



DUN LAOGHAIRE RATHDOWN COUNTY COUNCIL

Chomhairle Chontae Dhún Laoghaire – Rath An Dúin

CANDIDATE INFORMATION BOOKLET

**SUPERVISING INSPECTOR - ROADS MAINTENANCE, ROADS CONTROL, CLEANSING &
BEACHES
COMP I.D 011430**

**CIGIRE FEITHEOIREACHTA, COTHABHÁIL BÓITHRE, RIALÚ BÓITHRE, TRÁNNA &
GLANTACHÁN - COMÓRTAS 011430**

**COMPLETED APPLICATION FORMS SHOULD BE E-MAILED IN PDF FORMAT ONLY TO
CAREERS@DLRCOCO.IE**

**THE CLOSING DATE FOR RECEIPT OF COMPLETED APPLICATION FORMS WILL BE 12 NOON
THURSDAY 23rd JANUARY 2025**

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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, TRAINING, EXPERIENCE ETC:

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

- have a good standard of general education;
- have a high standard of intelligence with ability to use initiative and judgement;
- have at least 10 years experience in Local Authority Operations or in the Construction Industry;
- have a sound knowledge of Road Maintenance including, but not limited to, the construction and repair/maintenance of concrete and bituminous pavements, road drainage, trenching, and reinstatement methods.
- be able to make estimates for work and to write clear and concise reports;
- have a sound knowledge of health and safety regulation and traffic management guidelines;
- be able to read maps and drawings and prepare sketch maps;
- have experience and ability to supervise workgroups;
- have a full driving licence Category B free from endorsements;
- be computer literate including the ability to use word processor, spreadsheet and database computer packages;

It is Desirable that each candidate :

- holds a valid Signing, Lighting and Guarding at Roadworks SLG CSCS card;
- holds a current Safe Pass Card
- has a knowledge of current procurement regulations.

**SUPERVISING INSPECTOR - Roads Maintenance, Roads Control, Cleansing & Beaches
COMPETENCY FRAMEWORK**

A competency framework has been developed for the position of SUPERVISING INSPECTOR for Roads Maintenance, Roads Control, Cleansing & Beaches. 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.

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PARTICULARS OF THE POSITION

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

2. **SALARY**

€55,641 - €56,969 - €58,586 - €61,629 - €63,447 (max) – €65,706 (1st LSI) - €67,977 (2nd LSI). Current rates as at 1 October 2024.

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 dependent 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. 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 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.
- 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 SUPERVISING INSPECTOR - Roads Maintenance, Roads Control, Cleansing & Beaches is 30 days per annum in accordance with Department of Housing, Planning and Local Government Circular LG(P) 07/2011.

7. DUTIES:

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

- a) such other local authorities or bodies, for which the Chief Executive for the purposes of the Local Government Acts 2001 and 2014, 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 sub-paragraph (a) of this paragraph, under the direction and supervision of the appropriate professional officer, such engineering 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 engineering 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.

Persons appointed will be required, subject to the control and direction of the appropriate Council Engineering Officers:

- to carry out all the duties allocated to them in relation to the maintenance of the Road Network, including for, but not limited to, roadways, footways, surface Water sewers and bridges, including such duties as may be assigned in relation to the areas of any other local authority;
- To carry out all the duties allocated to them in relation to the control of roadwork, including for, but not limited to, operation of Roads Control software, issuance and management of road opening licenses to contractors, telecoms & energy providers, Irish Water, developers, and others that impact on the road network.
- To carry out all duties allocated to them in relation to the operation of Cleansing & Beaches Services, including but not limited to the street bin service, street sweeping, gully cleansing, clean-ups, beach maintenance, litter picks, bottle banks, recycling centres, bathing water quality management and Lifeguard service provision
- To organise and manage the day to day running of any areas as allocated to them under the remit of Road Maintenance, Roads Control and Cleansing & Beaches and liaise with relevant management and administrative staff
- To prepare work schedules/rotas including overtime and emergency cover and to submit weekly paysheets;
- To maintain written, computer and photographic records as required.
- To co-ordinate and supervise the Councils' Road Maintenance, Cleansing & Beaches crews, as required.
- To be responsible for surveying, recording and plotting of Road Network activities, defects, repairs and other data as required throughout the administrative area of DLRCC;
- To ensure that all staff under their control keep and furnish such records and reports relating to the duties as directed;
- To drive a vehicle in the course of their duties and operate a two-way mobile radio;
- Use a smartphone, and or a tablet computer provided by Council in the course of their duties – for communication and applications for use for data collection and monitoring of the Road network.
- May be required to work after hours and on weekends to attend to out of hours operational matters, including for Winter Maintenance operations or flooding or as otherwise required;
- To participate in training courses relevant to their role and to coordinate and organise training of report staff in various service operations and ensure compliance with regulatory training requirements in conjunction with Line Management and Training Officer
- To co-operate fully with the implementation of new technology in area of operation, including attendance at training courses.
- To investigate complaints and write reports on queries relating to works activities
- To prepare estimates for works to be carried out;
- To order materials/goods/plant as required;
- To use as directed IT Systems and Software to manage workflows including the CRM management system and any other system used in the deliverance of service.
- To engage satisfactorily with outside bodies, residents associations, public representatives etc;
- To oversee and implement a programme of works and/or significant projects undertaken by direct labour or outside Contractors or a combination of these;
- To monitor and control budgets assigned to specific operations
- To carry out such other duties as may be assigned from time to time;

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.

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 competency skill sets identified for the position of Supervising Inspector as outlined above. Candidates will also be required to demonstrate knowledge of the key duties and responsibilities for this role. Please note that the interview may be held in person or on online.
- ii. DLRCC reserves its right to shortlist candidates, in the manner it deems most appropriate, to proceed to the interview stage of the competition. Following receipt of all applications, job applicants may be shortlisted for assessment based on the extent to which they meet the criteria from the job description and / or where it would not be practical to interview all applicants. Aptitude Testing may in some circumstances be used to facilitate the shortlisting process. If required, the testing will be performed through a 3rd party provider and submission of an application for employment is regarded as consent to share your information for the purposes of short-listing and recruitment. Your information will be provided for the sole purpose of shortlisting suitable candidates and for no other purpose. Dun Laoghaire Rathdown County Council will ensure any 3rd party fully complies with GDPR and Data Protection legislation. **It is therefore in your own interest to provide a detailed and accurate account of your relevant qualifications/ experience on the application form and also to demonstrate sufficient evidence of the competencies required for this position under each competency heading which are detailed above.** Short-listing does not suggest that 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. Short-listing may take the form of Desk-top Short-listing, Aptitude Test and/or Preliminary Interview or combinations thereof.
- iii. If a candidate wishes to appeal either a short-listing or interview board decision, they must do so within **five** working days of being notified of this decision. The appeal must clearly state the grounds of appeal which must be emailed to The Appeals Officer recruitment@dlrcoco.ie, the HR Department will evaluate the grounds of the appeal. If grounds for an appeal are not upheld, HR Management will notify the candidate in writing of this outcome and no further action will be taken. If the grounds upon which the appeal is made are upheld, the HR Department will notify the candidate of this outcome and corrective action will be taken. The decision of the HR Department on the appeal is final.
- iv. Panels may be formed on the basis of such interviews. Candidates whose names are on a panel and who satisfy the Local Authority that they are otherwise suitable for appointment may within the life of the panel be appointed as appropriate vacancies arise. The life of the panel will not be more than one year reckoned from the date of the formation of the panel unless extended.
- v. 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.

- vi. An applicant who withdraws his/her 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 Dun 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.
- For the purpose of satisfying the requirement as to health, it will be necessary for each successful candidate, before they are appointed, to undergo at their expense, a medical examination by a qualified medical practitioner to be nominated by the Local Authority. On taking up employment, the expense of the medical examination will be refunded to the candidate.

Completed applications on the official form should be e-mailed to careers@dlrcoco.ie not later than 12 noon on Thursday 23rd January 2025. Applications received after the closing time and date will not be accepted.

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.