



Comhairle Contae Chill Dara  
Kildare County Council

## Candidate Information Booklet

PLEASE READ CAREFULLY

# Sports Inclusion Disability Officer

Closing date for receipt of completed application forms is 4.00 p.m.  
on the 7<sup>th</sup> November 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.

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

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

This is an opportunity to gain employment in the role of Sports Inclusion Disability Officer with Kildare County Council.

## The Competition

The purpose of this recruitment campaign is to form a panel for Kildare County Council from which contract posts may be filled for a Sports Inclusion Disability Officer as vacancies arise.

## Overview

Sport Ireland launched the National Network of Local Sports Partnerships throughout the country in 2008. Now with full national coverage, the Local Sports Partnership structure aims to promote participation in sport and physical activity at a local level. Located within many of these Local Sports Partnerships is a local Sports Inclusion Disability Officer whose main aim is to increase sport and physical activity opportunities for people with disabilities.

## The Job: Sports Inclusion Disability Officer

The Sports Inclusion Disability Officer (SIDO) will work in a coordinating capacity with all relevant stakeholders to increase and sustain participation opportunities for people

with disabilities. The SIDO will be responsible to the Partnership Coordinator in delivering this role.

### **The Candidate**

It is desirable that candidates demonstrate through their application form and at the interview that they have the following essential experience and skills:

- Experience working in a similar role within the disability sector
- Experience of project management and of piloting and developing physical activity based initiatives
- Inter-personal skills to involve people, schools and communities in the planning, delivery and evaluation of programmes and initiatives
- Be competent in the area of sports inclusion of people with disabilities
- Experience in programme monitoring, evaluation and reporting
- A proficiency in IT and communication technology systems
- Excellent communication (oral and written), administration, organisational and presentation skills
- Awareness and understanding of different models of disability
- Awareness of current issues for people with a disability/ older adult and the importance and value of their participation in sport / physical activity
- An ability to produce and disseminate information efficiently and accurately
- Ability and commitment to work unsociable hours
- Experience in managing budgets and preparing financial reports
- Full clean driving licence and access to own transport for travel incurred at work
- A good understanding of, or the ability to quickly learn the public sector working environment
- Fluency in the English language, both written and oral

### **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 organizational needs require.

#### **Communication/Awareness/Building Relationships**

- Establish a local sports disability network
- Foster co-operation, collaboration and liaise with local service providers, sports organisations, voluntary organisations and other key stakeholders in the disability sector such as the Health Service Executive
- Promote the participation of people with disabilities in sport and physical activity
- Liaise with the local allied health professionals in both the Health Service Executive and in the voluntary agencies to promote physical activity/participation in sport for people with disabilities
- Liaise with local special education needs officers (SENO) regarding provision for PE/physical activity at school
- Promote awareness of issues around disability and the importance of physical

- activity for people with disabilities through media and other communications channels
- Maintain and update section on organisation website re programmes, events and other issues in sport

### **Research & Policy**

- Assessing via a county audit, the levels of participation of people with disabilities in sport and physical activity, taking account of socio-economic, gender, demographic and other factors
- Assessing levels of programme and service provision by relevant agencies targeted at encouraging increased quality of and participation opportunities for people with disabilities in sport and physical activity
- Reviewing and making recommendations on Kildare Local Sports Partnership Strategic Plans re inclusion of people with disabilities in sport and physical activity.
- Assessing levels of accessibility of sport and physical activity facilities for people with a disability
- Identify level of uptake of sporting opportunities created, additional members to clubs, membership of clubs created, etc.

### **Training & Development**

- Facilitating and promoting the implementation of the national standardised training and education framework in collaboration with the Active Disability Ireland National APA
- Liaising with the CARA Centre and national standards to provide recommendations for improving accessibility of sports facilities and access to services to encourage greater participation for people with a disability in sport and physical activity
- Coordinating events, taster sessions, etc. including any follow-up links with local clubs, groups and schools
- Assisting with the set-up of new clubs or activities for people with disabilities
- Through communication with the Active Disability Ireland Centre and the national inclusion training framework, organising and in some cases delivering training for coaches, teachers, sports tutors, etc. to promote a greater understanding of disability issues in sport
- Promote and support people with a disability becoming coaches, instructors etc

### **Developing Links**

- Link with major disability service providers and disability sports organisations about current needs and possible programmes and facilitating increased participation and support
- Link with volunteer networks to assist people with a disability to be active
- Link with the national network of Sports Inclusion Disability Officers in sharing information and support

- Link with the Active Disability Ireland National APA Centre whose role is to facilitate and
- support the Sports Inclusion Disability Programme at national level

## 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 for receipt of completed application forms:

- Have a third level qualification in sports development, leisure management, adapted physical activity, community development, health promotion or other relevant discipline

**Or**

- Have at least 5 years relevant experience in a Sports Inclusion Disability Officer and/or Sports Development role

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

### **Driving Licence**

Applicants should at the date of application hold a full valid Irish /EU licence, for **Class B** vehicles. 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.

## Competencies for the post of Sports Inclusion Disability Officer

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:

<b>Management and Change</b>	<p><b>Strategic Ability</b></p> <ul style="list-style-type: none"> <li>Plans, develops and prioritises work programmes that are aligned to Corporate and Operational Plans.</li> </ul> <p><b>Networking and Representing</b></p> <ul style="list-style-type: none"> <li>Develops and maintains positive and beneficial relationships with relevant interests. Ability to negotiate and influence and adopt a partnership approach with all stakeholders.</li> </ul> <p><b>Bringing about Change</b></p> <ul style="list-style-type: none"> <li>Effectively manages the introduction of change and overcomes resistance to change.</li> </ul> <p><b>Safety, Health and Welfare at Work</b></p> <ul style="list-style-type: none"> <li>Ensures compliance with all relevant legislation /regulations including Health &amp; Safety, Planning &amp; Procurement</li> </ul>
<b>Performance through People</b>	<p><b>Leading and Motivating</b></p> <ul style="list-style-type: none"> <li>Leads, motivates and engages others to achieve quality results.</li> </ul> <p><b>Managing Performance</b></p> <ul style="list-style-type: none"> <li>Effectively manages performance and conflict. Empowers and encourages people to deliver their part of the operational plan.</li> </ul> <p><b>Communicating Effectively</b></p> <ul style="list-style-type: none"> <li>Communicates effectively &amp; professionally with range of stakeholders including staff, elected members, businesses &amp; residents. Is effective in communicating a complex or technical message, using language appropriate to the audience.</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 can address issues logically. Acts decisively and makes timely, informed and effective decisions.</li> </ul> <p><b>Operational Planning</b></p> <ul style="list-style-type: none"> <li>Plans, develops and prioritises work programmes with senior management that are aligned to the Council's Corporate Plan and Kildare Sports Partnership's Strategic &amp; Operational Plans.</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 efficiently to deliver on operational plans. Drives and promotes reduction in cost and minimization 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. Evaluates the outcomes achieved against operational plans, identifies learning and implements improvements required.</li> </ul>
<b>Personal Effectiveness</b>	<b>Motivation, Initiative and Achievement</b>

	<ul style="list-style-type: none"> <li>• Is enthusiastic about the role and is motivated in the face of difficulties and obstacles. Remains calm under pressure and has the ability to manage the delivery of several tasks/projects concurrently. Manages their time effectively, focusing on essential tasks and responsibilities.</li> </ul> <p><b>Qualifications and Knowledge</b></p> <ul style="list-style-type: none"> <li>• Keeps up with current and emerging developments, trends and best practice in this area.</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a strong commitment to delivering an effective Public Service.</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 current local government issues.</li> <li>• Understanding of the role of a Sports Inclusion Disability Officer</li> <li>• Understanding key challenges facing the local government sector and Kildare County Council.</li> <li>• Knowledge and experience of operating ICT systems</li> </ul>

## Particulars of Employment

### The Post

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

### Location

The successful applicant may be based in Áras Chill Dara, or other council facilities within the county.

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 Sports Inclusion Disability Officer 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.

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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**

€50,206 per annum to €56,374 per annum (maximum)

€58,209 per annum (LSI 1) (after 3 years satisfactory service at maximum)

€60,051 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 cooperate 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 4 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.

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. Performance Management & 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 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.