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**Government of Ireland**



Arna chomhchistiú ag  
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**Candidate Information Booklet**

OPEN COMPETITION FOR APPOINTMENT TO THE POSITION OF

**Project Manager  
for  
the Wetlands Restoration Scheme  
under the National Just Transition Fund**

(Fixed purpose contract end December, 2026)

in the National Parks and Wildlife Service of the  
Department of Housing, Local Government and Heritage

**Closing Date: 3.00pm on 28th September 2023**

The Department of Housing, Local Government and Heritage is committed to a policy of equal opportunity.

The Department of Housing, Local Government and Heritage will run this campaign in compliance with the Codes and Practice of the Commissioners for Public Service Appointments (CPSA).

Codes of Practice are published by the CPSA and are available on [www.cpsa.ie](http://www.cpsa.ie)

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**Contact: [heritagerecruitment@housing.gov.ie](mailto:heritagerecruitment@housing.gov.ie)**

The Department of Housing, Local Government and Heritage  
Custom House  
Dublin 1  
D01 W6X0

## **Project Manager for Wetlands Restoration Scheme under the National Just Transition Fund**

### **Background**

The Department of Housing, Local Government and Heritage (DHLGH) has been awarded funding of €12m from the National Just Transition Fund 2021-2027 for a wetlands restoration scheme to be undertaken on a range of wetland sites, in Ireland's Just Transition Fund (JTF) territory. (See Appendix 1 for detail of the JTF territory).

The National Parks and Wildlife Service (NPWS) is an executive agency within DHLGH. NPWS/DHLGH, as scheme beneficiary, will be responsible for the implementation of the scheme and will report to the national managing authority for the JTF programme in Ireland (the Eastern Midland Regional Authority/EMRA).

The scheme will support a set of actions for wetlands restoration offering a global approach to the need to restore and rehabilitate this specific feature of the EU JTF territory.

It will focus on restoration works across a range of wetland sites including raised and blanket bog, fens and other wetlands sites including many sites within Ireland's Natura 2000 network. Restoration plans and drainage management plans will be developed for each site selected to be part of the project.

The restoration plans will outline in detail all necessary conservation measures to be implemented in order to maintain or enhance the conservation status of each habitat within each of the project sites and in Natura 2000 project sites to meet the Site Specific Conservation Objectives of each Qualifying Interest habitat, in the JTF territory. Such measures will include: blocking of drains (for example with peat dams), construction of bunds, imposition (or amendment) of grazing regimes, erection of fencing for stock control, control of scrub/invasive species and tree felling where appropriate. Development of visitor amenities around selected project sites is also a key action as well as an element of research, education and awareness raising of the project.

The Wetlands Restoration Scheme is due to commence in summer of 2023 and will run to end December 2026. The project will be managed by a small multi-disciplinary Project Team, responsible for the day to day implementation of the Wetlands Restoration Scheme, under the direction of the NPWS, an executive agency within DHLGH.

### **Location**

The person appointed as Project Manager will be required to operate in an NPWS office, whose location will be determined by DHLGH, but which will be within the project area of the Just Transition Fund Territory for the project duration. The scheme will have one office to be located in Ireland's JTF territory (see Appendix 1 for map).

The person appointed will be required to operate in a location as designated by NPWS, DHLGH. The Project Manager will initially be located in NPWS offices, 90 North King Street, Dublin 7 (for a minimum of 2 days a week). There will be a possible relocation to another area in the Midlands Just Transition Territory in an office to be established by the Project Manager as part of his/her

duties, subject to Departmental approval. The successful candidate will be required to work in the established office (except when undertaking other project-related work off-site, as required) from date of appointment to December 2026.

### **Job Description**

The person appointed as **Project Manager** will be responsible for managing and coordinating the project “Wetlands Restoration Scheme” to be undertaken on a range of wetland project sites, in Ireland’s JTF territory over the period from summer 2023 to the end of 2026. (See Appendix 1 for detail of the JTF territory.)

The successful candidate, in addition to heading the Project Team, will be responsible for fostering productive relationships with all stakeholders, particularly in the agriculture and tourism sectors, State bodies, local authorities, local communities and with the national Managing Authority for the EU JTF 2021-2027 in Ireland – the Eastern Midland Regional Authority (EMRA).

The successful candidate will report to a Principal Officer within NPWS, DHLGH and will liaise on a regular basis with DHLGH professional/scientific staff and the Project Steering Group, amongst others.

Further details of Ireland’s Just Transition Territorial Plan can be found at:

<https://www.gov.ie/pdf/?file=https://assets.gov.ie/242759/5e5abd6d-c125-4b11-9f76-53f213470446.pdf#page=null>

The Wetlands Restoration Scheme actions are contained under Priority 2.1.1 of the EU Just Transition Fund programme - Supporting the restoration and rehabilitation of degraded peatlands and regeneration and repurposing of industrial heritage assets which can be found at: <https://www.gov.ie/pdf/?file=https://assets.gov.ie/243228/342f5bab-eb77-45a5-b1be-20264e2a5218.pdf#page=null>

The Key Actions of the NPWS Wetlands Restoration Scheme are:

- Restoration and rehabilitation of degraded peatland sites across and adjacent to the EU JTF Territory including fens, raised and blanket bogs and other wetlands types and includes preparation measures such as feasibility and design studies including restoration/rehabilitation plans, development and implementation of conservation measures and site monitoring and reporting on the conservation measures.
- Development of amenity facilities around selected project sites e.g. walking trails, signage, board walks, bog bridges etc.
- Education, awareness-raising and community engagement activities presenting the benefits of the restoration measures to the wider public.
- Stakeholder engagement activities which could include landowner negotiations (including incentive payments or land purchase).

### **Key Duties and Responsibilities**

The Project Manager is a full time position from date of appointment to the end of the project, expected at end December 2026. The Project Manager will ensure that the project is delivered on time, within budget and to a high standard through the use of standard project management techniques. Risk assessments, project progress and outputs will be shared with a Project Steering Group, and stakeholders at regular intervals. The Project Manager will be required to work closely with the project team, as well as with NPWS scientific and regional staff, specialist external assistants and other technical collaborators, landowners, farming and local communities and other relevant stakeholders. The key tasks of the Project Manager will include:

- Full implementation of all Wetlands Restoration Scheme actions and delivery of expected results to a high standard, to an agreed timetable, and over the full area as set out in a Grant Agreement between NPWS/DHLGH and EMRA as part of the EU Just Transition Fund Programme and in line with the approved Implementation Plan.
- Ensuring the preparatory actions are delivered on time and to a standard that facilitates the successful roll out of concrete conservation actions from 2023 including:
  - o Actively engage with the ecological consultants carrying out the National Fen Survey on behalf of NPWS and understand the main pressures impacting on the qualifying interests of project sites to be managed in this project.
  - o Actively engage with the hydrological support services contracted to NPWS to design appropriate conservation and restoration plans and conservation measures.
  - o Actively engage with the NPWS Scientific Advice and Research Directorate on the scientific and technical rationale underlying proposed management works.
  - o Aid in the installation of an eddy covariance tower for greenhouse gas monitoring a site which will be managed by NPWS.
  - o Manage the engineering consultant and construction contracts that will be hired to implement restoration works at Special Areas of Conservation.
  - o Develop and manage appropriate databases for all works carried out as part of the project, which should include scientific data, high resolution mapping of restoration works and a record directly linking of each conservation measures implemented with the Site Specific Conservation Objectives for each of the Qualifying Interest habitats and any other information of interest.
- Produce short factual reports on works completed at all project sites.
- Ensure that all data and reports are transferred in a timely fashion to NPWS in order for them to report on commitments made with regards the EU Habitats Directive, EU Nature Restoration Law, EU Landuse Change and Forestry Regulation, Climate Action Plan 23, and others.
- Leading on stakeholder consultations including in relation to financial incentive schemes and conservation management.
- Contributing to recruitment of project team, identifying training requirements and ensuring delivery of training with the aid of the Project Administrator.
- Leading and managing the Project Team.
- Managing the project budget and financial and other reporting requirements.
- Managing the project office, including office establishment.
- Liaising with the Project Steering Group, the managing authority EMRA, the Programme Monitoring Committee and the European Commission to ensure alignment on project deliverables and milestones.
- Reporting to, and key contact for, the implementing authority/beneficiary, DHLGH and the managing authority EMRA.
- Land ownership investigation and purchase.
- Identifying requirements for external assistance, leading and supporting the procurement and management of contracts, including for scientific and other services;
- Coordinating the project team's contributions to knowledge exchange groups, any agri-environment measures and sustainable amenity usage guidance.
- Leading on networking and communications, including media events, stakeholder engagement, project website oversight, publications, attendance at and presentation to relevant conferences and events, etc.
- Liaise with the managers of other projects with a similar ecological or geographical focus (e.g. including LIFE and other Just Transition projects).
- Ensuring that all project actions are undertaken in compliance with National and EU legislation, including management of licences, permissions or consents, as may be required.

- Establishing necessary management, financial incentive and administrative systems;
- Approving and coordinating baseline assessments and monitoring for all sites and habitats.
- Identifying any changes from the project proposal that may be required in good time to obtain agreement from EMRA/European Commission.
- Developing the overall communications strategy with the aid of the project team, approve the content of communications materials and help to identify opportunities for outreach, along with the communications officers.
- Leading on stakeholder engagement, particularly liaison with land owners and users as well as building good relationships with the wider community; coordinating and taking part in raising awareness of the project and disseminating results to both a technical and non-technical audience, with the support of the project team.
- Liaison with staff of NPWS, NGOs and academic institutions with competence and knowledge in monitoring and conservation management of wetland habitats.
- Leading on socio-economic elements of the project, monitoring of socio-economic impacts of the project actions on the local economy and population.
- Coordinating monitoring of the impact of project actions on ecological and ecosystem functions.
- The Project Manager will oversee the development of an end of project plan for the project (i.e. the improvement, continuation and expansion of project actions and goals).

### Key Competencies for the Role

Candidates are required to demonstrate, with relevant examples in the Application Form, how they satisfy the competencies listed below.

Competency Heading	Competency Description
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Leads, inspires and guides his/her team, having the skills to manage and motivate staff, shows initiative and enthusiasm for new and innovative developments</li> <li>• The ability to explain, advocate and express the project objectives and the importance of biodiversity and habitats in a convincing manner, as well as to negotiate with individuals and groups internally and externally</li> <li>• The ability to develop and contribute to relevant information to inform Government policies.</li> <li>• A proven ability to manage and supervise staff, external specialists, budgets and contractors</li> </ul>
<b>Management and Delivery of Results</b>	<ul style="list-style-type: none"> <li>• The ability to project-manage, ensuring that established objectives are met</li> <li>• Capable of initiating activities, setting objectives as required and driving those objectives through to a conclusion, demonstrating a strong understanding and awareness of the management process</li> <li>• The ability to monitor, assess, evaluate and adhere to budgets and resource allocations</li> <li>• The ability to deliver within specific resources and set timeframes, to anticipate and resolve problems. Excellent planning and organisational skills. Demonstrate resilience in the face of challenging circumstances and high demands</li> <li>• Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances</li> </ul>

<b>Judgement, Analysis and Decision Making</b>	<ul style="list-style-type: none"> <li>• Ability to review and assimilate scientific data/information from the project advisers and beneficiaries, its implications for the achievement of the project objectives and to make sound decisions, sometimes in the absence of complete information, seeing through to the core issues</li> <li>• Central to this area is the ability to challenge information, evaluate the consequences of different approaches and use sound judgement in coming to conclusions and in communicating that to others</li> <li>• An ability to develop and manage multi-annual and multi- disciplinary work programmes</li> </ul>
<b>Interpersonal and Communication Skills</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal, negotiation, diplomacy and influencing skills, with the ability to motivate, inspire and foster strong relationships with the wider stakeholder community, particularly in the tourism and agriculture sector</li> <li>• Presents information in a confident, logical and convincing manner, verbally and in writing</li> <li>• Encourages open and constructive discussion around work issues</li> <li>• Maintains poise and control when working to influence others</li> <li>• Develops and maintains a network of contacts to facilitate problem solving or information sharing</li> </ul>
<b>Specialist Knowledge, Expertise and Self Development</b>	<ul style="list-style-type: none"> <li>• Possess a sound knowledge and understanding of eco systems, and their interactions with sectors such as agriculture in Ireland</li> <li>• An understanding of the nature of the issues which the scheme is designed to address</li> <li>• An ability to develop and manage multi-annual and multi-disciplinary work programmes with experience of managing environmental projects</li> <li>• Ability to assess socio-economic impacts of the project</li> <li>• Ability to offer advice to others, including in relation to practical nature conservation actions, to draw on best practice and innovations in devising solutions</li> <li>• Possess practical experience of the conservation of wetlands habitats and their flora/fauna.</li> <li>• Awareness of the relevant national and EU legislation, in particular Health and Safety and Environmental legislation, regulations and obligations</li> </ul>

## **Eligibility Requirements**

### **Qualifications and Experience**

#### **Essential:**

Candidates must, on or before closing date for the competition:

- Have achieved at a minimum Level 8 on the National Framework of Qualifications in a subject relevant to this role, such as natural sciences (ecology, botany, zoology, environmental science) or civil engineering or agricultural science.
- and**
- Have a minimum of 5 years' experience relevant to this post (including project and financial management experience)

**and**

- Have a full clean driving licence and access to their own transport.

In addition, candidates must demonstrate an appropriate level of competence in those competencies listed in the 'Key Competencies for this Role' section above.

**Desirable:**

- An understanding of Irish and EU policy relating to biodiversity conservation (particularly wetlands), restoration and management.
- Geographical Information Systems (GIS) experience.
- Training in Project Management, preferably through a project management qualification (e.g. Prince 2, PMP).
- Experience of managing multi-stakeholder projects.
- Familiarity and experience of working on projects targeting conservation, monitoring/assessment or restoration of wetlands habitats.

**Specific Candidate Criteria**

Candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable on grounds of character.
- Be suitable in all other relevant respects for the appointment to the post concerned; and if successful, they will not be appointed to the post unless they agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed.
- Be fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

**Eligibility to compete and certain restrictions on eligibility**

**Citizenship Requirements**

Eligible Candidates must be:

- a) A citizen of the European Economic Area. 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 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 Switzerland and has a stamp 4 visa

**To qualify candidates must meet one of the citizenship criteria above by the date of any job offer.**

**Collective Agreement: Redundancy Payments to Public Servants**

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services

Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of noneligibility).

#### **Incentivised Scheme for Early Retirement (ISER)**

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

#### **Department of Health and Children Circular (7/2010)**

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER scheme are not eligible to compete in this competition. People who availed of the VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

#### **Department of Environment, Community & Local Government**

The Department of Environment, Community & Local Government Circular Letter LG(P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the *Collective Agreement: Redundancy Payments to Public Servants* dated 28 June 2012 as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

#### **Declaration**

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

#### **Employer of Choice**

As an **Employer of Choice** the Civil Service has many flexible and family friendly policies e.g. Worksharing, Shorter Working Year, Remote Working (operated on a 'blended' basis) etc. All elective policies can be applied for in accordance with the relevant statutory provisions and are subject to the business needs of the organisation.

The Civil Service also operates a Mobility scheme for all general service grades. This scheme provides staff with career opportunities to learn and partake in diverse roles across a range of Civil Service organisations and geographical locations.

### **PRINCIPAL CONDITIONS OF SERVICE**

### **General**

The appointment is to a temporary post in the Civil Service and is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

### **Pay**

The PPC (Personal Pension Contribution) salary) for this position, with effect from **1<sup>st</sup> March 2023**, is as follows:

#### **Wildlife Inspector Grade 1**

**€71,850 - €75,106 - €78,656 - €81,125 - €83,602 - €86,071 - €88,539 - €91,476 NMax**

**LSI1 €94,818**

**LSI2 €98,163**

A PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC).

This rate will apply where the appointee is an existing civil or public servant appointed on or after 6th April 1995 and is required to make a personal pension contribution.

A different rate will apply where the appointee is a civil or public servant recruited before 6<sup>th</sup> April 1995 who **is not required** to make a Personal Pension Contribution.

Long service increments may be payable after 3 (LSI1) and 6 (LSI2) years' satisfactory service at the maximum of the scale.

### ***Important Note***

Entry will be at the minimum of the scale and the rate of remuneration will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy.

Different terms and conditions may apply if you are a currently serving civil or public servant.

Subject to satisfactory performance increments may be payable in line with current Government Policy.

You will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members/Former Staff Members/Pensioners.

### **Tenure and Probation**

The appointment is to a temporary fixed term position with a contract end date of December 2026 in the Civil Service. The successful applicant will serve a one year probationary period.

### **Unfair Dismissals Acts 1977-2015**

The Unfair Dismissals Acts 1977-2015 will not apply to the termination of the employment by reason only of the expiry of the fixed-term contract without it being renewed.

### **Outside Employment**

The position will be whole time and the appointee may not engage in private practice or be connected with any outside business, which conflicts in any way with his/her official duties, impairs performance or comprises his/her integrity.

### **Location**

The person appointed will be required to operate in a location as designated by NPWS, DHLGH. The Project Manager will initially be located in NPWS offices, 90 North King Street, Dublin 7 (for a minimum of 2 days a week). There will be a possible relocation to another area in the Midlands Just Transition Territory in an office to be established by the Project Manager as part of his/her duties, subject to Departmental approval. The successful candidate will be required to work in the established office (except when undertaking other project-related work off-site, as required) from date of appointment to December 2026. When required to travel on official duty the appointee will be paid appropriate travelling expenses and subsistence allowance, subject to normal civil service regulations.

### **Hours of Attendance**

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours and 15 minutes gross per week. Candidates should note that hours of attendance may be adjusted from time to time in line with Government policy. The appointee will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

### **Annual Leave**

The annual leave allowance for the position of Wildlife Inspector Grade I is 30 days per annum. This allowance is subject to the usual conditions regarding the granting of annual leave in the Civil Service, is based on a five day week and is exclusive of the usual public holidays.

### **Sick Leave**

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the provisions of the sick leave circulars.

Officers who will be paying Class A rate of PRSI will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts directly to the employing Department. Payment during illness will be subject to the officer making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

### **Superannuation and Retirement**

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie)

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI.

### **Pension Abatement**

- If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. **Please note: In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.**
- However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.
- **Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007**  
The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).
- **III-Health-Retirement**  
Please note any person who previously retired on ill health grounds under the terms of a superannuation scheme are required to declare, at the initial application phase, that they are in receipt of such a pension to the organisation administering the recruitment competition.  
Applicants will be required to attend the CMO's office to assess their ability to provide regular and effective service taking account of the condition which qualified them for IHR.

Appointment post III-health retirement from Civil Service

If successful in their application through the competition, the applicant should be aware of the following:

1. If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
2. If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to same.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Appointment post Ill-health retirement from public service:

1. Where an individual has retired from a public service body his/her ill-health pension from that employment may be subject to review in accordance with the rules of illhealth retirement under that scheme.
2. If an applicant is successful, on appointment the applicant will be required to declare whether they are in receipt of a public service pension (ill-health or otherwise) and their public service pension may be subject to abatement.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Please note more detailed information in relation to pension implications for those in receipt of a civil or public service ill-health pension is available [via this link](#) or upon request to PAS.

### **Pension Accrual**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

### **Additional Superannuation Contribution**

This appointment is subject to the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017. **Note:** ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

For further information in relation to the Single Public Service Pension Scheme please see the following website: [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie)

### **Secrecy, Confidentiality and Standards of Behaviour: Official Secrecy and Integrity**

During the term of the probationary contract, an officer will be subject to the Provisions of the Official Secrets Act, 1963, as amended by the Freedom of Information Acts 1997, 2003 and 2014. The officer will agree not to disclose to third parties any confidential information either during or subsequent to the period of employment.

### **Civil Service Code of Standards and Behaviour**

The appointee will be subject to the Civil Service Code of Standards and Behaviour.

### **Ethics in Public Office Acts**

The Ethics in Public Office Acts will apply, where appropriate, to this appointment.

**Prior Approval of Publications**

An officer will agree not to publish material related to his or her official duties without prior approval by the Chairperson of the Authority or by another appropriate authorised officer.

**Political Activity**

During the term of employment the officer will be subject to the rules governing public servants and politics.

**Important Notice**

**The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the successful candidate(s).**

## COMPETITION PROCESS

### How to Apply

An application **must** be made on the Application Form which is available for download from the Department of Housing, Local Government and Heritage website

<https://www.gov.ie/en/organisation-information/453df-recruitment-in-the-department-of-housing-local-government-and-heritage/>

**Candidates do not need to submit a Curriculum Vitae.**

Your fully completed application form must be submitted to:

[heritagerecruitment@housing.gov.ie](mailto:heritagerecruitment@housing.gov.ie)

**by the closing date and time stated on the Application Form.**

The admission of a person to a competition, or invitation to attend interview is not to be taken as implying that the Department of Housing, Local Government and Heritage is satisfied that such a person fulfils the requirements.

On receipt of an application you will be issued with an acknowledgement by email. Please note that all further correspondence will be carried out **via email**.

**In relation to the interview details, without prejudice to the outcome of the selection process, you are advised to make whatever provisional arrangements necessary should you be called to attend for interview. More precise instructions in this regard will issue closer to the planned date for interviews.**

Candidates must make themselves available, if invited for interview, on the date(s) specified by the Department of Housing, Local Government and Heritage and ensure that the contact details entered on their Application Form are correct.

### Selection Methods

The selection process may include some or all of the following:

- shortlisting of candidates on the basis of the information contained in their application
- initial / preliminary interview
- presentation or other exercises
- a final competitive interview
- any other tests or exercises that may be deemed appropriate

### Shortlisting

If the numbers applying for the position are such that it would not be practical to interview everyone, the Department of Housing, Local Government and Heritage may decide that a number only will be called to interview. In this respect, the Department of Housing, Local Government and Heritage provide for the employment of a short listing process to select a group for interview who, based on an examination of the applications, appear to be the most suitable for the position.

A shortlisting panel will examine the applications against pre-determined criteria based on the requirements of the position and the Key Competencies for the role. 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 qualifications, experience and competencies in your application.**

### **Confidentiality**

**Subject to the provisions of the Freedom of Information Act, 1997 and 2003 applications will be treated in strict confidence.**

### **Security Clearance**

Garda vetting may be sought in respect of individuals who come under consideration for appointment. The applicant will be required to complete and return a Garda Vetting form should they come under consideration for appointment. This form will be forwarded to An Garda Síochána for security checks on all Irish and Northern Irish addresses at which the applicant resided. If unsuccessful this information will be destroyed by the Department of Housing, Local Government and Heritage. If the applicant subsequently comes under consideration for another position, they will be required to supply this information again.

### **Other Important Information**

The Department of Housing, Local Government and Heritage will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that the Department of Housing, Local Government and Heritage are satisfied that such person fulfils the requirements of the competition or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. It is important, therefore, for you to note that the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview. If you do not meet these essential entry requirements but nevertheless attend for interview you will be putting yourself to unnecessary expense.

Prior to recommending any candidate for appointment to this position the Department of Housing, Local Government and Heritage 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.

Should the person recommended for appointment decline, or having accepted it, relinquish it or if an additional vacancy arises the Department of Housing, Local Government and Heritage may, at its discretion, select and recommend another person for appointment on the results of this selection process.

## **Candidates' Rights - Review Procedures in relation to the Selection Process**

Requests for a review are dealt with in accordance with the *Code of Practice: Appointment to Positions in the Civil Service and Public Service* published by the Commission for Public Service Appointments – the Code can be accessed [here](http://www.cpsa.ie). (www.cpsa.ie)

**The Department will consider a request (addressed to the HR Manager) for review as follows:-**

- Informal process to be availed of within 5 working days of the notification of initial decision (Section 7.8 of Code) or within 2 working days of the receipt of a decision in relation to an interim stage (Section 7.9 of Code)
- Formal process: request for review must be made within 10 working days of the notification of the initial decision or if an interim stage the request for review must be received within 4 working days (Section 7.13 of Code)
- The Candidate may seek to have outcome of initial review reviewed by decision arbitrator and a request to this effect should be made within 7 working days of the receipt of the outcome of the initial review (Section 7.15 of Code).

**Section 8 of the Code deals with the Review/Appeals Procedure in relation to allegations of a breach of the Code of Practice.**

### **Candidate Feedback**

In accordance with the principles of the above Code of Practice, the Department is committed to providing clear, specific and meaningful feedback to candidates. In this regard it is the Department's policy to provide written feedback to candidates. This will consist of the candidate marks from the competition, benchmarking the mark relative to the performance of other candidates where possible and a comment from the assessment board in relation to the candidate's overall performance under each of the competency headings.

### **Access to Information**

HR will destroy copies of the application form on the completion of the competition. Candidates retain the usual access rights to information on completion of the competition.

### **Candidates' Obligations**

Candidates should note that canvassing will disqualify and will result in their exclusion from the process.

Candidates must not:

- knowingly or recklessly provide false information
- canvass any person with or without inducements
- interfere with or compromise the process in any way.

A third party must not impersonate a candidate at any stage of the process.

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

- where he/she has not been appointed to a post, he/she will be disqualified as a candidate; and
- where he/she has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

### **Deeming of Candidature to be Withdrawn**

Candidates who do not attend for interview or other test when and where required by the Department of Housing, Local Government and Heritage or who do not, when requested, furnish such evidence as the Department of Housing, Local Government and Heritage require in regard to any matter relevant to their candidature, will have no further claim to consideration.

### **Freedom of Information Declaration**

Applicants should note that some or all of the information contained in this application may be released subject to the terms of the Freedom of Information Act, 1997.

If any of the information in this application is considered sensitive, please identify same and specify in writing the reasons for its sensitivity.

The Department will consult with you about sensitive information before making a decision on any Freedom of Information request received.

### **Special Accommodation**

If you require any special accommodations in relation to any aspect of this competition, please notify the HR Unit of the Department of Housing, Local Government and Heritage at [heritagerecruitment@housing.gov.ie](mailto:heritagerecruitment@housing.gov.ie)

## Appendix 1

List of counties/Municipal Districts covered by the Just Transition Fund territory

County	Municipal Districts covered
Laois	All
Westmeath	All
Offaly	All
Longford	All
Roscommon	All
Galway	G2 Ballinasloe
Tipperary	T2 Carrick on Suir T5 Thurles
Kildare	K1 Athy K4 Clane - Maynooth

