



Comhairle Cathrach
& Contae **Luimnigh**

Limerick City
& County Council

Staff Officer – Grade V

**Middle Management- Operational
Team Leader**

Candidate Information Booklet

Closing Date: Tuesday 23rd June 2026



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& County Council

BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS

Staff Officer Grade V

The Position:

Limerick City and County Council is inviting applications from suitably qualified candidates to join a panel for the position of **Staff Officer**. This panel will be used to fill both temporary and permanent vacancies that may arise during its lifetime.

The **Staff Officer** is a key frontline management role within the local authority. You will play an important part in leading a section or department, ensuring the effective delivery of services across a wide range of council activities. This is a dynamic position that combines operational leadership, team management, and high-quality administrative delivery, offering the opportunity to make a real impact in the community.

Why Join Us?

Working with Limerick City and County Council offers, the opportunity to make a meaningful contribution to local communities, a varied and rewarding career in public service, exposure to diverse projects and service areas, a supportive and values-driven working environment and opportunities for professional development and progression. As a Staff Officer, you will contribute to our ambition of positioning Limerick as a world-class city and county.

What We're Looking For:

- Strong administrative and organisational skills.
- Effective leadership and staff management ability.
- Excellent interpersonal and communication skills.
- The ability to manage workloads and meet competing demands.
- A collaborative approach to delivering high-quality public services.
- Adaptability and a willingness to contribute across a range of service areas.

What We Offer:

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

Employee Benefits:

- Salary: €52,239–€62,484 per annum
- Leave: 30 days annually
- Hours: 35 per week
- Automatically entered into a pension scheme
- Paid Maternity and Paternity Leave
- A range of Family Friendly Policies
- A range of Learning and Developmental Opportunities

Key Duties & Responsibilities:

- Leading and managing a team or function in the implementation of work programmes to deliver on the Council's corporate plan while contributing to change management programmes;
- Supporting senior staff in the implementation of work programmes as required by the Council's Corporate and Operational Plans;
- Supporting senior staff to communicate, implement and manage all change management initiatives within the relevant area of responsibility;

- Compile, prepare and present reports as necessary, including preparation of reports or letters;
- Leadership and supervision of staff in the management of competing priorities and deadlines including ensuring full compliance with legislation, guidelines and/or organisational policies and procedures relevant to the work area;
- Communicating and liaising effectively with colleagues, line managers and customers in relation to operational matters for the section;
- Developing and maintaining productive relationships with a wide range of stakeholders including colleagues, external agencies and public representatives;
- Identifying and delivering improvements in service delivery with appropriate use of performance indicators;
- Ensure full compliance with all organisational policies and procedures including grievance disciplinary, performance management and attendance management;
- Management of conflicting demands within a team environment and to prescribed timelines and deadlines;
- Support implementation of good practices with transparent reporting and communications and to deliver accountable services in the department/section;
- Carry out duties in a manner that enhances public trust and confidence and ensures impartial decision making;
- To undertake any other duties and responsibilities as may be required from time to time.

Panel Formation:

Limerick City and County Council will, following the interview process, form 3 panels for the post of Staff Officer (Grade V) from which future relevant vacancies may be filled subject to sanction approval.

These panels will exist for 12 months and may be extended for a further period of 12 months. Suitably qualified persons are invited to apply for the following panel(s):

- A. 50% confined to employees of the Local Authority Sector,
- B. 30% Open
- C. 20% confined to employees of Limerick City and County Council

Panel A (Confined to the Local Authority Sector) will comprise of successful applicants, in order of merit, from within the Local Authority Sector only, i.e. candidates serving in a Local Authority or Regional Assembly (where applicable).

Panel B (Open Competition) will comprise of all successful applicants in order of merit and may include candidates serving in a Local Authority, Regional Assembly and external candidates.

Panel C (Confined to Limerick City and County Council) will comprise of successful

applicants, in order of merit, from within Limerick City and County Council only.

The advertising process for filling of posts according to these procedures is on the basis of:

- Advertising one competition and
- Forming three separate panels to meet the requirements of the ratio of posts to be confined to the local government sector, open and confined to the local authority as indicated above.

Recruitment Process:

- 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;

Open Competition and Local Authority Sector (Panel B)

a. have obtained at least Grade D (or a Pass), in Higher or Ordinary Level, in five subjects (or four subjects if Irish is included) from the approved list of subjects in the Department of Education Established Leaving Certificate Examination or Leaving Certificate Vocational Programme including Irish and/or English and one of the following: Mathematics, Accounting, Business Organisation or Economics,

AND

b. have obtained at least Grade C (or Honours) in higher level (or Honours) papers in three subjects in that examination (or two subjects if Irish and/or one

of the following is included: Mathematics, Accounting, Business Organisation or Economics) **OR**

- (i) have obtained a comparable standard in equivalent examination, **OR**
- (ii) hold a third level qualification of at least degree standard

Local Authority Section/Confined – Panel A & C

Be a serving employee in a local authority, or a regional assembly and have not less than two years' satisfactory experience in a post of Clerical Officer or analogous post.

* 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.

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 30 days annual leave.

3. Salary:

Salary scale: **€52,239 - €62,484** 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 **€52,239**).

4. Location:

Limerick City and County Council reserves 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 Tuesday 23rd June 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.

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. During the recruitment process, should you wish to make a formal request for reasonable accommodations, please note that the local authority may request relevant medical or

psychological reports to assist in determining whether the provision of such accommodations is applicable.

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:

<u>Delivering Results - (200 marks)</u>
Demonstrates knowledge and experience suitable to the role.
<ul style="list-style-type: none">• Sets out clear standards for the quality of all main work areas.• Demonstrates strong customer service ethic, with both internal and external customers.• Intervenes immediately and decisively where there is a problem with service quality.• Organises the delivery of services to meet or exceed the required standard while managing resources effectively.• Identifies and shares organisational learning from the evaluation of processes and outcomes and promotes excellence in public service delivery.• Make timely, informed and effective decisions and show good judgement and balance in making decisions or recommendations.• Helps translate the business/team plan objectives into clear priorities and actions for their area of operation.• Have effective verbal and written communication skills.

<u>Performance Through People - (200 marks)</u>
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.
<ul style="list-style-type: none">• Influences others effectively to get support and commitment to proposals or suggestions.• Leads, motivates, and engages others to achieve quality results.• Builds and leads a positive, diverse and productive team.• Manages underperformance or inappropriate behaviours effectively, openly and directly.• Creates a work environment that encourages team members to seek challenges and to reach their full potential.• Recognises the value of and requirement to communicate effectively with all employees.• Actively listens to others and looks for feedback.

Purpose and Change - (200 marks)

Recognises the value of a requirement to communicate effectively. Has effective verbal and written communication skills. Has good interpersonal skills.

- Has a clear understanding of the role, objectives and targets and how they fit into the work of the unit and Department/ Organisation and can communicate this to the team.
- Demonstrates knowledge of current local government issues and has a clear and realistic view of future trends and strategic direction of local government.
- Understands the need for change and gets this across persuasively to others
- Implements change in an orderly and determined manner.
- Effectively deals with a range of information sources, investigating all relevant issues.

Problem Solving and Personal Effectiveness - (200 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.

- Take initiative and be open to taking on new challenges or responsibilities.
- Demonstrates enthusiasm for new developments/changing work practices
- Manage time and workload effectively.
- Maintain a positive and constructive and enthusiastic attitude to their role.
- Demonstrates knowledge of the structure and functions of local government.
- Demonstrates a clear and realistic view of future trends and strategic direction of local government and demonstrates an understanding of the role of a Staff Officer in this context.
- Understands the Role of the Elected Council and the Representational Role of the Elected Members.

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.

May 2026