



Comhairle Cathrach  
& Contae **Luimnigh**

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**Limerick** City  
& County Council

# Executive Engineer

Candidate Briefing Document

**CLOSING DATE: Wednesday, 15<sup>th</sup> April 2026**



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**Limerick City**  
& County Council

**BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS**

## **Executive Engineer**

### **The Position:**

Limerick City and County Council is inviting applications from motivated and skilled engineers to join our organisation as Executive Engineers. This competition will create a panel to fill temporary and permanent vacancies. Roles will arise across multiple service areas, offering project variety, professional development and the chance to contribute to Limerick's infrastructure and communities.

The person/s appointed will work under the direction and control of the Senior Engineer or Senior Executive Engineer or other officer designated by the Director of Services or the Director General. The Executive Engineer will be required to work closely with the elected representatives to deliver the full range of services and implement local policy decisions.

### **Why Join Us?**

We pride ourselves on fostering a positive workplace culture where teamwork, respect, and continuous learning are at the heart of what we do. You'll have the chance to contribute to meaningful projects, develop your skills, and be part of an organisation that values your ideas and professional development.

### **What We Offer:**

- A dynamic and inclusive work environment
- Opportunities for training, development, and career progression
- A culture that values employee engagement and wellbeing

**What you will be Doing:**

Executive Engineers may work in Roads & Transportation, Housing, Planning, Environment, Capital Delivery, or District Offices. Responsibilities include project and service delivery, operational leadership, stakeholder engagement and ensuring compliance with legislation, safety and quality standards.

**Key Responsibilities:**

- Lead planning, design and delivery of capital and maintenance projects.
- Manage consultants, contractors and budgets.
- Prepare technical reports, tender documents and planning assessments.
- Supervise staff and support their development.
- Liaise with elected members, communities, government departments and stakeholders.
- Ensure compliance with procurement, planning and safety legislation.
- Carrying out such other duties as may be assigned from time to time.

**Desirables:**

- Project management and organisational skills.
- Supervisory and leadership experience.
- Knowledge of local government and legislative frameworks.
- Strong ICT and data analysis skills.
- Experience relevant to Housing roles such as structural or civil design.
- Excellent communication and interpersonal skills.

**Employee Benefits:**

- Salary: €60,255 – €83,758 per annum.
- Annual Leave: 30 days.
- Hours: 35 per week with flexibility required.
- Automatically entered into a pension scheme
- Paid Maternity and Paternity Leave
- A range of Family Friendly Policies
- A range of Learning and Developmental Opportunities

## The Person

### 1. Character

Candidates shall be of good character

### 2. Health

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

### 3. Education, Experience, etc.

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

- (a) (i) hold at least an ordinary bachelor's degree (level 7 or higher on the National Framework of Qualifications (NFQ)) in Engineering;

**OR**

- (ii) hold an ordinary bachelor's degree (level 7 or higher on the NFQ) and a post graduate master's degree (level 9 on the NFQ) in Engineering;

**OR**

- (iii) hold a master's degree (level 9 on the NFQ) in Engineering attained after completing at least a 4- year integrated master's level programme accredited at CEng level by Engineers Ireland or an equivalent accreditation body internationally.

- (b) have at least **five years** satisfactory relevant engineering experience;

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

- (d) possess a high standard of administrative experience;

- (e) have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge.

**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.**

**Full transcripts for each year of study must be attached to your application displaying the number of ECT Credits undertaken for each year of study.**

**The onus is on the candidate to ensure that the correct documentation is provided to support their application form.**

\*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.

***Candidates should be aware that fulfilling the eligibility requirements for this post should not be taken as indicating that your current qualification would be acceptable for more senior engineering posts (i.e. Senior Executive Engineer and above) which have different eligibility requirements.***

## **Terms and Conditions**

### **1. The Post:**

Subject to the availability of suitably qualified candidates a panel will be formed for an initial period of one year and this may be extended for a further year at the discretion of the Director General. The panel may be used by Limerick City and County Council to fill permanent and temporary positions that may arise for its duration. Vacancies will be offered in order of merit as per the panel.

### **2. Annual Leave**

30 Days per annum.

### **3. Salary:**

Salary Scale: **€60,255 - €83,758** per annum, inclusive of LSIs.

Annual increments are payable subject to satisfactory performance.

Entry point of this scale will be determined in accordance with Circulars issued by the Department of Housing, Local Government & Heritage.

In accordance with Departmental Circular letter EL 02/2011, a person who is not a serving local authority employee on or after 1st January 2011, will enter the scale for the position at the minimum point (currently **€60,255**).

### **4. Location:**

Limerick City and County Council reserves the right to assign the successful candidate to any department or premises in use by the Council, now or in the future.

Changes in location of employment will not result in payment of disturbance money or other compensation. The person appointed will be required to travel to and from work at their own expense.

## **5. Hours of Work**

The working hours at present provide for a five day, thirty-five hours working week, hours may vary from time to time. The working hours may be reviewed at any time by the Council. The post may require flexibility in working outside of normal hours, including at weekends, as necessary. No additional remuneration will be paid in respect of such activities.

The provisions of Limerick City and County Council's Time and Attendance Policy is applicable to this grade at the current time.

## **6. Sick Leave:**

The terms of the Public Service Sick Pay Scheme will prevail.

## **7. Superannuation:**

The Local Government Superannuation Scheme applies.

## **8. Travel:**

Holders of the post should hold a full driving licence for class B vehicles and shall be required to drive a motor car in the course of their duties and for this purpose, provide and maintain a car to the satisfaction of the local authority. Travelling expenses and subsistence expenses necessarily incurred in the course of official duties will be refunded in accordance with appropriate rates in line with the relevant Department Circulars and Local Authority Travel and Subsistence Policy.

Limerick City and County Council, as employer, must be indemnified on your insurance policy. If during your employment, your licence is revoked, even temporarily, or if you receive endorsements on your licence, which may affect your duties, you are obliged to notify the Council immediately.

## **9. Residence:**

The holder of the post shall reside in the district in which their duties are to be performed or within a reasonable distance thereof.

## **10. Safety and Welfare:**

The holder of the post shall co-operate with the terms of Limerick City and County Council's Safety Statement and Major Emergency Plan. The successful candidate shall make themselves aware of the safety rules and procedures and make proper use of all safety, clothing and equipment.

## **11. Training:**

It is a condition of employment that successful candidates will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post.

## **12. Taking Up Appointment:**

The local authority shall require a person to whom an appointment is offered to take up such appointment within a period of four weeks and if they fail to take up the appointment within such period or such longer period as the local authority in its absolute discretion may determine, the local authority shall not appoint them.

## **13. Garda Vetting:**

The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 to 2016 came into effect on 29th April 2016. The Act places a statutory obligation on Limerick City and County Council to ensure that 'any work or activity which is carried out by a person, a necessary and regular part of which consists mainly of a person having access to or contact with children or vulnerable persons will be subject of Garda Vetting'.

## **14. Probation:**

Where a person who is not already a permanent employee of a local authority is appointed, the following provisions shall apply:

- (a) There shall be a period after such appointments take effect, during which such person shall hold such post on probation.
- (b) Such period shall be set by the Director General, and this period may be extended at their discretion.
- (c) Such person shall cease to hold the post at the end of the period of probation, unless during such period, the Manager has certified that the service of such person is satisfactory.

## **15. 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

## **16. References:**

Applicants are required to advise the names of two responsible persons to whom they are well known but not related (at least one of the referees should be an existing or former employer).

In advance of any offer of employment, Limerick City and County Council reserves the right to seek references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The Council reserves the right to determine the merit, appropriateness and relevance of such references and referees.

Information sought from referees shall be structured around the requirements of the job and the job description, person specification and/or competency profiles should be provided. Referees shall only be contacted with the candidate's consent. The information provided shall be treated as confidential and shall be used to verify information collected through the selection process. Documents relating to all applicants will be treated with the utmost confidentiality and in accordance with the Data Protection Acts."

## **17. General Data Protection Regulation:**

### Basis for Processing your Personal Information

The basis for processing your personal data is to progress your application for the position you have applied for with Limerick City and County Council under the Terms of the Employment (Information) Act 1994 and Human Resources Department policies and procedures.

If you do not furnish the personal data requested, Limerick City and County Council will not be able to progress your application form for the competition for which you are applying.

## **18. Pre-Employment Medical:**

Prior to appointment the candidate will be required to complete a Health Declaration and may be required to undergo a medical examination by a qualified medical practitioner nominated by the Council. Where for any reason the cost of the medical examination is borne by the applicant it shall be refunded on appointment subject to statutory tax and statutory deductions.

## **19. Canvassing:**

Any attempt by a candidate or by any person(s) acting at their instigation, directly or indirectly by means of written communication or otherwise, to canvas or otherwise influence in the candidate's favour, any member of the staff of the Council, or person nominated by the Council to interview or examine applicants will automatically disqualify the candidate for the position they are seeking.

### Application Process:

Completed application forms must be **e-mailed** to [recruitment@limerick.ie](mailto:recruitment@limerick.ie) **no later than Wednesday, 15<sup>th</sup> April 2026**. **Full transcripts for each year of study must be attached displaying the number of ECT Credits undertaken for each year of study.**

An official application form must be completed in full by the closing date for the competition. Please note that amendments to the application form will not be accepted after the closing date. CV's will not be accepted in lieu of an application form.

Please send your application from an e-mail address that you will review regularly as communication during the assessment/selection period will only be through that e-mail address. Please also ensure that you regularly review your spam/junk email folder as occasionally your email service provider may direct emails to that folder.

### **Selection Process:**

Candidates will initially be assessed to ensure that they have the minimum requirements for the position.

Candidates will then be assessed on the basis of the information contained in their application form to determine, having regard to the requirements of the position and the number who have applied, if they should be called for interview. Short-listing may apply.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Limerick City and County Council is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position. Prior to a candidate being appointed, Limerick City and County Council will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed, a final determination cannot be made, nor can it be deemed or inferred that such a determination has been made.

### **Shortlisting:**

While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Limerick City and County Council may decide that a number only will be invited to same.

In this respect, Limerick City and County Council provides for the employment of a short-listing process to select a group for interview who, based on an examination of the application forms by an expert board, appear to be the most suitable for the position.

An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience.

It is therefore in your own interest to provide a detailed and accurate account of your **relevant qualifications/experience** on the application form.

**NOTE-** As part of the shortlisting process, achieving 50% in each competency will not guarantee that a candidate is called for interview. Due to the number of applicants, only a proportion of those achieving 50% in each competency may be called for interview, based on the marks awarded in the shortlisting process. Further qualified candidates may be called at a later stage at the discretion of Limerick City and County Council.

### **Competitive Interview:**

Selection will be by means of a competition based on an interview conducted by or on behalf of the local authority. This interview may be in person or online, this is at the discretion of the Local Authority.

A panel may be formed on the basis of such interview. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualifications declared for the post and that they are otherwise suitable for appointment may within the life of the panel be appointed as appropriate permanent vacancies arise.

### **Interview:**

Candidates will be assessed at interview under the following competencies. The candidates at the interview will be questioned on at least some of the indicators listed below under each competency:

#### **Relevant Knowledge and Experience – (300 marks)**

- Engineering skills, knowledge and understanding including project and operational management skills relevant to the role.
- Demonstrates knowledge and experience suitable to the role.
- Demonstrate knowledge and understanding of local government.
- Demonstrate knowledge and understanding of the legislative and policy environment in which they are operating.
- Budget preparation and management skills.
- Change and people management skills.

#### **Performance through People - (100 marks)**

- Has effective leadership and motivation skills. Is adept at managing the performance of an individual and/or team. Recognises the value of a requirement to communicate effectively, both written and verbal. Has good interpersonal skills.
- Motivates others individually and in teams to deliver high quality work and customer focused outcomes.
- Develops the competence of team members and helps them meet their full potential.
- Leads by example in terms of commitment, flexibility and a strong customer service ethos.
- Effectively manages performance including underperformance or conflict.
- Empowers and encourages people to deliver their part of the operational plan.
- Recognises the value of communicating effectively with all employees.
- Actively listens to others.
- Has highly effective verbal and written communication skills.
- Presents ideas clearly and effectively to individuals and groups.
- Maintains accurate records.

#### **Managing Resources - (100 marks)**

- Manages the allocation, use and evaluation of resources to ensure they are used efficiently to deliver on operational plans. Drives and promotes reduction in costs and minimisation of waste.
- Allocates and manages human, financial, physical, technological and information resources in accordance with the operational objectives.
- Ensures best value and efficiency in service delivery.
- Intervenes in a timely manner if work activities go over budget.
- Is vigilant in monitoring the work of contractors to ensure that costs are tightly controlled and that work is delivered effectively.
- Analyses and improves management and accountability structures in their operational area to ensure that they are fit for current purpose.
- Is logical and pragmatic in approach, delivering the best possible results with the resources available

#### **Delivering Quality Outcomes and Ensuring Compliance - (100 marks)**

- Promotes the achievement of quality outcomes in delivering services, with a focus on continuous improvement. Abides by the laws, regulations, policies and procedures affecting the discharge of duties.

- Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating stakeholders and by managing resources effectively.
- Develops and implements quality assurance measures to achieve compliance with performance standards or benchmarks.
- Critically evaluates outcomes and processes used to achieve them.
- Refers to relevant professional documents as required.

Candidates at interview must achieve a minimum 50% of the total marks available in each of the competencies to qualify for inclusion on a panel.

**Limerick City and County Council is an Equal Opportunities Employer.**

**March 2026.**