety Regulations

Kildare County Council as an Employer is obliged to ensure, so far as it is reasonably practicable the Safety, Health and Welfare at Work of all its employees. Under the Safety, Health and Welfare at Work Act 2005, the County Council has a legal duty to exercise all due care and take all protective and preventative measures to protect the Safety, Health and Welfare of its employees.

All employees also have a legal obligation under Safety and Health legislation to co-operate with management and not engage in any improper conduct or behaviour or do anything which would place themselves or others at risk.

Canvassing

Any attempt by a candidate, or by any person(s) acting at the candidate's instigation, directly or indirectly, by means of written communication or otherwise influence in the candidate's favour, any member of the staff of the County Council or person nominated

by the County Council to interview or examine applicants, will automatically disqualify the candidate for the position being sought.

Important Notice

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate.

Communications

Kildare County Council will contact you, when necessary, at each stage of the competition by email. It is strongly recommended that you only submit one email address with the application form, and that you do not change your email address during this recruitment campaign, as any email will be sent to the email address originally supplied on your application form. It is important to note that the email address you provide when applying must be one that you can access at all times. The onus is on the applicant to inform the Human Resources Department of any change in email address throughout the recruitment and selection campaign. This can be done by emailing **jobs@kildarecoco.ie**. The onus is also on each applicant to ensure that s/he is in receipt of all communication from the Council. Kildare County Council does not accept responsibility for communications not accessed or received by an applicant.

The personal information collected on the application form, including any attachments, (which may include the collection of sensitive personal data) is collected for the purpose of processing this application and any data collected is subject to Kildare County Council's privacy statement which can be found at **Click Here**

Before You Proceed

Before proceeding you should satisfy yourself that you meet the requirements for the post as set out in Pages 4 of this booklet. This will prevent you from incurring unnecessary expense in progressing in the competition. During the recruitment process, should you wish to make a formal request for reasonable accommodations, please note that the local authority may request relevant medical or psychological reports to assist in determining whether the provision of such accommodations is applicable.

Shortlisting

Kildare County Council reserves the right to shortlist applications. Shortlisting may take the form of either a desktop-shortlisting process (based on the information provided by the candidate in their completed application form) or a shortlisting interview.

The information you supply in the application form will play a central part of the shortlisting process. Kildare County Council's decision to include you on the shortlist of candidates going forward to the next stage of the process may be determined based on this information.

The shortlisting board will examine the application forms against pre-determined criteria based on the requirements for the position. It is therefore in your own interest to provide a detailed and accurate account of your relevant qualifications/experience on your application form. Based on examination of the application form, the shortlisting board will select those who appear to be most suitable for the position.

You will be contacted in relation to any interview dates and times. The onus is on you to attend for interview on the dates and times allocated. Alternative dates and times cannot be facilitated. When attending for interview you must produce photographic identification.

Interview Stage

Interview Process

The interview is your opportunity to provide evidence of your knowledge, skills and experience and the Local Authority's opportunity to assess your suitability for the role as advertised.

Candidates will be assessed at the interview under five main competencies.

1. **Management and Change**
2. **Performance through People**
3. **Delivering Results**
4. **Personal Effectiveness**
5. **Knowledge, Experience and Skills**

A list of these competencies and key indicators are included on pages 5 and 6.

Candidates must achieve a minimum of 50% of the total marks available in each of the competencies outlined above at interview in order to meet the qualifying standard.

Kildare County Council may at their discretion require candidates to attend a preliminary interview in which case admission to the competitive interview would be conditional on candidates reaching such a standard as Kildare County Council considered appropriate in the preliminary interview.

Interviews shall be conducted by Board(s) set up by Kildare County Council. The Board(s) will assess the merits of candidates (except insofar as they are assessed otherwise) in respect of matters referred to in the prescribed Qualifications and any other relevant matters. Only candidates who reach such a standard as Kildare County Council consider satisfactory in the competitive interview shall be considered for selection and placed on a panel.

Feedback

Candidates shall be notified of the outcome of each stage of the selection process as soon as possible.

If, following the interview, a candidate is placed on a panel they shall be informed of their marks and position on the panel.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview when and where required by Kildare County Council, or who do not, when requested, furnish such evidence as required by Kildare County Council within the specified timeframe, regarding any matter relevant to their candidature, will be deemed to have withdrawn their application from the competition.

Pre-Employment Checks

Before contracts of employment are agreed, various checks are undertaken. These include medicals, references, verification of qualifications and may include Garda vetting.

Confidentiality

Kildare County Council, in its recruitment and selection procedures, has appropriate measures in place to protect the confidentiality of all applicants. All enquiries, applications and other aspects that form part of the recruitment formalities are treated as confidential and are not disclosed to anyone, outside of those directly involved in the recruitment process - subject to the provisions of the Freedom of Information Acts.

Records created, maintained, and stored by Kildare County Council as part of the recruitment and selection process are subject to a range of legislation, including Freedom of Information and Data Protection. Kildare County Council shall comply with the National Records Retention Policy and any other relevant records retention policies.

Citizenship

Critical Skills Occupations

Candidates must, by the date of submission of application form, have a Critical Skills Employment Permit (Stamp 4) Candidates should ensure that the post they are applying for is included in the Critical Skills Occupation list.

Non Critical Skills Occupations

Candidates must, by the date of submission of application form, be:

(a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
(b) A citizen of the United Kingdom (UK); or
(c) A citizen of Switzerland pursuant to the agreement between the EU and
(d) Switzerland on the free movement of persons; or
(e) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or
(f) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa or

(g) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa.