



Comhairle Chontae na Gaillimhe
Galway County Council

CANDIDATE INFORMATION BOOKLET

RECRUITMENT AND SELECTION CAMPAIGN FOR THE
POSITION OF

GEOGRAPHICAL INFORMATION SYSTEMS PROJECT
LEADER (GRADE VII)

CLOSING DATE FOR RECEIPT OF COMPLETED
APPLICATIONS:

4 P.M. ON THURSDAY 6TH MARCH, 2025

Important Notes:

- Please submit *your application form inclusive of all other required documentation* to 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 driving license with their application forms.
- Application forms must be fully completed. CVs will not be considered.

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THE COMPETITION:

The purpose of this recruitment competition is to form a panel for the position of **Geographical Information Systems Project Leader (Grade VII)** from which permanent and/or temporary vacancies may be filled.

THE ROLE:

Galway County Councils GIS section is a key pillar of the Councils overall Information Systems Department and is responsible for providing GIS related expertise, systems, solutions, and support to the Operational Directorates of the Council in turn assisting them in achieving their specific operational targets and corporate objectives.

QUALIFICATIONS FOR THE POST

CHARACTER

Candidates must be of good character.

HEALTH

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

Successful candidates will be required to undergo a medical examination carried out by the Council's Occupational Medical advisor prior to appointment. On taking up appointment, the expense of the medical examination will be refunded to the candidate.

CITIZENSHIP:

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, EXPERIENCE, ETC.

Each candidate must, on the latest date for receipt of completed applications have:

A qualification of at least Level 8 on the National Framework of Qualifications (NFQ) in Computing, GIS, Geography or a comparable qualification and at least **5 years** directly relevant, recent GIS hands-on experience from your employment to date

AND

- a) Extensive experience of managing ESRI Mapping and Spatial Analytics product suite for on premise and cloud services.
- b) Have excellent project management and team leadership skills.
- c) Experience of databases and database design and system implementation would be an advantage.

The candidate must also have demonstrable knowledge and experience in the following areas:

- In the management of GIS Projects from inception to delivery.
- GIS principles and mapping concepts, e.g. grids, projections, transformations, generalisation, accuracy, precision etc.
- Experience with ArcGIS Enterprise and/or ArcGIS Online.
- Hands on experience with ArcGIS Pro and/or ArcGIS Map.
- Spatial analysis and visualisation techniques.
- Processing, cleaning, creation and maintenance of spatial datasets.
- Geospatial data storage and management.
- The ability to lead a team and work effectively as part of a team.
- Excellent interpersonal, communication and presentation skills.
- To be a self-starter, capable of continuous self-learning, new thinking, working to very tight deadlines and committed to achieving high quality results.

Candidate's must hold a full unendorsed Category B Driving Licence.

Desirable

- Project Management using an established methodology (E.g. PRINCE2, PMP).
- Experience in requirements analysis and business process analysis.
- Hands on experience with the ArcGIS Enterprise and ArcGIS online components, in particular but not limited to:
 - Portal Administration
 - User account administration
 - WebApp Builder
 - Field Maps / Survey123
 - Operations Dashboard
- Hands on experience with ArcGIS Pro extensions, in particular Spatial Analyst and 3D Analyst.
- Operational and configuration experience with data manipulation and integration software such as FME
- Experience with Extract, Transform, and Load (ETL) tools.
- Familiarity with computer programming and scripting languages.
- Production and use of map services. (ArcGIS REST, OGC).
- Knowledge of web technologies and skills.
- Data Analytics methodologies and experience with BI applications such as PowerBI or Tableau.
- Experience with GIS applications such QGIS.
- Data Governance and familiarity with Open Data concepts.

RESPONSIBILITIES:

Galway County Councils Information Systems Department provides critical ICT support to the operational Directorates of the Council. It assists them in achieving their specific operational targets and corporate objectives as well as providing essential Information Technology infrastructure and support to Galway County Council.

The Geographical Information Systems Project Leader will work closely with the Head of Information Systems and will lead a department with responsibility for planning, development, control and maintenance of Information and Communications Technology. This department will implement and develop the ICT strategy/vision to support Galway County Council's overall Corporate Plan and ensure best practice standards and codes of practice.

Duties for the position shall include but are not limited to:

- Working as part of the Council's I.S. Department the I.S. project leader will be responsible for project management of ICT GIS projects;
- Manage the preparation and implementation of the GIS elements of the ICT Work Programme and Strategy;
- Support sections in the implementation and use of GIS systems and applications;
- Data collection, integration, manipulation and management;

- Project management of GIS systems implementation;
- Spatial analysis for internal customers;
- GIS application development (web and desktop);
- OSi and GeoDirectory liaison support;
- Administration and development of GIS technical architecture including software licensing
- Liaise with web, systems development and infrastructure teams;
- Manage the ICT GIS team, including Training & Development needs;
- To continue to develop ICT skills as technology changes and to enter into an agreed personal development plan;
- Overall responsibility for the day-to-day technical management and development of Galway County Council's GIS web and desktop-based services, ensuring they meet the Council's business needs;
- Supporting the Head of Information Systems in the development and communication of the organisation's Information Communications Technology (ICT) and Information Systems (IS) strategies;
- Evaluating and developing the potential of modern ICT to enhance the business objectives of the Council and ensure maximum impact of emerging technologies;
- Preparing operational and service plans for the ICT Unit to ensure that all necessary ICT tools, processes and systems are in place to meet the requirements of the business and contribute to the achievement of the organisation's short- and long-term goals;
- Assist the Head of Information Systems in setting and monitoring ICT budgets for routine expenditure and one-off projects;
- Building the capacity of the organisation to maximise ICT opportunities;
- Ensuring the adequacy of IT systems in the Authority, and in particular their support by adequate information systems;
- Investigating and recommending new technologies that would contribute to the improvement, efficiency and enhancement of existing information systems;
- Working with the Head of Information Systems to provide an infrastructure that will maximise the potential of and promote the use of e-business/e-service;
- Ensuring the security and integrity of Council data and ICT infrastructure;
- Procuring ICT hardware, software and licenses (including contract negotiation). Procuring and managing appropriate external technical support services ensuring service quality, standards and targets are achieved;
- Effective leadership and management of ICT staff;
- Implementation of the Performance Management Development System (PMDS) process in the Section;
- Analysing, interpreting and communicating effectively technical information and concepts to the Council's management and staff;
- Assisting in the development and implementation of a disaster recovery/business continuity solution to minimise the risk of system outages and data loss/corruption;
- Contributing effectively to business process improvement initiatives;
- Liaising with other sections of the Council to ensure that the ICT functions and capabilities align with the business goals of the Council;
- Other duties and responsibilities as may be assigned from time to time.

SKILLS AND COMPETENCIES.

The ideal candidate shall:

- Have a proven track record in managing IT staff and 3rd party service providers;
- Have project management experience in managing projects with many shareholders and complex interdependencies;
- Have excellent planning and organisational skills and the ability to lead and manage diverse project teams;
- Have knowledge/awareness of latest developments and trends in IT;
- Have knowledge/awareness of Development and Information Technology Infrastructure;
- Have a high level of interpersonal, leadership, team-building and motivational skills;
- Demonstrate the ability to deliver within budgetary constraints while identifying, developing and implementing indicators of value for money in respect of all IT operations;
- Demonstrate the ability to implement plans and projects and to support and maintain the ICT vision across the organisation;
- Have knowledge and experience in managing procurement processes, including appraisal and evaluation techniques, contract negotiation and award, and subsequent management through to implementation;
- Have knowledge and experience in managing budgets for operational and project management, with a continuous focus on value;
- Demonstrate management skills including the ability to provide effective leadership and direction;
- Have a strong record of collaboration, excellent motivational skills and a commitment to meeting deadlines and delivering high quality customer service;
- Possess in depth knowledge of a local authority environment, culture and operations and a strong awareness of the strategic direction of local government;
- Have a good understanding and appreciation of the role of ICT in a statutory body, where there will be a reliance on a robust technological infrastructure to support the activities and operation of the organisation;
- Have a proven record of willingness to take the initiative and adopt a proactive approach to the introduction of ICT-based solutions;
- Have proven management skills in an ICT area, keen intelligence, strong detailed analytical ability and sound judgment;
- Have a strong focus on quality of customer service;
- Be a self-starter, capable of continuous self learning, new thinking, working to very tight deadlines and committed to achieving high quality results;
- Be decisive and innovative;
- Have excellent motivational skills and be capable of working equally well as a member of a team and as a leader;
- Have a strong commitment to the implementation of strategic change;
- Have a commitment to developing staff through Performance Management, training and on the job experience.

KEY COMPETENCIES: GIS PROJECT LEADER (GRADE VII)

Specialist Skills, Knowledge & Experience	<p>Relevant Knowledge and experience: Demonstrates comprehensively the required specialist knowledge, experience and skills for the role. Keeps up to date with current developments, trends and best practice in their area of expertise.</p> <p>Personal Motivation, Initiative and Achievement: Sets challenging goals to achieve high quality outcomes. Is self-motivated and persistent when faced with difficulties.</p> <p>Resilience and Personal Well Being: Remains calm under pressure and operates effectively in an environment with significant complexity and pace.</p> <p>Integrity: Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others.</p>
Strategic Management & Change	<p>Strategic Ability: Displays the ability to think and act strategically. Can translate strategy into operational plans and outputs. Evaluates capacity and performance against objectives. Demonstrates innovation and creativity to secure successful strategic outcomes.</p> <p>Networking and Representing Develops and maintains positive and beneficial relationships with a range of stakeholders. Builds networks of technical and professional contacts. Promotes and sustains an appropriate, positive, and cohesive image for the organisation it represents.</p> <p>Bringing about Change: Demonstrates flexibility and an openness to change. Develops and initiates change management programmes to meet end objectives. Influences others and fosters commitment to change.</p>
Delivering Results	<p>Problem Solving and Decision Making: Can pinpoint critical information and address issues logically. Understands the context and impact of decisions made. Acts decisively and makes timely, informed and effective decisions.</p> <p>Managing Resources: Evaluates & consumes resources to ensure they are used effectively to deliver on operational plans. Drives and promotes reduction in cost and minimisation of waste.</p> <p>Delivering Quality Outcomes: Promotes the achievement of quality outcomes in delivering services. Organises the delivery of services to meet or exceed the required standard. Evaluates the outcomes achieved, identifies learning and implements improvements required.</p>

Performance through People	<p>Leading and Motivating Motivates others individually and in teams to deliver high quality work and customer focused outcomes. Develops effective and productive workplace relationships. Leads by example in terms of commitment, flexibility and a strong customer service ethos.</p> <p>Managing Performance Effectively manages performance. Empowers people to achieve or exceed organisational goals by delegating sufficient authority, responsibility and accountability.</p> <p>Communicating Effectively Has highly effective verbal and written communication skills. Presents ideas effectively to individuals and groups.</p>
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Candidates must achieve a minimum 50% of the total marks available in each of the competencies to qualify for inclusion on a panel.

DETAILS AND PARTICULARS

PROBATION

Where a person is appointed to Galway County Council, the following provisions shall apply –

- a) there shall be a period after appointment takes effect, during which such a person shall hold the position on probation;
- b) such period shall be one year but the Chief Executive may, at his discretion, extend such period;
- c) such a person shall cease to hold the position at the end of the period of probation, unless during this period the Chief Executive has certified that the service is satisfactory;
- d) the period at (a) above may be terminated on giving one weeks' notice as per the Minimum Notice and Terms of Employment Acts;
- e) there will be assessments during the probationary period.

REMUNERATION:

Starting pay for new entrants will be at the minimum of the scale. The rate of remuneration may be adjusted from time to time in line with Government pay policy.

Point	01/10/2024
1	€58,252
2	€59,677
3	€61,341
4	€63,011
5	€64,680
6	€66,172
7	€67,700
8	€69,179
9	€70,656
LSI 1	€73,185
LSI 2	€75,728

WORKING HOURS

35 Hours and 10 minutes per week.

ANNUAL LEAVE:

30 Days per annum.

RESIDENCE:

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

GARDA VETTING:

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

OUTSIDE EMPLOYMENT

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

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 co-ordinated with the State Pension Contributory.

COMMUNICATIONS

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.

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

- The Closing Date for the receipt of completed forms is **4pm on 6th March 2025.**
- Applications may be submitted to 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

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 Freedom of Information Acts 1997 & 2003.
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 25th 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.

To make a request to access your personal data please submit your request by email to: 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

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 and the national website 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 25th 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 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 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 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.