



Comhairle Cathrach
& Contae **Luimnigh**

Limerick City
& County Council

Graduate Engineer

(3-year Fixed Term Contract)

Candidate Information Booklet

Closing Date: 16th April 2026



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BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS

Graduate Engineer

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The Position:

Limerick City and County Council is excited to welcome the next generation of engineers who are ready to build real impact in a city that's growing, evolving, and ambitious for the future. Whether you're passionate about transport, housing, the environment, or creating great public spaces, this role gives you the opportunity to apply your skills on meaningful projects that benefit communities across Limerick and beyond.

Why Join Us?

As a Graduate Engineer with Limerick City and County Council, you'll gain hands-on experience across a wide range of engineering and multidisciplinary programmes. This is your chance to develop your career in a supportive team where learning, innovation, and collaboration are valued every day.

You'll work alongside experienced professionals, contribute to impactful public projects, and gain the practical knowledge and confidence to progress in a dynamic engineering environment.

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:

- Supporting the development and delivery of civil engineering and multidisciplinary programmes
- Overseeing construction, operations, and maintenance activities
- Assisting with contract administration and project supervision
- Preparing reports, drawings, and documentation
- Maintaining strong communication with colleagues, contractors, the public, and elected officials
- Playing an active role in providing efficient, high-quality services to communities
- Contributing to continuous improvement and problem-solving within your team
- Any duties assigned to them by their Line Manager.

What We're Looking For:

- Strong organisational, analytical, and problem-solving skills
- Solid engineering design knowledge
- Competency with IT tools and engineering software (AutoCAD essential; BIM/3D modelling an advantage)
- Good interpersonal and communication skills
- The ability to work independently and as part of a multidisciplinary team
- A strong understanding of Health & Safety principles
- A full Class B driving licence and access to a suitably insured vehicle

Employee Benefits:

- Salary: €39,846–€50,447 per annum
- Leave: 24 days annually
- Hours: 35 per week
- Location: Anywhere within Limerick City and County Council
- Superannuation scheme in place

How to Apply

- Email completed application form to recruitment@limerick.ie before the stated closing date
- Selection Process
- Eligibility check
- Shortlisting may apply
- Competitive interview (online/in person)
- Panel formation for future vacancies

The Person – Qualifications

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

Candidates shall on the latest date for receipt of applications;

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

OR

- (b) hold an ordinary bachelor's degree (level 7 or higher on the National Framework of Qualifications (NFQ)) **AND** a post graduate master's degree (level 9 in the NFQ) in a relevant field of Engineering;

OR

- (c) hold a master's degree (level 9 in the National Framework of Qualifications) in a relevant field of Engineering attained after completing an integrated master's level programme of at least 4 years duration and which is accredited at CEng level by Engineers Ireland or an equivalent body internationally.

***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.

*** 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.**

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

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

The successful candidate will have 24 days annual leave.

3. Salary:

Salary scale: **€39,846 - €50,447** per annum. Payment of increments is dependent on 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 **€39,846**).

4. Location:

Limerick City and County Council reserve the right to assign the successful candidate to any department or premises 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:

When required to do so, holders of the office shall hold a full driving licence for Class B Vehicles and shall 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.

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 **no later than 16th April 2026.**

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 marked 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 and temporary 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:

Identifying Problems and Contributing to Solutions (200 marks)

- Evaluates issues and situations in a logical and objective manner in order to arrive at effective solutions;
- Makes decisions in a timely, clear, and well-informed way;
- Analyses issues in a logical and rational manner considering all relevant information, policies and procedures including legislation;
- Shows good judgement and balanced decision making;
- When evaluating a complex issue, takes into account a range of factors beyond the immediate situation;
- Has the conviction to make and stand over decisions based on limited information, where necessary.

Communicating Effectively (200 marks)

- Writes reports, memos, and emails in a clear and concise manner;
- Responds in a timely and accurate way to requests for information;
- Influence's others effectively to get support and commitment to proposals or suggestions;
- Makes a case in a confident and credible manner;
- Effectively supports team members by communicating in a positive way.

Delivering Quality Work and Services (200 marks)

- Sets clear standards for the quality of work of all main work areas;
- Demonstrates a strong customer service ethic and example with internal and external customers;
- Reviews and measures the quality of work;
- Intervenes immediately and decisively where there is a problem with service quality;

- Ensures that all staff understand and comply with the required quality standards.

Interpersonal and Communication Skills (200 marks)

- Effective written and verbal communication skills;
- Ability to communicate with a diverse range of stakeholders;
- Presents ideas clearly and effectively depending on audience;
- Motivation and positivity as part of a team.

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