



DUN LAOGHAIRE RATHDOWN COUNTY COUNCIL

Chomhairle Chontae Dhún Laoghaire – Rath An Dúin

CANDIDATE INFORMATION BOOKLET

**INTEGRATION SUPPORT WORKER/OIBRÍ TACAÍOCHTA COMHTHÁTHAITHE
COMP ID 010768**

**COMPLETED APPLICATIONS MUST BE EMAILED TO CAREERS@DLRCOCO.IE
BY THE CLOSING DATE 12 NOON ON 21ST MARCH 2024**

INTEGRATION SUPPORT WORKER/ OIBRÍ TACAÍOCHTA COMHTHÁTHAITHE
(COMP. I.D. 010768)

QUALIFICATIONS

1. CHARACTER:

Candidates shall be of good character.

2. HEALTH:

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

3. EDUCATION, TRAINING, EXPERIENCE ETC:

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

- a) Have at least 3 years' experience working in a similar type role with diverse groups in a community development setting;
- b) Possess a good working knowledge of the mainstream model of integration and the policies which govern Ireland's International Protection system, Irish Refugee Protection programme and Temporary Protection programme;
- c) Have experience of providing individual support and outreach;
- d) Have experience of working with other external agencies and organisations including both voluntary and public sector;
- e) Possess a good working knowledge of the youth sector and the ability to connect International Protection (IP) applicants, Programme Refugees and Beneficiaries of Temporary Protection (BOTP) aged 15-24 years with the appropriate support services;
- f) Have a strong understanding of the concept of cultural diversity and the ability to adapt working approach to embrace many different nationalities and cultures;
- g) Have a thorough knowledge of the principles and processes of community development with expertise in a broad range of development models, particularly those appropriate to minority ethnic groups;
- h) Hold a clean, current Class B Driving Licence and have access to his/her own car;
- i) Have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge

It would be desirable for a candidate to have:

- a third level qualification in Community Development, Social Science or related discipline.

INTEGRATION SUPPORT WORKER – PROFILE

The position of Integration Support Worker is a middle management position within DLRC and is assigned responsibility for the day to day administration and management of an area of the Council's activities. A Integration Support Worker in the Council is required to be an effective, participative leader of a team with responsibility for organisation and management of all aspects of a section or sections including the supervision of staff.

The Integration Support Worker is a key point of contact and liaison with other Sections or Departments in relation to all operational matters for the service delivery section or sections for which they are responsible.

The Integration Support Worker is expected to carry out their duties with an understanding of the political context of local government and in such a manner that enhances public trust and confidence and ensures impartial decision making.

THE IDEAL CANDIDATE

In the context of key duties and responsibilities for the post of Integration Support Worker, the ideal candidate will demonstrate the following knowledge, skills, experience and competencies:

- Knowledge and understanding of the structure and functions of local government, of current local government issues, priorities and concerns and of the key influencers of local government;
- Understanding of the role of an Integration Support Worker;
- Relevant administrative experience at a sufficiently high level;
- A career record that demonstrates an ability to manage staff to ensure delivery of complex work programme;
- Experience of managing and supervising staff, including managing performance;
- Ensuring strong governance and ethical standards are set and maintained;
- The ability to motivate, empower and encourage staff under their control to achieve maximum performance by supporting the current Performance Management and Development System (PMDS);
- Understanding of the changing operating environment in the Council and be capable of leading change in order to deliver quality services to our citizens;
- An understanding of the representational role of the elected members and the need to work with them to deliver quality services and implement policy decisions;
- Proven management analysis, report writing and presentation skills;
- Effective financial and resource management skills;
- Knowledge and experience of operating ICT systems.

The ideal candidate will also:

- hold a background of considerable experience in educational, social or community work or in other fields where social relationships are of utmost importance.
- have a good standard of administrative experience, including adequate practical experience in work of an executive nature, office organisation and control of staff.
- have a strategic approach to the development and implementation of community development and social inclusion.
- have an ability to be innovative, creative and solution focused with regard to project development and project management from concept to delivery.
- have the ability to communicate effectively with community groups, senior management, elected members and staff and have the ability to handle difficult situations with tact and good judgement while dealing effectively with any issues that may arise.
- Be self-motivated with ability to work on own initiative;
- Be capable of representing the Council in a professional and credible manner with all stakeholders;
- Have an ability to work under pressure to tight deadlines in the delivery of key operational objectives;
- Have an awareness of relevant legislation and regulations in the area of Health and Safety and in data governance, their implications for the organisation, the employee and their application in the workplace

INTEGRATION SUPPORT WORKER COMPETENCY FRAMEWORK

A competency framework has been developed for the position of Integration Support Worker. Candidates will be expected to **demonstrate sufficient evidence of such competencies within their application form and at interview**. Any short-listing or interview processes will be based on the information provided by candidates on their application form:

The key competencies for the role are as follows:

COMPETENCY	BEHAVIOURS
Management & Change	<ul style="list-style-type: none"> • Is effective in translating corporate mission and objectives into operational plans and outputs; • Develops and maintains positive, productive and beneficial working relationships; • Effectively manages the introduction of change and demonstrate flexibility and openness to change.
Delivering Results	<ul style="list-style-type: none"> • Contributes to the development of operational plans and leads the development of team plans; • Plans and prioritises work and resources effectively; • Establishes high quality services and customer care standards; • Makes timely, informed and effective decisions and shows good judgement and balance in making decisions or recommendations.
Leading, Motivating, Managing Performance and Communicating Effectively	<ul style="list-style-type: none"> • Leads, motivates and engages employees to achieve quality results and to deliver on operational plans; • Effectively manages team and individual performance; • Has good and effective written and verbal skills.
Personal Effectiveness	<ul style="list-style-type: none"> • Takes initiative and seeks opportunities to exceed goals; • Manages time and workload effectively; • Maintains a positive, constructive and enthusiastic attitude to their role.
Local Government knowledge & understanding	<ul style="list-style-type: none"> • Knowledge of the structure and functions of local government; • Knowledge of current local government issues and advocate practical approaches to addressing them; • Clear and realistic views of future trends and strategic direction of local government;t • Understanding the structures and environment within which the local authority sector operates and the role of a Integration Support Worker in this context; • Political awareness.

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(COMP. I.D. 010768)

PARTICULARS OF THE POSITION

1. The office is permanent, whole-time and pensionable.

2. **SALARY:**

Salary Scale: €53,345; €54,618; €56,168; €59,086; €60,828;
€62,994 1ST LSI; €65,172 2ND LSI; (rates as at 01/10/2023)

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

Rate of remuneration may be adjusted from time to time in line with Government Policy.

The salary shall be fully inclusive and shall be as determined from time to time. Holders of the office shall pay to the Local Authority any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their office or in respect of any services, which they are required by or under any enactment to perform.

3. **SUPERANNUATION CONTRIBUTION:**

Persons who become pensionable officers of a Local Authority who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the Local Authority at the rate of 1.5% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).

Persons who become pensionable officers of a Local Authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the Local Authority at the rate of 5% of their pensionable remuneration.

All persons who become pensionable officers of a Local Authority will be required in respect of the Spouses and Children's Contributory Pension Scheme to contribute to the Local Authority at the rate of 1.5% of their pensionable remuneration in accordance with the terms of the scheme.

RETIREMENT:

New Entrants recruited to the Public Service on or after 1 January 2013

Pensionable public servants (new joiners) recruited to the Public Service for the first time on or after 1 January 2013 (the commencement date of the Single Scheme) will be members of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

Pension age

Minimum pension age of 66 (rising to 67 and 68 in line with State Pension age changes).

Compulsory retirement age

Scheme members must retire at the age of 70.

In all other cases, staff recruited on or after 1 January 2013 who were employed in the Public Service on 31 December 2012 or within a period prior to 31 December 2012 not exceeding 26 weeks will retain their existing pension scheme terms and conditions.

In certain circumstances, e.g. where the public servant was on secondment or approved leave or remains on the same contract of employment, the 26-week rule does not apply.

Incentivised Scheme for Early Retirement (ISER)

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

4. HOURS OF WORK

All new entrants to the Local Authority sector and any individuals on new appointments or promotion will work 35 hours per week.

5. PROBATION:

When a person is not already a permanent officer of a Local Authority in Ireland and is appointed to a permanent office the following provisions shall apply, that is to say

- a) There shall be a period after such appointment takes effect during which such person shall hold office on probation;
- b) Such period shall be one year, but the Chief Executive may, at their discretion, extend such period;
- c) Such person shall cease to hold such office at the end of the period of probation unless, during such period, the Chief Executive has certified that the service of such person in such office is satisfactory.

6. ANNUAL LEAVE

Annual leave entitlement for the position of Integration Support Worker is **30** days per annum in accordance with Department of Environment, Community and Local Government Circular LG(P) 07/2011.

7. DUTIES

The duties of the post include but are not limited to:

- a. Providing leadership and management supervisory support to staff in Area Community Teams to assist them with delivery of their programmes to engage in the formation, development, guidance and co-ordination of community organisations in the county, in keeping with overall policy and the special needs of the area to which they are assigned.
- b. Supporting the development of community policy, also encouraging and personally assisting in the formulation and operation of programmes for community development in each area with active participation of the local community.
- c. Making presentations on policy, community work programmes and projects, at various Council Area Committees, Strategic Policy Committees, and Local Community Development Committee Meetings, as required.
- d. Encouraging the development of local leadership and development of community awareness at local level to ensure active volunteerism and citizen participation in community organisations.
- e. Promoting the development and encouragement of co-operative behaviour and self-help activities (particularly in relation to the provision of social, recreational and leisure facilities).
- f. Developing and maintaining effective working relationships at all levels between local authorities, or public authorities and local voluntary groups and development bodies by the provision of a flow of advice and information and by assisting in the establishment of appropriate links between them.
- g. Promoting the co-ordination of effort at local level by all public authorities and their staff and local voluntary and representative groups to support community development and in developing and delivering community programmes.

- h. Representing the Local Authority in a formal capacity on various committees or statutory boards and provide reports for senior management as required.
- i. Co-ordinating and administering community programmes and grant schemes operated by the Local Authority, and by the Local Community Development Committee, for community development and projects undertaken by community and voluntary groups.
- j. Monitoring and reporting on the effective spending on all grants and projects and use of DLR facilities provided to community and voluntary groups.
- k. Promoting, developing and co-ordinating the County Council's estate management policy and programme.
- l. Leading on and supporting the delivery of community development and social inclusion actions in the DLR Local Economic and Community Plan and in Local Authority Plans and Strategies.
- m. Advising the local authority on:
 - i. aspects of plans and programmes which have a bearing on community development,
 - ii. the recognition of bodies as approved local councils,
 - iii. the assistance which might be given to local voluntary bodies,
 - iv. the special needs of particular areas.
- n. Maintaining liaison with other public authorities and development agencies whose activities have a bearing on community development.
- o. Developing the Local Authorities services for youth and other target groups.

The particular duties and responsibilities attached to the post may vary from time to time, without changing the general character of the duties or level of responsibilities entailed. The post holder may therefore be required to perform duties appropriate to the post, other than those detailed above, and to take instructions from and report to, an appropriate Officer or such designated Officer as may be assigned from time to time by the Council.

The duties of the post are to give to the local authority and to

- (a) The local authorities or bodies for which the Chief Executive is Chief Executive, and
- (b) To any other local authority or body with which an agreement has been made by the local authority or by any of the authorities or bodies referred to in sub-paragraph (a) of this paragraph under the general direction and control of the Chief Executive or of such officers as the Chief Executive may from time to time determine, such appropriate computing, technical, management, administrative, executive, supervisory, advisory and ancillary services as may be required by any local authority or body hereinbefore mentioned in the exercise and performance of any of its powers, functions and duties and to exercise such powers, functions and duties as may be delegated to them by the Chief Executive from time to time including the duty of servicing all committees that may be established by any such local authority or body. The holder of the post will, if required, act for an officer of a higher level.

8. LOCATION & RESIDENCE

Holders of the office shall reside in the district in which their duties are to be performed or within a reasonable distance thereof. Dun Laoghaire-Rathdown County Council reserves the right to assign Employees to any premises in use by the Council, now or in the future subject to reasonable notice.

9. RECRUITMENT:

Pursuant to article 8 of the Local Government (Appointment of Officers) Regulation, 1974, the Minister has given directions as follows:

- i. Selection of candidates for appointment shall be by means of a competition based on an interview conducted by or behalf of the Local Authority. The interview will be competency based and marks will be awarded under the competencies identified for the position of Integration Support Worker as outlined above.
- ii. DLRC reserves its right to shortlist candidates, in the manner it deems most appropriate, to proceed to the interview stage of the competition. Shortlisting will be completed on the basis of information supplied on the application form and the likely number of vacancies to be filled. **It is therefore in your own interest to provide a detailed and accurate account of your qualifications / experience on the application form.** The shortlisting process will provide for the assessment of each applicant's application form against predetermined criteria that reflect the skills and depth of experience considered to be essential for a position at this level.
- iii. Panels may be formed on the basis of interviews to fill vacancies that may arise. The successful candidate(s) may be assigned as required to any of the Council's Directorates under the Chief Executive's control or to any premises/location in use by the Council now or in the future.

- iv. The Local Authority shall require persons to whom appointments are offered to take up such appointments within a period of not more than one month and if they fail to take up the appointments within such period or such longer period as the Local Authority in its absolute discretion may determine, the Local Authority shall not appoint them.
- v. An applicant who withdraws their application at any stage of the competition will not be permitted to re-enter the competition at a later stage.

ADDITIONAL RELEVANT INFORMATION FOR APPLICANTS

- Than 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 DLRCC 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’.
- Subject to the provisions of the Freedom of Information Act 2014, applications will be treated in strict confidence.
- It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection / interview process e.g. through social media or any other means, may result in a candidate being disqualified from the competition.
- DLRCC does not allow the unsanctioned use of any type of recording equipment on its premises or online interviews. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.
- An applicant who is found to be ineligible at any stage of the competition will not be further considered. Provision of inaccurate, untrue or misleading information will lead to disqualification from the competition, withdrawal of an offer of employment or dismissal.
- A candidate who does not attend for interview when and where required by the Council, or who does not, when requested, furnish such evidence as DLRCC requires in regard to any matter relevant to their candidature, will no longer be considered for the post.
- All non-EU/EEA citizens must hold a valid work permit prior to and for the duration of their contract. The work permit must allow you to work full time for Dun Laoghaire Rathdown County Council. It is the responsibility of individual employees to ensure that you have a valid work permit. If at any stage during your contract you cease to hold a valid work permit you must immediately advise Dun Laoghaire Rathdown County Council and your employment will cease with immediate effect.
- In the event of an offer of employment each candidate be required to provided evidence that they meet all the criteria as set out above and also on condition of satisfactory references.
- For the purpose of satisfying the requirements as to health it will be necessary for successful candidates, before they are appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by the local authority.
- Applications received after the closing time and date will not be accepted.

Applications on the official form should be e-mailed in PDF format only to careers@dlrcoco.ie not later than 12 noon on Thursday 21st March 2024. An automated reply will be delivered to the applicant by return.

Note Re: Canvassing

Any attempt by a candidate themselves, or by any person(s) acting at their instigation, directly or indirectly by means or written communication or otherwise, to canvas 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 they are seeking.

Dun Laoghaire-Rathdown County Council is committed to a policy of equal opportunity and encourages applications under all nine grounds of the Employment Equality Act.