



**An Roinn Tithíochta,
Rialtais Áitiúil agus Oidhreachta**
Department of Housing,
Local Government and Heritage

CANDIDATES INFORMATION BOOKLET

PLEASE READ CAREFULLY

Competition for appointment to the position of

Project Manager - Met Éireann (Assistant Principal level)

**Met Éireann
Department of Housing, Local Government and Heritage**

Closing Date: 9th May 2025

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**COMPASS Project Manager (PMO Equivalent) Met Éireann
Department of Housing, Local Government and Heritage**

Background

Met Éireann is currently recruiting for a Project Manager for the COMPASS ICT project.

Met Éireann, Ireland's National Meteorological Service, is the leading provider of weather information and related services in the State. Met Éireann's mission is to monitor, analyse and predict Ireland's weather, flooding, and climate. We do this to provide Irish society and decision-makers with world-class weather, climate, and flood services to protect life and property, and to promote wider societal and economic well-being

Collecting timely, reliable, fit-for-purpose earth system observational data is key to general meteorology, aviation and climatology and is a central activity of Met Éireann. To meet the environmental observation needs of users, both internal and external, Met Éireann produces, stores and disseminates high-quality atmospheric and environmental measurement data in a timely fashion. Products are used in a range of areas, including real-time decision support and scientific research. Good data management and IT systems are a critical part of achieving this goal.

Met Éireann has a current staffing level of approximately 250 employees across nine divisions. The majority of staff are based at Met Éireann's headquarters at Glasnevin, Dublin, and a number of staff involved in the provision of services to the aviation sector, are based at airport locations across the country.

Job Description

COMPASS is an ICT initiative intended to streamline the weather data to information value chain. The COMPASS (Cloud for Observations Management, Processing, Analysis and Storage System) solution will be a modern observations data platform for the ingestion, processing, analysis, and dissemination of weather and environmental monitoring, observations, and climate information. It will be cloud based, scalable and secure, replacing current legacy systems which have reached end-of-life.

Reporting to the Head of Met Éireann's Observation Division, the COMPASS project manager will be responsible for the planning, organisation, and execution of the project and for achievement of the project objectives on time and within budget. The candidate will be responsible for leading and overseeing complex and large-scale data projects that support the organization's strategic goals and objectives. Through the use of standard project management techniques, they will ensure that the project is delivered to a high standard. They will report on status and deliverables directly to the Project Sponsor and Project Board and liaise with them throughout. Risk assessments, project progress and outputs will be shared with the Project Board and stakeholders at regular intervals. The Project Manager

will be required to work closely with the project team, as well as with third-party service providers.

Key Duties of the Post

- Plan, coordinate, oversee, and manage the delivery of the COMPASS project, including refining the scope and objectives.
- Manage the project including initiation, planning, and execution, ensuring the quality and timely delivery of the project deliverables.
- Manage the project resources to ensure that specific goals are achieved within required timeframes and budgets whilst also ensuring that quality standards are met.
- Be accountable for the overall project delivery, within budget, scope, quality, and time.
- Monitor and report regularly on the project progress to the sponsor and oversight bodies.
- Regularly engage and manage the project stakeholders including clear communication and status reporting.
- Manage, create where necessary, and keep updated any documentation for the project including Project Plan, Project Initiation Documents, Status Reports, Risk Register, Communications Plan etc.
- Identify, monitor, and resolve any issues or risks that may arise throughout the project.
- Work with the project team and stakeholders to identify and specify the project requirements.
- Liaise with and manage the contracts of third-party service providers, tracking contract performance, ensuring compliance, and managing any changes.
- Collaborate with the project team to guide and advise on design and technical implementation of solutions in line with the stakeholder requirements.
- Allocate tasks to, and work with the internal project team to schedule and priorities work and meet project deadlines.
- Coordinate the work of both the internal project team and third-party service providers.
- Manage the project procurement and the tender process through publication, evaluation, and award in line with civil service rules and guidelines, including the maintenance procurement audit trails.
- Ensure high quality standards are set and achieved, and that and work is documented and conforms to industry standard development practises, regulatory standards, security, data protection standards, and that proven methods and concepts for business continuity are used.
- Other duties as may be assigned from time to time by the Head of Division

Contract Period

3 years with the possibility of a 1 year extension.

Location

Met Éireann HQ, Glasnevin Hill, Dublin 9. Met Éireann implement a Blended Working Policy, where subject to assessment, the officer may be permitted to work a portion of the week from home.

Working Environment

Met Éireann's business environment is a continually evolving framework and requires ongoing adaptation of organisational structures and management responsibilities to meet new challenges. The role will be based in the Database Unit in the Observations Division.

Training

It is essential that the successful candidate is committed to ongoing learning so as to keep up to date with developments in relevant systems and areas. Ongoing personal development in areas such as project and people management skills will also be encouraged. Attendance at appropriate training courses will be facilitated.

Qualifications

Each candidate must have, on or before the closing date;

- A minimum of NFQ Level 8 qualification (i.e. an Honours Bachelor's Degree) and at least 5 years' experience in one or more of the following:
 - Project Management.
 - Computer Science or Information Systems or equivalent.
 - Scientific discipline e.g. Meteorology, Hydrology with an ICT qualification in Computing or similar.
 - Applied Physics, Electronic Engineering, Engineering Technology, Instrumentation or equivalent.
 - Public Administration.
 - Business Administration.

Or

- Equivalent relevant expertise obtained through work-related achievements and projects. Note: For candidates relying on equivalent relevant expertise instead of formal qualification, 8 years such experience will be required.
- Proven experience in managing successful large-scale operational ICT Projects, preferably Cloud based, from inception to completion.
- Demonstrate a firm grasp of ICT development best practices.
- Experience of managing budgets, controlling costs, and carrying out procurements.
- Ability to analyse data and make informed decisions.
- Excellent leadership, problem-solving, and organizational skills.
- Excellent communication skills, in particular, good inter-personal skills and proven ability to synthesise complex information into clear and concise reports and documents.
- The ability to work effectively in a cross-functional team and other internal and external stakeholders.

All candidates will also be expected to be able to demonstrate the competencies for the role (Assistant Principal competencies).

The key competencies identified for effective performance are listed below:

1. Leadership
2. Judgement, Analysis and Decision Making
3. Management and Delivery of Results
4. Interpersonal and Communication Skills
5. Specialist Knowledge, Expertise and Self-Development
6. Drive and Commitment to Public Service Values

Please click [here](#) for further details on the Key Competencies

Desirable for the job

- Certification in project management, such as PRINCE2 or PMBOK.
- Familiarity of ITIL v4 foundation, or similar.
- Experience in delivering a digital transformation project.
- Team management experience preferably within ICT environment.
- Data engineering, data science, machine learning, or data analytics expertise.
- Knowledge of data management and data governance best practise.
- Experience managing third-party external service providers.
- Knowledge of delivering projects in line with civil service rules and guidelines.

Eligibility to compete and certain restrictions on eligibility

Citizenship Requirements

Eligible Candidates must:

1. A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
2. A citizen of the United Kingdom (UK); or
3. A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
4. A non-EEA citizen who has a stamp 4 permission¹ or a Stamp 5 permission

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 non-eligibility).

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).

¹ Please note that a 50 TEU permission, which is a replacement for Stamp 4EUFAM after Brexit, is acceptable as a Stamp 4 equivalent.

Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)

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.

Principal Conditions of Service

General

The appointment is subject to the Civil Service Regulations Acts 1956 to 2005 and 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 Personal Pension Contribution (PPC) salary rate for the position of Assistant Principal (with effect from 1 March 2025) is as follows:

€80,668 - €83,639 - €86,651 - €89,672 - €92,690 - €94,431 - €97,474 LSI1 - €100,530 LSI2

The 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).

A different rate will apply where the appointee is an existing civil or public servant appointed on or before 6 April 1995 and is not required to make a personal pension contribution.

Long Service Increments may be payable after 3 years (LSI1) and 6 years (LSI2) 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.

Different terms and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.

Payment will be made fortnightly in arrears by Electronic Fund Transfer (EFT) into a bank account of an officer's choice. Payment cannot be made until a BIC code and IBAN number and bank sort code has been supplied to the Personnel Section of the relevant Department or Office. Statutory deductions from salary will be made as appropriate by the Department/Office.

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 for 3 years, with the possibility of up to one year extension.

The probationary contract will be for a period of one year from the date of appointment.

During the period of the probationary contract, an officer's performance will be subject to review by the appropriate supervisor(s) to determine whether the officer:

- (i) has performed in a satisfactory manner
- (ii) has been satisfactory in general conduct, and
- (iii) is suitable from the viewpoint of health with particular regard to sick leave.

Prior to completion of the probationary contract a decision will be made as to whether or not the officer will be retained pursuant to *Section 5A(2) Civil Service Regulation Acts 1956-2005*. This decision will be based on the officer's performance assessed against the criteria set out in (i) to (iii) above.

The details of the probationary process will be explained to you by your employing Department and you will be given a copy of guidelines on probation issued by the Department of Public Expenditure and Reform.

In the event that you are not considered as suitable to the position having been assessed against stated criteria, you will be notified in writing of the action to be taken prior to the expiry of this contract and any extensions thereof.

Notwithstanding the paragraphs above, the probationary contract may be terminated at any time prior to the expiry of the terms of the contract by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

In the following circumstances your contract may be extended and your probation period suspended.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave.
- In relation to an employee absent on Parental Leave or Carers Leave, the employer may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation and
- Any other statutory provision providing that probation shall -
 - (i) stand suspended during an employee's absence from work, and
 - (ii) be completed by the employee on the employees return to work after such absence.

Where probation is suspended the employer should notify the employee of the circumstances relating to the suspension.

All appointees will serve a one-year probationary period. If an appointee who fails to satisfy the conditions of probation has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an officer will return to a vacancy in their former grade in their former Department.

Headquarters

Met Éireann HQ, Glasnevin Hill, Dublin 9. Met Éireann implement a Blended Working Policy, where subject to assessment, the officer may be permitted to work a portion of the week from home.

The officer's headquarters will be such as may be designated from time to time by the Director. When absent from home and headquarters on duty appropriate travelling expenses and subsistence allowances will be paid, subject to the normal civil service regulations and the guidelines of Department of Housing, Local Government & Heritage.

Unfair Dismissals Act 1977 – 2015

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

Annual Leave

The annual leave allowance for successful candidates will be 30 working days per annum. This allowance, which is subject to the usual conditions regarding the granting of annual leave, is on the basis of a five-day week and is exclusive of the usual public holidays.

Duties

The officer will be required to perform any duties appropriate to the position which may be assigned from time to time. The position is full 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.

Hours of Attendance

Hours of attendance are as fixed from time to time. The current requirement is 41 hours and 15 minutes gross or 35 hours **net of lunch breaks** per week.

Organisation of Working Time Act 1997

The terms of the Organisation of Working Time Act 1997 will, where appropriate, apply to this appointment.

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 as amended from time to time.

Officers, who will be paying the 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 direct to the Department of Housing, Local Government and Heritage. Payment of salary 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.

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 ill-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 ill-health 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](#) .

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.

Official Secrecy and Integrity

You will, during the term of your appointment, be subject to the provisions of the Official Secrets Act 1963, as amended by the Freedom of Information Act 2014. You will agree not to disclose to unauthorised third parties any confidential information especially that with commercial potential either during or subsequent to the period of employment. You will also be subject to the Civil Service Code of Standards and Behaviour.

Civil Service Code of Standards and Behaviour

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

Ethics in Public Office Act 1995

The Ethics in Public Office Act 1995 will apply, where appropriate, to your employment.

Prior Approval of Publications

You will agree not to publish material related to your official duties without prior approval by the Secretary General of the Department.

Political Activity

During the term of your employment you will be subject to the rules governing Civil 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

COMPETITION PROCESS

The Department of Housing, Local Government and Heritage is recruiting for this position under its Recruitment Licence issued by the Commission for Public Service Appointments (CPSA) and in accordance with the CPSA's Code of Practice.

How to Apply

Applicants should submit a completed application form to recruitment@met.ie.

The Application Form allows applicants to detail their qualifications, skills and experience and provide a personal statement outlining why they should be considered for the post and how they meet the essential requirements and personal attributes of the post.

Please note: Only applications submitted on the official application form will be considered. The application form is available on Met Éireann's website www.met.ie/about-us/vacancies.

Closing Date

The closing date for receipt of applications is 5pm on 09/05/2025

All applications will be acknowledged. If you do not receive an acknowledgement within 3 working days of applying please email recruitment@met.ie.

Essential Requirements and Personal Attributes

Candidates will be required to possess all the essential requirements and personal attributes required for the position. They will be requested to demonstrate this both in the application form and, if shortlisted, by interview.

Health

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

Selection Process

The selection process may include the shortlisting of candidates on the basis of the application form and will include an interview.

Shortlisting

A shortlisting process will involve an expert panel that will select candidates for interview who, based on an examination of the application form and assessed against the essential requirements and personal attributes required, appear to be the most suitable for the position.

Confidentiality

Subject to the provisions of the Freedom of Information Act, 2014 applications will be treated in strict confidence.

Security Clearance

Police 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 they resided. The applicant will also be required to provide clearance/disclosure from the police force or equivalent authority of any country in which he applicant under consideration for appointment has resided for more than 6 months. If unsuccessful this information will be destroyed. If the applicant subsequently comes under consideration for another position, they will be required to supply this information again.

A panel may be formed from which future vacancies may be filled from this campaign.

Once a candidate has accepted an offer of appointment their name will be removed from the panel and no further offers of appointment will be made.

Interview

Candidates who are shortlisted will be called for interview by an expert panel. The interview will focus how the candidate meets the essential requirements and personal attributes of the post and their career and experience to date.

Note: Candidates will be notified of interview dates and arrangements at the earliest opportunity. The onus will be on candidates to make themselves available for interview as advised.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview as required or who do not, when requested, furnish such evidence, as the Department requires in regard to any matter relevant to their candidature, will have no further claim to consideration.

Candidate Feedback

Feedback will be provided on written request.

Review Procedures in relation to the Selection Process

Requests for a review are dealt with in accordance with the codes of practice published by the published by the Commission for Public Service Appointments. The Codes can be accessed at www.cpsa-online.ie.

Candidates' Obligations

Candidates must not:

- knowingly or recklessly provide false information
- canvass any person with or without inducements
- personate a candidate at any stage of the process
- interfere with or compromise the process in any way

It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection process e.g. through social media or any other means, may result in you being disqualified from the competition.

Contravention Code of Practice

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, if a person found guilty of an offence was, or is a candidate at a recruitment process,

- they will be disqualified as a candidate and excluded from the process;
- has been appointed to a post following the recruitment process, they will be removed from that post.

Use of Recording Equipment

The use of any type of recording equipment on its premises is prohibited. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.

Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and customers and the integrity of our assessment material and assessment processes.

Unsanctioned use of recording equipment by any person is a breach of this policy. Any candidate involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004. 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.

Specific candidate criteria

Candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable on the grounds of character;
- Be suitable in all other relevant respects for 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.

Are fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

General Data Protection Regulation (GDPR)

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 you submit an application for a competition, we create a computer record in your name. Information submitted with a job application is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data. If you are successful in the recruitment and selection competition, your application may be made available to the Human Resources section of the organisation to which you have been assigned.

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