



Comhairle Contae Chill Dara  
Kildare County Council

## **Candidate Information Booklet**

**PLEASE READ CAREFULLY**

# **Climate Action Regional Office Coordinator - Executive Post 5 Year Contract up to 30<sup>th</sup> June 2029**

**Closing date for receipt of completed application forms is 4.00 p.m.  
on the 20<sup>th</sup> June 2024.**

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



# Comhairle Contae Chill Dara Kildare County Council

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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 has 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:

- Economic & Community Development
- Local Enterprise
- Planning
- Cultural & Recreational Services
- Infrastructure
- Housing
- Water Service
- Fire & Emergency Services
- Environment
- Finance, Digital Services & Innovation
- Corporate Services
- Human Resources
- Integration

This is an opportunity to gain employment in the role of Climate Action Regional Office Coordinator Executive Post with Kildare County Council.

## The Role

The Eastern and Midland Climate Action Regional Office (CARO) is one of four regional offices, established in 2018 in response to Action 8 of the 2018 National Adaptation Framework (NAF) – *Planning for a Climate Resilient Ireland*. The four Regions are:-

1. Atlantic Seaboard North (Donegal, Galway City & County, Mayo, Sligo).
2. Atlantic Seaboard South (Clare, Cork City & County, Kerry, Limerick).
3. Dublin Metropolitan (Dublin City, Dun Laoghaire - Rathdown, Fingal, South Dublin).
4. Eastern and Midlands (all remaining 17 local authority areas).

The CAROs provide guidance, advice and support to local authorities to leverage the capability, reach and resources of the local government sector to effectively address climate change across Ireland. In recognition of the significant obligation to develop and implement climate action measures, the four regional offices are mandated to co-

ordinate engagement across the varying levels of government and help build on experience and expertise that exists in the area of climate change and climate action.

The CARO Strategic Implementation Group and CARO Management Group provide management and oversight of the Regional Offices at a strategic level. These groups ensure effective co-ordination and coherence across all levels and spheres of decision making.

## **EASTERN AND MIDLANDS CARO**

The Eastern & Midlands Region is the largest of all the CARO regions and comprises 17 Local Authorities including: Carlow County Council, Cavan County Council, Kildare County Council, Kilkenny County Council, Laois County Council, Leitrim County Council, Longford County Council, Louth County Council, Meath County Council, Monaghan County Council, Offaly County Council, Roscommon County Council, Tipperary County Council, Waterford County Council, Westmeath County Council, Wexford County Council and Wicklow County Council. Kildare County Council are the host authority for the Eastern and Midland CARO with partner, Kilkenny County Council.

Working as part of the CARO structure, the Eastern and Midland CARO is responsible for a range of projects and initiatives that help to advance the local government sector in the delivery of effective climate action. Some of the achievements to support this endeavour to date include:

- Establishment and facilitation of the regional and sub-regional structure with representation from all 17 local authorities in the region, supporting the coordination of climate action activities.
- Assistance and support to all 17 local authorities in the development, implementation and progress reporting of their Local Authority Climate Adaptation Strategy.
- Design and development of the Local Authority Climate Action Training Programme and its rollout, targeting all c. 29,000 local authority staff and 949 elected members.
- Development of supporting material and guidelines for local authorities on planning for and implementing the local authority climate action plans.
- Cultivation of strategic partnerships between the local government sector, CAROs and key external stakeholders to deliver initiatives and projects at community level, for example GAA Green Clubs Programme, Transition Years Future Leader's Programme and Sustainable Energy Communities.
- Research on flooding impacts of climate change for Ireland and the development of design allowances for flood risk management.
- Research and cross sectoral engagement on the Economic Opportunities arising from Climate Action.
- Midlands Just Transition community training and mentoring initiative.
- Mobilisation of local authorities on energy efficiency projects and opportunities for building stock and fleet management.

- Preparation of Key Performance Indicators (KPIs) on climate action to help track the performance of the local government sector.
- Assistance in building enhanced capacity on climate action within the local government sector for the coordination of climate action within local authorities and the engagement and activation of communities at local levels.

In addition to the work on going, priorities for the future will also focus on:

- Significant efforts to support local authorities on an individual and collective basis in the region in the implementation of their Local Authority Climate Action Plan.
- Facilitating coordination between local authorities on climate action initiatives and projects.
- Advancement of behavioural change and community initiatives with local authorities.
- Continued development of competency and training within the sector.
- Identification and sourcing of ongoing funding opportunities for the sector.

### **The Position**

Kildare County Council is inviting applications from suitably qualified persons for the above competition to undertake the specialist role of Executive Officer with the Eastern and Midlands Climate Action Regional Office. The Executive Officer will work as part of a multi-disciplinary team to deliver annual work programme, under the management and strategic direction of the Regional Coordinator within the Eastern and Midlands CARO. The Executive Officer will work with all 17 local authorities in the Eastern and Midlands Region and will work with the three other climate action regional offices in the performance of duties.

The Executive Officer must undertake those duties as assigned to them by the Regional Coordinator. The Executive Officer shall also report to the Director of Service with responsibility for climate action to which they are assigned, or any other person designated by the Director of Service.

### **The Competition**

The purpose of this recruitment campaign is to form a panel for Kildare County Council from which temporary wholetime posts may be filled for Executive Officer as vacancies arise.

### **The Candidate**

This position requires a broad technical knowledge of climate change, the policy responses, the risks and possible strategies to both mitigate and adapt to the climate change, and a strong organisational, networking, and communication skill set.

Characteristics that the post holder must demonstrate as part of this role include:

- In-depth knowledge of current climate change science and climate action priorities at International, EU, National government and local authority levels.

- Knowledge of key policy areas including Climate Action, Energy, Retrofitting, Green Infrastructure, Sustainable Mobility (active transport and modal shift), Sustainable Energy Communities, Citizen Engagement, Just Transition, Land Use and Development, Biodiversity and Natural Environment.
- Robust knowledge of the operation of local authorities and their role and interactions with Government Departments in terms of governance, finance, and reporting structures.
- Knowledge and experience of accessing/application to funding sources.
- Strong communication skills and diversification in communication techniques.
- Proficiency in report writing, collating and analysing data, information and research and presentation of content.
- Strong interpersonal skills to engage with, support, effect and influence local authorities, strong judgement and problem-solving skills as well as the capacity to work autonomously.
- Knowledge and experience of operating ICT systems
- Possess project management skills and experience.
- Experience of organising and managing events, including networking and participation skills.
- Ability and experience in dealing with complex issues and multiple issues simultaneously.
- Strong teamwork mentality and collaborative approach to work progression.
- Competence and experience of financial and budget management

## **Duties and Responsibilities**

The duties of the Executive Officer is to perform, under the direction and supervision of the Regional Coordinator or other officer as designated by the relevant Director of Service/Chief Executive, such duties as may from time to time be assigned to you in relation to your employment and as may be appropriate to any particular function of any local authority for which the Chief Executive is responsible and carry out such instructions as may be given in relation to the performance of duties.

In delivering duties for the Eastern and Midlands Climate Action Regional Office, the Executive Officer will be responsible for:

### **Strategy:**

- Managing the effective and timely delivery of the CARO work programme to support the CAROs in achieving their objectives on behalf of the local government sector.
- Engage with governance structures supporting the operation of the CAROs and report on progress in a timely manner.
- Facilitate engagement with all local authorities in the region through the established governance structures(formal and informal).
- Work closely with all local authorities in the region in the implementation of and reporting on, progress of their Local Authority Climate Action Plan.
- Through strong leadership and clear objective setting, project manage and lead out on initiatives across adaptation, mitigation, community and

behavioural change measures/initiatives to support the work of the local government sector and local authorities (individually or cumulatively) to deliver efficient and effective climate action.

- Managing, designing, developing training to local authority staff and elected members and assistance on delivery of climate action training under the Local Authority Climate Action Training Plan.

### **Communication & Stakeholder Engagement**

- Establish and nurture strategic relationships to drive collaboration with key stakeholders to achieve outcomes of benefit to the local government sector.
- Influence and collaborate with Government departments, agencies and bodies across a range of policy areas on the role of local authorities on climate action ensuring that practical and implementable delivery of climate action efforts is coordinated and aligned.
- Be effective in communication on practical climate action issues to differing audiences.
- Be effective in negotiation, influencing and communication skills and influencing multi-stakeholder processes.

### **Information**

- Maintain a strong awareness of new policies, legislation and directives relating to climate action and an understanding of the implications and opportunities that these may present to the sector.
- Identify and contribute to new areas of research related to climate action and the local government sector.

### **Staff/Office**

- Contribute positively to the efficient and effective working structures, and performance management systems of the Eastern and Midlands Regional Office.
- Work as an integral part of a motivated team and ensure team cohesion and efficiency.
- Database compilation, maintenance and analysis.
- Administer financial and budgetary requirements for the office including putting internal controls and robust governance structures in place.
- Ensure the office meets all requirements in relation to health and safety legislation and regulations.

## 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.:**

#### **Essential Requirements**

1. Hold :-
  - (a) An honours degree (Level 8 in the National Framework of Qualifications) or equivalent professional qualification in town planning, environmental science, architecture, engineering or other relevant discipline, and
  - (b) Have at least five years satisfactory experience in climate action, town planning, environmental science, architecture, engineering or other relevant discipline, and
  - (c) Demonstrate a high standard of technical training and experience.
2. Demonstrate experience of fostering and maintaining productive working relationships with government departments, EU and State agencies.
3. Have a high level of technical competence and experience in translating policy, formulating, implementing and managing strategies, plans, studies or processes including stakeholder engagement.
4. Demonstrate a record of excellent project management skills resulting in successful outcomes.
5. Demonstrate the ability to simultaneously manage and co-ordinate multiple projects of differing scale, nature and complexity.

#### **Desirable Requirements:**

1. Hold a post-graduate qualification in climate or environmental science or other relevant discipline and/or a qualification or certification in project management.
2. Demonstrate an understanding of the aims and objectives of the Climate Action Regional Offices.

3. Possess a good knowledge of local government functions, structures, services and activities.
4. Have a high level of IT competence, including database compilation, maintenance and analysis and have proven competence in statistical methods and data analysis and experience of data analysis software.
5. Demonstrate knowledge and experience in adaptation and mitigation of sea level rise, coastal flooding, storms and groundwater and rural pluvial flooding.

Please supply copies of any certificates, diplomas or degrees you may have with the application form

## Competencies for the post of Climate Action Regional Office Coordinator – Executive Post

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:

<p><b>Strategic Management and Change</b></p>	<p><b>Strategic Ability:</b></p> <ul style="list-style-type: none"> <li>• Displays the ability to think and act strategically. Can translate strategy into operational plans and outputs.</li> <li>• Evaluates capacity and performance against objectives.</li> <li>• Demonstrates innovation and creativity to secure successful strategic outcomes.</li> </ul> <p><b>Political Awareness:</b></p> <ul style="list-style-type: none"> <li>• Has a clear understanding of the political reality and context of the organisation. Networking and Representing:               <ul style="list-style-type: none"> <li>• Develops and maintains positive and beneficial relationships with a range of stakeholders.</li> <li>• Builds networks of technical and professional contacts.</li> <li>• Promotes and sustains an appropriate, positive, and cohesive image for the organisation it represents.</li> </ul> </li> </ul> <p><b>Bringing about Change:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates flexibility and an openness to change.</li> <li>• Develops and initiates change management programmes to meet end objectives.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Influences others and fosters commitment to change.</li> </ul> <p><b>Networking and Representing</b></p> <ul style="list-style-type: none"> <li>• Develops and maintains positive and beneficial relationships with a range of stakeholders</li> </ul> <p>Builds networks of technical and professional contacts</p> <ul style="list-style-type: none"> <li>• Promotes and sustains an appropriate, positive and cohesive image for the organization represented</li> </ul>
<b>Delivering Results</b>	<p><b>Problem Solving and Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Can pinpoint critical information and address issues logically.</li> <li>• Understands the context and impact of decisions made.</li> <li>• Acts decisively and makes timely, informed and effective decisions.</li> </ul> <p><b>Operational Planning:</b></p> <ul style="list-style-type: none"> <li>• Contributes to operational plans and develops team plans in line with priorities and actions for their area of operations.</li> <li>• Delegates, tracks and monitors activity.</li> <li>• Establishes high quality service and customer care standards.</li> </ul> <p><b>Managing Resources:</b></p> <ul style="list-style-type: none"> <li>• Manages the allocation, use and evaluation of resources to ensure they are used effectively to deliver on operational plans.</li> <li>• Drives and promotes reduction in cost and minimisation of waste.</li> </ul> <p><b>Delivering Quality Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Promotes the achievement of quality outcomes in delivering services.</li> <li>• Organises the delivery of services to meet or exceed the required standard</li> </ul>
<b>Personal Effectiveness</b>	<p><b>Relevant Knowledge:</b></p> <ul style="list-style-type: none"> <li>• Keeps up to date with current developments, trends and best practice in their area of responsibility.</li> <li>• Demonstrates the required specialist knowledge, understanding and training for the role.</li> <li>• Has strong knowledge and understanding in relation to statutory obligations of Health and Safety legislation and its application in the workplace.</li> </ul> <p><b>Resilience and Personal Well Being:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates appropriate and positive self-confidence.</li> <li>• Remains calm under pressure and operates effectively in an environment with significant complexity and pace.</li> </ul>

	<p><b>Integrity:</b></p> <ul style="list-style-type: none"> <li>Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others.</li> </ul> <p><b>Personal Motivation, Initiative and Achievement:</b></p> <ul style="list-style-type: none"> <li>Is enthusiastic about the role and sets challenging goals to achieve high quality outcomes.</li> <li>Is self-motivated and persistent when faced with difficulties.</li> <li>Engages in regular critical reflection in order to identify how own performance can be improved.</li> </ul>
<p><b>Performance through People</b></p>	<p><b>Leading and Motivating:</b></p> <ul style="list-style-type: none"> <li>Motivate others individually and in teams to deliver high quality work and customer focused outcomes.</li> <li>Develops the competence of team members and helps them meet their full potential.</li> <li>Leads by example in terms of commitment, flexibility and a strong customer service ethos.</li> </ul> <p><b>Managing Performance:</b></p> <ul style="list-style-type: none"> <li>Effectively manages performance including underperformance or conflict.</li> <li>Empowers and encourages people to deliver their part of the operational plan.</li> </ul> <p><b>Managing Conflict:</b></p> <ul style="list-style-type: none"> <li>Listens to others and invites feedback, dealing with information in a constructive way.</li> </ul> <p><b>Communicating Effectively:</b></p> <ul style="list-style-type: none"> <li>Recognises the value of communicating effectively with all employees.</li> <li>Actively listens to others.</li> <li>Has highly effective verbal and written communication skills.</li> <li>Presents ideas effectively to individuals and groups</li> </ul>
<p><b>Knowledge, Experience and Skills</b></p>	<ul style="list-style-type: none"> <li>Knowledge and understanding of the structure and functions of local government including service requirements.</li> <li>Knowledge of impacts of climate change on local government services, the responsibility of local government on climate action responses.</li> <li>Understanding of the aims and objectives of the <i>Climate Action and Low Carbon Development Acts 2015-2021</i> and <i>National Climate Action Plans</i>.</li> <li>Understanding key challenges facing the local government sector in delivering effective climate action responses.</li> <li>Excellent knowledge of health and safety legislation and regulations and their application in the workplace</li> </ul>

	<ul style="list-style-type: none"><li>• competence and experience of financial and budget management.</li></ul>
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## Particulars of Employment

### The Post

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

### Driving Licence

Applicants should 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>

### Location

Kildare County Council reserves the right to assign the successful candidates 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, Monday to Friday. Kildare County Council reserves the right to alter the hours of work from time to time in line with Government Circulars.

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

Climate Action Regional Office Coordinators report 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**

€56,768 per annum to €75,372 per annum (maximum)

€77,749 per annum (LSI 1) (after 3 years satisfactory service at maximum)

€78,912 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 1<sup>st</sup> January to 31<sup>st</sup> 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](mailto: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 7 and 8 of this booklet. This will prevent you from incurring unnecessary expense in progressing in the competition.

### **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.

Kildare County Council reserves its right to shortlist candidates, in the manner it deems most appropriate, to proceed to the interview stage of the competition. Shortlisting will be completed on the basis of information supplied on the application form and the likely number of vacancies to be filled. It is therefore in your own interest to provide a detailed and accurate account of your qualifications / experience on the application form. The shortlisting process will provide for the assessment of each applicant's application form against predetermined criteria that reflect the skills and depth of experience considered to be essential for a position at this level.

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

A list of these competencies and key indicators are included on pages 8, 9 and 10.

Candidates must achieve a minimum 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**

Candidates must, by the date of any job offer, 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 Switzerland on the free movement of persons; or
- (d)** 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
- (e)** 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
- (f)** 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.