



Comhairle Cathrach  
& Contae **Luimnigh**

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**Limerick** City  
& County Council

## Ecologist

Candidate Information Booklet

Closing Date: **29<sup>th</sup> July 2026**



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**Limerick City**  
& County Council

## BRIEFING DOCUMENT, APPLICATION & SELECTION PROCESS

# Ecologist

### The Position:

Limerick City & County Council is seeking ambitious, passionate, and suitably qualified professionals to join our **Ecologist** panel, from which both temporary and permanent vacancies may arise during the panel's lifetime.

This is an exciting opportunity to play a key role in shaping sustainable development, protecting biodiversity, and supporting climate action across Limerick.

As an Ecologist within the Forward Planning Team, you will contribute to the delivery of the Council's statutory responsibilities under the Habitats Directive and Strategic Environmental Assessment (SEA) legislation.

You will provide expert ecological advice to inform policy, planning, and development decisions, ensuring that environmental considerations are fully integrated into the Council's work.

Reporting to the Senior Planner (or nominee), you will work collaboratively across Directorates, supporting a broad range of projects and initiatives.

### 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. This is your opportunity to make a real difference—helping to balance development needs with environmental protection and contributing to a more sustainable future for Limerick.

### **What We're Looking For:**

- Strong technical knowledge of ecology, environmental legislation, and assessment processes;
- Experience in Appropriate Assessment, SEA, EclA, or EIA;
- Excellent analytical and problem-solving skills;
- The ability to communicate complex environmental issues clearly and effectively;
- A proactive and collaborative approach to working across teams;
- Experience of managing change and implementing new ways of working;
- ICT proficiency;
- Problem-solving ability and good judgement;
- Strong communication and stakeholder management;
- A proactive mindset and ability to use initiative;
- Full Class B driving licence and access to a suitably insured vehicle.

### **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: €60,858–€84,596 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:**

- Provide overall technical support, professional advice and analysis in relation to specific cases and issues, general environmental / marine matters and policy / development related issues effecting the Local Authorities operations;
- Appropriate Assessment reporting for land use plans and policies;

- Assist with the preparation of Strategic Environmental Assessments for land use plans;
- Ecological Impact Assessment reporting as required;
- Coordinate and carry out, as appropriate, environmental monitoring of plans and projects;
- Advising on Appropriate Assessment for the development management / enforcement process;
- Provision of ecological support and advice to planning staff at all stages of the development management / enforcement process;
- Evaluating Ecological Impact Assessments;
- Evaluating and offering advice on Environmental Impact Assessments;
- Responsibility to liaise with other Directorates for Local Authority Developments to include the provision of ecological support and advice to other Directorates;
- Any other duties that may be assigned from time to time including any future requirements for reallocation of work and/or redeployment.

### **Minimum Qualifications:**

- Hold a relevant postgraduate qualification (level 9 in the National Framework of Qualifications) in Ecology, including but not limited to Environmental Science, Zoology, Botany, or Natural Resources Management or related area

**and/or**

- Hold a recognised degree (at least level 8 in the National Framework of Qualifications) in a subject relevant to Ecology, including but not limited to Environmental Science, Zoology, Botany or Natural Resources Management or related area
- Possess a high standard of technical training relevant to the areas of Ecology;
- Have a minimum of five years' work experience as a professional ecologist, such experience having been gained after attaining their Level 8 qualification. Experience gained while working for a post-graduate qualification, or while undertaking post-doctoral research, may, if relevant, count towards this requirement.

## **Desirables:**

- Excellent overview understanding of and familiarity with the ecology of natural habitats and protected species of Ireland;
- Excellent understanding of and familiarity with nature conservation and environmental legislation, particularly the Habitats Directive, the European Communities (Birds and Natural Habitats) Regulations 2011, and parallel provisions relating to Appropriate Assessment in planning legislation (i.e. Part XAB of the Planning and Development Act, 2000 as amended and associated Regulations);
- Understanding of the SEA Directive and SEA provisions of the Planning and Development legislation;
- Proven experience and skills in carrying out appropriate assessments;
- Familiarity with the Irish planning process;
- Excellent scientific analysis and report writing skills;
- Excellent communication skills (listening, written and verbal);
- Experience in carrying out ecological field surveys;
- Project management experience;
- Experience in using database software such as GIS packages;
- Ability to operate in wide and sometimes varied professional capacities;
- Experience working in Local Government and/or familiarity with Local Government processes;
- Experience working with diverse stakeholders involved in the ecology arena;
- A strong work ethic and ability to priorities tasks, deliver to tight deadlines and to work on your own initiative as well as part of a team;
- Commitment to continuous professional development;
- Have knowledge and awareness of current Health and Safety Legislation & Regulations, their implications for the organisation and the employee, and their implication in the workplace;
- Hold a full driving licence, Category “B”, free from endorsement and provide their own motor vehicle for use in carrying out their duties and their motor insurance policy must indemnify the Council.

## **Recruitment Process:**

- Email completed application form to [recruitment@limerick.ie](mailto: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 a relevant postgraduate qualification (level 9 in the National Framework of Qualifications) in Ecology, including but not limited to Environmental Science, Zoology, Botany, or Natural Resources Management or related area;

**and/or**

Hold a recognised degree (at least level 8 in the National Framework of Qualifications) in a subject relevant to Ecology, including but not limited to Environmental Science, Zoology, Botany or Natural Resources Management or related area;

- (b)** Possess a high standard of technical training relevant to the areas of Ecology;

- (c)** Have a minimum of five years' work experience as a professional ecologist, such experience having been gained after attaining their Level 8 qualification. Experience gained while working for a post-graduate qualification, or while undertaking post-doctoral research, may, if relevant, count towards this requirement.

\* 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: **€60,858 - €84,596** 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 **€60,858**).

## **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:**

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 canvass 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 29<sup>th</sup> July 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 marks 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:

#### **Strategic Ability (200 Marks)**

- Displays the ability to think and act strategically to ensure the local authority meets its purpose, mission, and vision;
- Incorporates opportunities into the strategic planning process and identifies potential obstacles related to the objectives;
- Uses a variety of methods (including research, external expertise, and environmental scanning) to understand how external factors may affect strategic objectives;
- Evaluates and improves strategic performance through the use of Service Indicators, Internal Performance Indicators, benchmarking and continuous improvement;
- Adjusts strategic direction and policy in response to critical new information;
- Engages in departmental and cross-departmental consultation in the development and integration of the objectives.

### **Personal Effectiveness (200 Marks)**

- Is enthusiastic about the role and is motivated in the face of difficulties and obstacles;
- Adopts a positive attitude to work; is enthusiastic and open to taking on new challenges or responsibilities. Takes the initiative and is proactive in addressing issues;
- Keeps up with current development, trends, and best practice in area of expertise and responsibility;
- Keeps up to date with the qualifications and knowledge necessary for the role;
- Demonstrates an understanding of the components of the job;
- Uses appropriate strategies to address areas for development, including seeking new experiences and challenges;
- Identifies areas for improvement and develops them further;
- Anticipates situations and acts to pre-empt problems;
- Operates effectively in an environment with significant complexity and pace.

### **Delivering Quality Outcomes and Ensuring Compliance (200 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;
- Is aware of and understands relevant legislation, regulations, and policies;
- 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.**

**July 2026**