



DUN LAOGHAIRE RATHDOWN COUNTY COUNCIL

Chomhairle Chontae Dhún Laoghaire – Rath An Dúin

CANDIDATE INFORMATION BOOKLET

LIBRARY ASSISTANT/ CÚNTÓIR LEABHARLAINNE

PERMANENT WHOLETIME (COMP. I.D. 011348)

**COMPLETED APPLICATIONS MUST BE RECEIVED BY THE CLOSING DATE
12 NOON ON THURSDAY 12th SEPTEMBER 2024**

PERSON PROFILE

Dún Laoghaire-Rathdown County Council is seeking dynamic, creative and motivated individuals to fill the role of Library Assistant in the Library Services.

The Library Assistant makes a valuable contribution to the provision of Dún Laoghaire-Rathdown Library services by delivering frontline services and by providing support to library management.

The Library Assistant supports the provision of a modern community library service that is responsive to the changing requirements of users of all ages and abilities.

The ideal candidate will:

- Demonstrate knowledge and understanding of the local authority sector and the library service, and its functions;
- Have an understanding of the role of a Library Assistant;
- Have an ability to work effectively on their own initiative and as part of a team;
- Demonstrate excellent administration and IT skills;
- Have good interpersonal and communication skills;
- Have strong customer service skills;
- Demonstrate understanding of community engagement and outreach services;
- Have an awareness of Health & Safety Legislation and Regulations, the implications for the organisation and the employee, and their application in the workplace.

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QUALIFICATIONS

1. CHARACTER:

Each candidate 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.

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.

3. EDUCATION, EXPERIENCE ETC:

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

- Have a good general level of education.

It would be desirable if each candidate has a proficiency in the use of Information Technology.

LIBRARY ASSISTANT COMPETENCY FRAMEWORK

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:

LIBRARY COMPETENCIES:

- **Delivering Results**
- **Customer Service**
- **Performance through People**
- **Personal Effectiveness**

The key competencies for the role area as follows:

COMPETENCY	BEHAVIOURS
Delivering Results	<ul style="list-style-type: none">• Demonstrates knowledge and understanding of the local authority sector, the library service and its functions;• Plans work and resources effectively;• Implements high quality service and customer care standards;• Makes decisions in a timely and well-informed manner.
Customer Service	<ul style="list-style-type: none">• Ensures provision of quality customer services;• Demonstrates positive customer service attitude;• Demonstrates good communication and interpersonal skills;• Demonstrates understanding of community engagement and outreach services
Performance through People	<ul style="list-style-type: none">• Develops and maintains good working relationships within teams;• Understands own role and personal contribution to the team;• Works as part of a team to ensure delivery of plans and events;• Demonstrates a strong team ethic of co-operation and mutual support.
Personal Effectiveness	<ul style="list-style-type: none">• Takes initiative and is proactive when seeing opportunity to contribute;• Manages time and workload effectively;• Maintains a positive, constructive and enthusiastic attitude to their role;• Demonstrates flexibility and adaptability in their approach to work.

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PARTICULARS OF OFFICE

1. The office is wholetime, permanent and pensionable.

2. **SALARY SCALE :**

€29,311 - €31,043 - €31,427 - €32,336 - €33,601 - €34,867 - €36,134 - €37,053 - €38,096 - €39,303 - €40,161 - €41,360 - €42,565 - €44,834 (1st LSI) - €46,445 (2nd LSI) (new entrant rates as at 01/06/2024)

Entry point to 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.

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

The salary shall be fully inclusive and shall be 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 services which they are required by or under any enactment to perform

3. **SUPERANNUATION CONTRIBUTIONS:**

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 is linked to the State Pension age which is currently 66 but may be subject to change.

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. PROBATION:

When a person is not already a permanent officer of a Local Authority within the public service 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 his 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.

5. 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. The successful candidate must be available to work weekend and evenings as part of their normal roster. Rotas may be amended periodically in response to the library service needs.

6. ANNUAL LEAVE

Annual leave entitlement for the position of Library Assistant is 27 days per annum in accordance with Department of Environment, Community and Local Government Circular LG(P) 07/2011.

7. DUTIES:

Duties shall be such as assigned from time to time by Dún Laoghaire Rathdown County Council. They shall include the duty of deputising for other officers of the Local Authority when required. The duties shall also include such duties as may be assigned in relation to the area of any other Local Authority. The particular duties and responsibilities attached to the post may vary from time

The duties and responsibilities of the post include but are not limited to the following

- Providing frontline library services and customer care to the public;
- Supporting senior staff in the delivery of the library service;
- Shelving and tidying of library material and organising library collections;
- Providing access to library resources in-house and online;
- Assisting in the promotion, organisation and delivery of events including book clubs, parent and toddler groups, storytelling and as required;
- Operating IT systems and equipment;
- Supporting with the delivery of outreach programs and community engagement;
- Carrying out administrative duties;
- Providing branch relief work as necessary;
- Assisting the public in using the self-service facilities and other IT equipment;
- Assisting team in the delivery of the My Open Library service;
- Participating in staff training and development programmes as required;
- Carrying out such other duties as may be assigned from time to time.

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

- (a) such other 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 mentioned in subparagraph (a) of this paragraph, under the direction and supervision of the appropriate professional officer, such planning services of an advisory, administrative, supervisory or executive nature 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 including the duty of assisting the Director of Services or other authorised officer, as appropriate, in the supervision of the planning and cognate services of any of the foregoing local authorities or bodies and, when required to do so, to perform the duty of acting for the appropriate professional officer of higher rank during the absence of such officer of higher rank.

8. LOCATION AND RESIDENCE:

Holders of the office shall reside in the district in which their duties are to be performed or within a reasonable distance thereof. Dún Laoghaire Rathdown County Council reserves the right to assign you to any of its functional areas or any premises in use by the Council, now or in the future subject to reasonable notice. The successful candidate must be available to work in library headquarters and any of the library branches within the county. The person will be subject to transfer within the library services for operational purposes as required.

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 skill sets identified for the position of Library Assistant as outlined above.
- ii. DLRCC 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. The life of the panel will not be more than one year reckoned from the date of the formation of the panel(s) unless extended.
- 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. Any claim in relation to the late receipt of application forms will not be entertained.

ADDITIONAL RELEVANT INFORMATION FOR APPLICANTS

- 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 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. 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 employment offer 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 Dún Laoghaire Rathdown County Council require in regard to any matter relevant to their candidature, will no longer be considered for selection.
- 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.

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.

Completed applications on the official form should be e-mailed to careers@dlrcoco.ie not later than **12 noon on Thursday 12th September 2024**. Applications received after the closing time and date will not be accepted.

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