



Comhairle Chontae na Gaillimhe  
Galway County Council

## CANDIDATE INFORMATION BOOKLET

Please Read Carefully

# Recruitment and Selection Campaign for the Position of Senior Staff Officer (Grade VI)

**CLOSING DATE FOR RECEIPT OF COMPLETED  
APPLICATIONS:**

**4 P.M. ON THURSDAY 20<sup>TH</sup> MARCH 2025**

### **Important Notes:**

- Please submit your application form inclusive of all other required documentation to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) as **ONE SINGLE document** (not individual scanned documents) before the closing date and time.
- Candidates must submit a copy of all declared qualifications and a copy of photographic identification with their application forms.
- Application forms must be fully completed. CVs will not be considered.

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## The Competition

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Galway County Council is inviting applications from suitably qualified candidates with relevant experience for the position of **Senior Staff Officer** (Grade VI). Recruitment arrangements to this grade will now be on the following basis:

- Galway County Council will form three (3) separate panels from suitably qualified candidates to meet the requirements for posts confined to the local authority sector, open and those confined to Galway County Council staff, from which future relevant vacancies may be filled.

### **Suitably qualified persons are invited to apply for the following panel(s):**

- **Panel A** (Confined to local authority sector) will comprise of successful applicants in order of merit from within the local authority sector only i.e., candidates serving in a local authority or Regional Assembly (where applicable).
- **Panel B** (Open) will comprise of all successful applicants in order of merit and may include candidates serving in a local authority, regional assembly, and external applicants.
- **Panel C** (Confined to the recruiting local Authority) will comprise of all successful applicants in order of merit from within the recruiting local authority i.e. candidates serving in Galway County Council.

**Eligibility criteria for all three panels are set out under Qualifications below.**

## Qualifications for the Post

### **Character:**

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Candidates shall be of good character and references shall be sought.

### **Health**

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Each candidate 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 requirement as to health it will be necessary for the successful candidate, before they are appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by the local authority.

### **Citizenship:**

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**Candidates must, by the date of any job offer, be:**

- a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- b) A citizen of the United Kingdom (UK); or
- c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- d) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or
- e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa or
- f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa

## **Education and Experience:**

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### **Panel A - Confined to local authority sector**

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

- (i) be a serving employee in a Local Authority or Regional Assembly and have not less than two years' satisfactory experience in a post of Clerical Officer or analogous post.
- (ii) have satisfactory experience in administrative procedures, including adequate practical experience in work of an executive nature, office organisation and control of staff.

### **Panel B - Open**

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

- (i) (a) have obtained at least Grade D (or a Pass), in Higher or Ordinary Level, in five subjects (or four subjects if Irish is included) from the approved list of subjects in the Department of Education Established Leaving Certificate Examination or Leaving Certificate Vocational Programme including Irish and/or English and one of the following: Mathematics, Accounting, Business Organisation or Economics) **and**  
 (b) have obtained at least Grade C (or Honours) in higher level (or Honours) papers in three subjects in that examination (or two subjects if Irish and/or one of the following is included: Mathematics, Accounting, Business Organisation or Economics)  
**or**
- (ii) Have obtained a comparable standard in an equivalent examination,  
**or**
- (iii) Hold a third level qualification of at least degree standard.
- (iv) Shall have satisfactory experience in administrative procedures, including adequate practical experience in work of an executive nature, office organisation and control of staff.

### **Panel C - Confined to employees of Galway County Council**

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

- (i) be a serving employee in Galway County Council and have not less than two years' satisfactory experience in a post of Clerical Officer or analogous post.
- (ii) have satisfactory experience in administrative procedures, including adequate practical experience in work of an executive nature, office organisation and control of staff.

**The ideal candidate shall;**

- Demonstrate excellent communication, interpersonal, negotiation and decision-making skills, and be capable of representing the Council in a professional and credible manner
- Be self-motivated with ability to work on their own initiative
- Have a satisfactory understanding of the Council's purpose and priorities
- Have a satisfactory knowledge of the structure and functions of local government and of current local government issues and advocates practical approaches to addressing them
- Demonstrate relevant administrative experience at a sufficiently high level
- Have a career record that demonstrates an ability to manage and supervise staff
- Have strong interpersonal and communications skills and be capable of representing the Council in a professional and credible manner
- Prior experience in preparation and management of budgets and implementation of work programmes
- Have an awareness of Health and Safety Legislation and Regulations, the implications for the organisation and the employee, and their application in the workplace
- Understand the changing environment and be capable of implementing change in order to deliver quality services to customers
- Understand the representational role of the elected members and be capable of working closely with them to deliver quality services and implement policy decisions
- Hold a current full, clean, category B driving licence and have access to own car.

**Sequencing of the Filling of Positions:**

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Recruitment to Grade VI posts will be on the following basis:

- A. 50% confined to employees of the sector,
- B. 30% open, and
- C. 20% confined to employees of an individual local authority.

Post No	Panel
1	confined to Individual local authority (L)
2	confined to the local authority sector (S)
3	OPEN (O)
4	confined to Individual local authority (L)
5	confined to the local authority sector (S)
6	OPEN (O)
7	OPEN (O)
8	confined to the local authority sector (S)
9	confined to the local authority sector (S)
10	confined to the local authority sector (S)

## Details and Particulars of the Role

### The Role

The Senior Staff Officer is a middle management position within the Council and is assigned responsibility for the day to day administration and management of an area of the Council's activities, including management and supervision of staff.

The Senior Staff Officer is responsible for ensuring that goals set out in Departmental, and Team Plans become operational actions through the planning, allocation and prioritisation of work.

The Senior Staff Officer 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 Senior Staff Officer 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.

## Duties

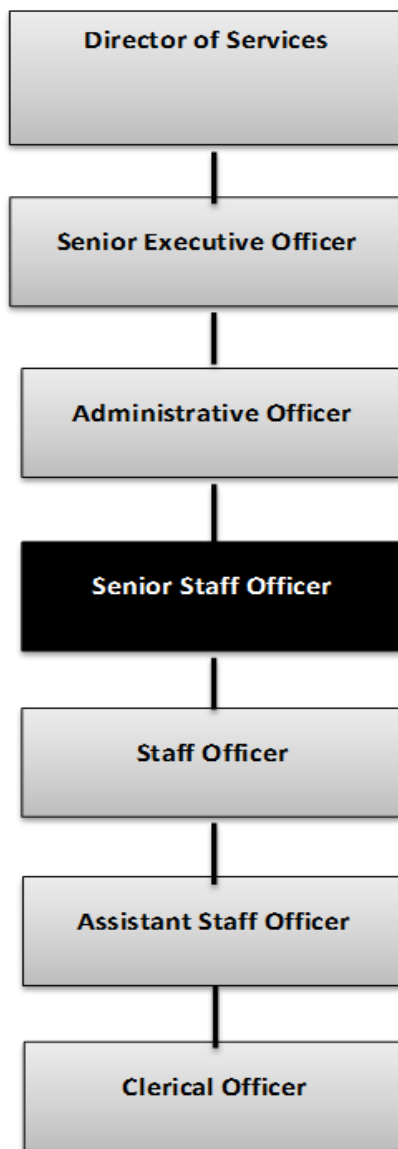
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The successful candidate(s) will be expected to carry out the duties set out below:

- Leadership and management of employees in supporting roles up to grade of Staff Officer and analogous, including assigning duties and workload
- Supporting management in the implementation of work programmes as required by the Council's Corporate and Operational Plans
- Supporting line manager to communicate, implement and manage all change management initiatives within the relevant area of responsibility
- Responsibility for the management of a section or function within the Council
- Delivery of specific departmental/organisational objectives
- Management of conflicting demands within a team environment and to prescribed timelines and deadlines
- Provide ongoing leadership, motivation and support to employees in the department/section including resolving day to day problems and identifying training and development requirements as appropriate through support of the current Performance Management and Development System (PMDS)
- Ensure full compliance with all organisational policies and procedures including grievance and disciplinary, performance management and attendance management
- Effective communication and liaison with colleagues, managers and customers in relation to operational matters for their section
- Compile, prepare and present reports as necessary, including preparation of reports or letters, which may be of a sensitive and/or confidential in nature
- Support implementation of good practices with transparent reporting and communications and to deliver accountable services in the department/section
- Carry out duties in a manner that enhances public trust and confidence and ensures impartial decision making
- Have a satisfactory understanding of the Council's purpose and priorities, and knowledge of the public service organisation in Ireland
- To prepare budgets and ensure that work programmes are implemented within allocated budgets
- To establish and maintain effective working relationships with Public Representatives, external agencies etc. as appropriate to the activities of the section
- To attend inter-departmental meetings on behalf of the section including attendance at council meetings
- To contribute to the strategic and policy making decisions of the Council
- To comply with Health & Safety legislative requirements, policies and procedures and safe systems of work
- To undertake any other duties and responsibilities as may be required from time to time.

## Typical Positioning of the Post in the Organisation Structure:

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## Competencies for the Post:

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Key Competencies for the post include the following and candidates will be expected to demonstrate sufficient evidence within their application form and at interview of competence under each of these headings:

<b>Leading and Motivating (200 marks)</b>	<ul style="list-style-type: none"><li>• Lead, motivate and engage employees to achieve quality results and to deliver on operational plans.</li><li>• Ability to effectively manage performance</li><li>• Leads the team by example, coaching and supporting individuals as required including managing underperformance.</li></ul>
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	<ul style="list-style-type: none"> <li>• Ability to empower and encourage people to deliver their part of the operational plan</li> <li>• Demonstrates enthusiasm for new developments/changing work practices and strives to implement these changes effectively.</li> <li>• Ability to recognise the value of and requirement to communicate effectively</li> <li>• Demonstrates good interpersonal skills</li> </ul>
<b>Delivering Results</b> <b>(200 marks)</b>	<ul style="list-style-type: none"> <li>• Plan and prioritise work and resources effectively.</li> <li>• Establish high quality service and customer care standards.</li> <li>• Make timely, informed and effective decisions and show good judgement and balance in making decisions or recommendations.</li> <li>• Effective management of budgets and delivery of work programmes.</li> </ul>
<b>Management and Change</b> <b>(200 marks)</b>	<ul style="list-style-type: none"> <li>• Be effective in translating corporate mission and objectives into operational plans and outputs.</li> <li>• Develop and maintain positive, productive and beneficial working relationships</li> <li>• Effectively manage the introduction of change and demonstrate flexibility and openness to change</li> </ul>
<b>Problem Solving and Decision Making</b> <b>(200 marks)</b>	<ul style="list-style-type: none"> <li>• Gathers and analyses information from relevant sources, whether financial, numerical or otherwise weighing up a range of critical factors.</li> <li>• Takes account of broader issues, agendas, sensitivities and related implications when making decisions.</li> <li>• Uses previous knowledge and experience in order to guide decisions.</li> <li>• Uses judgement to make sound decisions with a well-reasoned rationale and stands by these.</li> <li>• Puts forward solutions to address problems.</li> </ul>

Candidates must achieve a minimum 50% of the total marks available in each of the competencies to qualify for inclusion on a panel.

### Remuneration:

Holders of the post will be paid at the appropriate point on the pay scale in accordance with the relevant Department Circular. New entrants to the Local Authority Sector will be appointed to the minimum of the scale.

Point	01/10/2024
1	€55,641
2	€56,71
3	€58,586
4	€61,629
5	€63,447
LSI 1	€65,706
LSI 2	€67,977

### Working Hours

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35.10 Hours per week.

### Annual Leave:

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30 Days per Annum.

### Pension:

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Local Government Superannuation Scheme. Details provided prior to appointment.

### Residence:

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The person holding the office must reside in, or at an address convenient to the Local Authority, as approved by the Chief Executive.

### Probation:

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Where a person who is not already a permanent officer of a Local Authority is appointed to the office, the following provisions shall apply:-

- a) There shall be a period after such appointment takes effect during which such person shall hold such office on probation.
- b) Such period shall be twelve months, but the Chief Executive may at his/her discretion extend such period.
- c) Where such person's services are unsatisfactory, the appointment may be terminated by the

Chief Executive at any time during the period of probation.

- d) Where, on completion of the period of probation, the Chief Executive certifies that the person's services are satisfactory, such person will finally be appointed.

### **Garda Vetting:**

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Garda vetting may be sought in respect of individuals who come under consideration for appointment.

### **Outside Employment**

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The position is whole-time and the officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties.

### **Superannuation Contribution**

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A person who becomes a pensionable employee of a local authority who is liable to pay the Class A rate of PRSI contribution will be required in respect of superannuation to contribute to the local authority at the rate of 1.5% of 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).

A person who becomes a pensionable employee of a local authority who is liable to pay the Class D rate of PRSI contribution will be required in respect of his/her superannuation to contribute to the local authority at the rate of 5% of pensionable remuneration.

A person paying Class D rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of pensionable remuneration in accordance with the terms of the scheme.

A person paying Class A rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% 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).

Employees are admitted to the Superannuation Scheme in accordance with the terms of the Local Government Superannuation (Consolidation) Act, 1998 and the Superannuation (Miscellaneous Provisions) Act 2004, with effect from date of appointment. This scheme is contributory and provides pension, retirement

and death gratuities.

In order for a new entrant to the scheme to qualify for a pension, he/she must have served a minimum of two years employment in a local authority.

For new entrants under the Single Public Service Pension Scheme, effective from 1st January 2013, superannuation contributions are as follows: 3.5% of net pensionable remuneration and 3% of pensionable remuneration. Pension and retirement lump sum will be based on career-average pay; pensions will be coordinated with the State Pension Contributory.

## COMMUNICATIONS

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Galway County Council will contact you when necessary, at each stage of the competition by post /email/sms. It is strongly recommended that you do not change your email address or mobile phone number in the course of this recruitment competition, as any email/text message will be sent to the email address/telephone number originally supplied on your application form.

It is important to note that the email address you provide when applying must be one that you can access at all times. The onus is on the applicant to inform the Human Resources Department of any change in postal address throughout the recruitment and selection campaign. This can be done by emailing [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie).

The onus is also on each applicant to ensure that s/he is in receipt of all communication from the Galway County Council. Galway County Council does not accept responsibility for communications not accessed or received by an applicant.

### -STAGE 1-

## CLOSING DATE FOR SUBMISSION OF APPLICATION FORM

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- The Closing Date for the receipt of completed forms is **4pm on 20<sup>th</sup> of March 2025**

- Applications may be submitted to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) or posted to Galway County Council, Human Resources Department, County Hall, Prospect Hill, Galway. Please ensure that applications are posted in sufficient time so as to be received by **the closing date.**
- Failure to submit all of the required documentation with your application will result in your application being invalid and you will not be permitted to proceed any further in the selection process.
- Application forms, once submitted, will be checked to ensure that they meet the required minimum criteria for the position.

- If your application form does not meet the minimum qualifications for the post as set out in this booklet then your application will be deemed invalid and you will not be permitted to proceed any further in the selection process.

## **-STAGE 2- SHORTLISTING**

Galway County Council reserves the right to shortlist applications. The shortlisting process may take the form of either a desktop shortlisting process based on the information contained in the application forms or a shortlisting interview or other written, oral or practical tests appropriate to the position. You will be contacted in relation to any interview dates and times. The onus is on you to attend for interview on the dates and times allocated. Alternative dates and times cannot be facilitated. When attending for interview you must produce photographic identification when registering your attendance at the Human Resources Department.

## **-STAGE 3- FINAL INTERVIEW**

### **Final Interview Process**

The interview is your opportunity to give evidence of your knowledge, skills and experience and the Local Authority's opportunity to assess your suitability for the role. The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that Galway County Council is satisfied that such person fulfils the requirements of the Regulations 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 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, as Galway County Council will not be responsible for refunding any expenses incurred.

Interviews shall be conducted by Board(s) set up by Galway County Council. The Board(s) will assess the merits of candidates (except insofar as they are assessed otherwise) in respect of matters referred to in the prescribed Qualifications and any other relevant matters. Only candidates who reach such a standard as Galway County Council consider satisfactory in the competitive interview shall be considered for selection and placed on a panel. The onus is on all applicants to make themselves available for the obligatory test(s) on the date(s) specified by Galway County Council and to make whatever arrangements are necessary to ensure that they receive communications sent to them at the postal or email address specified on their application form.

Candidates on the panel, who satisfy all the requirements for the post may be offered employment subject to:

- (i) their place, in order of merit, on the panel.

(ii) the requirements of Galway County Council.

Please note that interviews may take place via online platform.

# THE FINE PRINT

## GENERAL INFORMATION

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1. Galway County Council reserves the right to vary the number and sequence of each stage of the selection process as the competition progresses
2. Galway County Council will not be responsible for refunding any expenses incurred by candidates.
3. The admission of a person to the competition, or invitation to partake or attend any element of the selection process, or a successful result letter, is not to be taken as implying that Galway County Council is satisfied that such a person fulfils the requirements.
4. Placement on any panel from this competition is no guarantee that a position will be offered.
5. **The Importance of Confidentiality**

Candidates can expect that all enquiries, applications and all aspects of the proceedings to the extent that they are managed by Galway County Council are treated as strictly confidential subject to the provisions of the General Data Protection Regulations and the Freedom of Information legislation.

6. **Deeming of candidature to be withdrawn**

Candidates who do not complete and submit any assessments before the specified date; or do not attend/ undertake any stage of the selection process as requested or do not furnish such evidence as requested in regard to any matter relevant to their candidature, will have no further claim to consideration.

7. **Data Protection**

The General Data Protection Regulation (GDPR) came into force on the 25<sup>th</sup> May 2018, replacing the existing data protection framework under the EU Data Protection Directive.

When your application is received, Galway County Council creates a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts.

To make a request to access your personal data please submit your request by email to: [dpo@galwaycoco.ie](mailto:dpo@galwaycoco.ie) ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).

8. **Candidates should note that canvassing will disqualify.**

## IMPORTANT INFORMATION-TERMS AND CONDITIONS

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***Your attention is drawn to this important information.***

*By submitting an application, accessing or attempting any assessment / test materials you are agreeing to be bound by the terms set out below:*

1. All test and assessment materials are subject to copyright and all rights are reserved. No part of the tests/ assessment materials (including any text, questions and/or potential answer options) or associated materials (including practice and/ or familiarisation materials) may be reproduced or transmitted in any form or by any means including electronic, mechanical, photocopying, printing, photographing, recording, written or otherwise, at any stage. To do so is an offence and may result in you being excluded from the selection process.
2. Canvassing - Candidates should note that canvassing to enhance their candidature or encouraging others to do so will disqualify them and will result in their exclusion from the recruitment campaign.
3. Candidates in the recruitment process must not:
  - Knowingly or recklessly provide false information
  - Canvass any person, with or without inducements
  - Interfere with or compromise the process in any way.
4. A third party must not impersonate a candidate at any stage of the process.

If a person found guilty of such an offence was or is a candidate in a recruitment process, then:

  - Where s/he has not been appointed to a post, s/he will be disqualified as a candidate
  - Where s/he has been appointed subsequent to the recruitment process in question, s/he shall forfeit that appointment.
5. The admission of a person to the competition, or invitation to undertake any element of the selection process is not to be taken as implying that Galway County Council is satisfied that such a person fulfils the essential requirements.



# ***CODE OF PRACTICE ON RECRUITMENT AND SELECTION PROCEDURES***

## **GENERAL PRINCIPLES**

This Code of Practice sets out the commitment by Galway County Council to comply with standards of best practice and integrity in its recruitment and selection procedures. It also outlines the obligations and responsibilities of persons who apply for employment with the Council, as well as their rights. It is based on the general principles of fairness and consistency in approach to all candidates, through competency-based selection procedures which are conducted in an open and transparent manner.

## **ADVERTISING**

The Council is committed to ensuring that vacancies are communicated openly to afford equality of opportunity. Advertising mechanisms are selected which offer value for money and are appropriate to the vacancy under consideration. In general, vacancies are normally advertised in the national and local newspaper's, as well as the Council's website at [www.galway.ie](http://www.galway.ie) and the national website [www.localgovernmentjobs.ie](http://www.localgovernmentjobs.ie)

## **LEGISLATION**

The Council has regard to all relevant legislative requirements and considerations in its recruitment and selection processes, including;

- *Official Languages Act* – in accordance with government policy and having regard to our county's cultural identity, the Council conducts optional oral Irish interviews as part of its recruitment process, which awards an additional 3% / 6% of marks attained at main interview, to candidates who demonstrate a reasonable / very good knowledge of the Irish language. The Council is committed to achieving its obligations under the Official Languages Act on a planned basis.
- *Freedom Of Information* – all information received and processed by the Council is treated in confidence subject to the requirements of the Freedom of Information Act.
- *Data Protection Acts* – the information submitted with your application is used solely in processing your candidature, and such information is held subject to the rights and obligations of the Data Protection Acts. The General Data Protection Regulation (GDPR) came into force on the 25<sup>th</sup> May 2018, replacing the existing data protection framework under the EU Data Protection Directive. When your application is received, Galway County Council creates a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing

your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts, 1988 & 2018. The Personnel Department may use external selection board members and these board members may receive, or have access to, candidate application data in order to assist in the determination of suitability for a specific role; selection board members have a duty to keep such information confidential and secure and selection board members are aware of this duty. Our general retention period for applications and interview notes is 2 years and documents are then securely destroyed. To make a request to access your personal data please submit your request by email to: [dpo@galwaycoco.ie](mailto:dpo@galwaycoco.ie) ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).

- *Equality Acts* – the interview process and Interview Boards have regard to all equality considerations. Employment opportunities are accessible to all potentially qualified applicants, including people with disabilities, for whom all appropriate facilities are provided to ensure that they have the opportunity to perform to their optimum at interview.

#### **WHAT ARE YOUR RESPONSIBILITIES?**

- *Full Completion of Application Form* – applications must be made on the official application form and all sections of the form must be fully completed. When completing the form, it is essential that full details (e.g. Employment dates & duties) are given, as you may be shortlisted on the basis of information supplied.
- *Submission Prior to the Closing Date* – the completed application form must be forwarded to reach Galway County Council in hard or electronic copy, not later than the closing time and date for receipt of applications. An application form sent by post should be posted in sufficient time to ensure delivery by the deadline. Allegations of loss or delay will not be considered unless supported by a Certificate of Postage.
- *Attendance at Interview* – candidates who do not attend at interview or tests as required, or who do not, when requested, furnish evidence in relation to their candidature, will have no further claim for consideration in the recruitment process for that vacancy.
- *Integrity and Fairness* – this comprises four main issues:
  - Any attempt by a candidate, or by any person(s) acting on his/her instigation, directly or indirectly by means of written communication or otherwise, to canvass or otherwise influence in the candidate's favour, any member of staff of the County Council or person nominated by the Council to interview or examine applicants, will automatically disqualify the candidate for the position he/she is seeking.
  - Candidates must not knowingly provide false information on their application.
  - No other person may impersonate or represent a candidate at any stage of a selection process.
  - Candidates must not interfere with or compromise the process in any way.

- Any candidate found to carry out any of the above and who was/is a candidate in the recruitment process, may be disqualified as a candidate or if appointed, may forfeit the appointment.

## **APPOINTMENT ON MERIT**

- *Eligibility* – specific requirements for posts may be set down by the appropriate Minister/Body, such as academic/professional qualifications, minimum amount and type of experience and/or knowledge, and in some cases, other factors such as health/fitness, security clearance considerations, etc. Candidates are advised as soon as possible after the closing date of the decision regarding their eligibility for the post. However, admission to a competition or invitation to interview is not to be taken as implying that the Council is satisfied that the candidate fulfils all requirements or is not disqualified by law from holding the position, and does not carry a guarantee that your application will receive further consideration. Therefore, the onus is on the candidate to ensure that they meet the eligibility requirements before attending for interview, as candidates attend for interview at their own expense.
- *Shortlisting* – where a large number of persons apply for a post, the Council reserve the right to admit to the competition, only candidates who appear to be likely to possess a standard sufficient for appointment. The shortlisting process can take the form of : -
  - Shortlisting of candidates on the basis of information contained in their application form;
  - Other written, oral or practical tests appropriate to the position;
  - Preliminary interviews to reduce the number of candidates to a more manageable number for the final Interview Board **or**
  - Preliminary interviews to determine qualified candidates, after which a selected number of the qualified candidates are called back for final interview.
- *Main Interview* – the Council is committed to a process of selection on merit, based on fair and open competition. The criteria for judging suitability and ranking will be related directly to the qualification, attributes and skills required to undertake the duties and responsibilities to the standard required in the post.
- *Interview Board* – the Interview Board are selected and convened having regard to their training, experience and expertise in the particular functional area. Gender representation is also taken into consideration when constituting a board, subject to availability. Interview Board Members have regard to their responsibilities under Equality and Freedom of Information legislation in the conducting of interviews.
- *Panel* – following completion of interviews, a panel may be formed, the duration of which is at the discretion of the Council. While a panel remains in force, offers of temporary or permanent employment may be made subject to confirmation of qualifications and satisfying clauses in relation to health, character or other requirements of the particular post. Persons to whom an offer of employment is made must take up duty within 1 month from the date of offer, or such extended period as the Council may agree, otherwise, the Council may decide not to appoint them.

## **YOUR RIGHT TO INFORMATION AND TO APPEAL**

The Council is committed to offering meaningful feedback to candidates who request it, and to dealing with such requests in a timely and efficient manner. A request for marks awarded at interview and comments made by the Interview Board, may be made in writing to the Freedom of Information Officer, under the Freedom of Information Act.

The Council will consider appeals in relation to eligibility and shortlisting decisions. Such appeals must be made by candidates in writing within 5 working days of notification of the relevant decision. On receipt of appeal, the selection decisions will be re-visited and the candidate will be informed of the outcome of this review.

### **GALWAY COUNTY COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER**

## **Application Form Checklist**

- ✓ All application forms must be submitted fully completed and inclusive of all the requested documentation (Educational Qualification Documents and Driving Licence) by the closing date. All **incomplete applications** will be returned as **invalid** after the closing date and will not be included in the competition.
- ✓ Please submit *your application form inclusive of all other required documentation* to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) as **ONE SINGLE document** (not individual scanned documents) before the closing date and time.
- ✓ All information must only be provided on the formal application form. Additional information via Curriculum Vitae **will not** be considered.
- ✓ Ensure that you have answered all questions fully.
- ✓ Copies of Educational qualifications & driving licence (not originals), i.e. Leaving Certificate, degree etc., whichever is applicable in your case, must be submitted with your application. Original certificates will be required prior to any appointment.
- ✓ Applications may be submitted by email to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) providing all required information is included on the application (i.e. scanned copy of educational qualifications, driving licence etc.)
- ✓ Applications will be short-listed on the basis of the information provided on the application form and therefore you should ensure that you have fully completed your application and all documentation requested is submitted.
- ✓ Candidates who send their applications by post should allow sufficient time to ensure delivery **not later** than the latest time for acceptance. The responsibility rests with the applicant to ensure the application

form, in full, along with all requested documentation is **received** on time by the Human Resources Department, Galway County Council.

- ✓ Claims that any application form or letter relating to it has been lost or delayed in the post will not be considered unless a Post Office Certificate of posting is produced in support of such claims. The responsibility to make contact with An Post regarding any delays rests with the applicant.
- ✓ Please notify the Human Resources Department of any change of address, telephone number or email address.

**The onus rests with the applicant to ensure that his/her application form and all required documentation is received by the Human Resources prior to the competition closing date.**