

Candidate Information Booklet

Library Staff Officer

Closing Date:
5.00 pm Thursday 10th July, 2025

Wexford County Council is committed to a policy of equal opportunity.

This competition is being managed by:

Stephanie Furlong
Recruitment Desk
HR Section
Wexford County Council
053 919 6378
E: recruitment@wexfordcoco.ie

DESCRIPTION OF THE POST

The Library Staff Officer is a supervisory position and is assigned functional responsibility for the administration and management of a branch library, section or team within the Library Service. The Library Staff Officer will work under the direction and management of the Executive Librarian, Senior Executive Librarian or analogous grade or other employee designated by the County Librarian or Director of Services as appropriate.

The Library Staff Officer will work as part of a multidisciplinary team within the Council, assisting with the implementation of work programmes to achieve goals, targets and standards set out in Departmental and Team development plans. The Library Staff Officer will be expected to use initiative and work to a high standard and will be required to operate the Council's existing and future IT systems as part of their work.

The Library Staff Officer role requires excellent customer service, administrative, employee supervisory, interpersonal, communication and other library related skills and expertise. The successful candidate will be expected to carry out their duties in a manner that enhances public trust and confidence and ensures impartial decision making.

ESSENTIAL REQUIREMENTS FOR THE POST

1. CHARACTER:

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

2. HEALTH:

Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render an efficient service.

3. EDUCATION, TRAINING AND EXPERIENCE ETC.:

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 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 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, **and**
- (iv) have satisfactory experience in administrative procedures, including adequate practical

experience in work of an executive nature, office organisation and control of staff

OR

- (i) be a serving employee of Wexford County Council and have not less than two years satisfactory experience in that post or in a post at a level not lower than that of Clerical Officer or analogous post,

and

- (ii) have satisfactory experience in administrative procedures, including adequate practical experience in work of an executive nature, office organisation and control of staff.

Desirable Requirements:

It is desirable that each candidate shall:

- have at least 2 years satisfactory Library experience:
- hold a full clean driving licence and have access to a car at all times for use in their work.

4. GARDA VETTING

The successful candidate will be required to co-operate with a Garda vetting procedure and must have Garda clearance.

5. 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.

THE PERSON

The person appointed will be able to clearly demonstrate the key competencies as set out in this Booklet. In addition, the successful candidate will possess the following:

- A clear understanding of local government and library services in order to achieve effective service delivery;
- Knowledge of current local government and library issues & key policies guiding the local government and library sectors;
- A clear understanding of the role of Library Staff Officer;
- Ability to supervise and motivate a team effectively and maintain productive working relationships within the organisation and with customers;
- Ability to encourage staff under their control to achieve maximum performance by supporting the current Performance Management and Development System (PMDS)
- Experience of planning / prioritising to meet targets and delegating work appropriately;
- Experience of managing resources and budgets in particular monitoring, assessing, evaluating and adhering to them;
- Experience of problem solving/decision making;
- Experience of ability to retrieve and evaluate information effectively in the decision making process;
- Experience at a sufficiently high level;
- Openness and a willingness to adopt new ways of working and involve others in change; Knowledge and experience of report writing and analysis skills;
- Be capable to working under pressure to tight deadlines in the delivery of key operational objectives.
- Be self-motivated with ability to work on own initiative;
- Have strong interpersonal and communications skills and be capable of representing the Council in a professional and credible manner with stakeholders;
- Have an awareness of the implications in the workplace of the relevant legislation and regulations in the area of Health and Safety and the implications for the organisation and the employee.

DUTIES OF THE POST

The duties of the post shall be to give to the local authority under the direction and supervision of its appropriate employee, such services of an executive, supervisory and advisory nature as are required for the exercise and performance of any of its powers and duties; these shall include the duty of deputising for other employees of the local authority, when required, and such duties as may be required in relation to the area of any other local authority, and may include the following:

- Acting as a section, functional area or library shift manager while ensuring the delivery of an excellent and responsive public service.

- Supervising a library team, including assigning tasks and duties, motivating and leading staff and identifying professional development requirements.
- Supporting the library management team in the implementation of work programmes and initiatives to deliver national and local library strategy to include literacy, reader development, employment and health and well-being supports.
- Developing and supporting community and cultural engagement through programming and outreach.
- Pro-actively identifying opportunities for improvements in service delivery within their section or team.
- Driving and implementing change management initiatives within their functional area in the library service.
- Communicating effectively with colleagues, managers and customers in relation to matters critical to their area of responsibility. Communication can be through the preparation of reports for different audiences, giving presentations to groups and communicating via corporate social media accounts.
- Ensuring full compliance with all organisational policies and procedures including grievance and disciplinary, performance management and attendance management.
- Representing and advocating for library services on multidisciplinary committees or at meetings and giving progress reports as required.
- Managing resources including budget and cash management within their area of responsibility.
- Ensuring that their area of responsibility is in compliance with Health and Safety legislative requirements, policies and procedures and safe systems of work.
- Operating a variety of library specific and non-specific IT systems including, but not limited to, the Library Management System, the Financial Management System, wages system, Digital Asset Management System, Self Service systems, booking software, MS Office applications, e-newsletter software etc.
- Such other duties as may be assigned from time to time.

COMPETENCIES FOR THE POST

Key Competencies for the post include the following and candidates will be expected to demonstrate sufficient evidence within their application form of competence under each of these. Please take particular note of these when completing the application form as any short-listing or interview processes will be based on the information provided by candidates:

Management and Change	<p>Has a clear understanding of the role, objectives and targets and how they fit into the work of the unit and Department/Organisation and can communicate this to the team.</p> <p>Understands the need for change and gets this across persuasively to others.</p> <p>Implements change in an orderly and determined manner.</p> <p>Effectively deals with a range of information sources, investigating all relevant issues.</p>
Delivering Results	<p>Converts operational objectives into specific work plans, programme activities and schedules, taking into account the broader operation plan when setting priorities.</p> <p>Constructively challenges existing approaches to improve efficient customer service delivery.</p> <p>Allocates resources (staff and equipment) across jobs to ensure that priorities are met and that work is executed in the most efficient manner possible to deliver quality work and services.</p>
Performance through People	<p>Manages team performance to achieve corporate objectives.</p> <p>Leads by example to motivate staff in the delivery of high quality outcomes and customer service.</p> <p>Effective written and verbal skills.</p>
Personal Effectiveness	<p>Is enthusiastic about the role and is highly motivated.</p> <p>Manages time and workloads effectively.</p> <p>Takes initiative and seeks opportunities to exceed goals.</p> <p>Understands the structures and environment within which the local authority sector operates and the role of the Library Staff Officer in this context.</p> <p>Knowledge of current local government and library related issues.</p>

SELECTION PROCESS

Applications will only be accepted on the official Wexford County Council application form as advertised with the post.

Application forms must be typed and as fully complete as possible. (*see notes at the end of this document in relation to completing online application form*)

Applications will not be accepted after the specified closing date and time.

Applications will only be accepted by email to: recruitment@wexfordcoco.ie no later than the closing date and time of: **5.00pm on Thursday, 10th July, 2025.**

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

- The number of persons seeking admission to a competition generally exceeds that required to fill the available posts and while candidates may meet eligibility it is not practical to interview everyone. In those cases, the Local Authority may employ a shortlisting procedure. The number of candidates to be invited for interview shall be determined by the local authority. The shortlisting will be carried out by or on behalf of the Local Authority against criteria specified for the position and only on the basis of the information contained in the candidates application form;
- Completion of an online questionnaire or any other tests or exercises deemed appropriate by the Local Authority;
- A competitive preliminary and / or final interview, conducted by or on behalf of the Local Authority, this may include interviews being held remotely;
- The Local Authority may create a panel from which future vacancies at the specified grade may be filled.

Any attempt by a candidate, or by any person(s) acting at the candidate's instigation, directly or indirectly, by means of written communication or otherwise to influence in the candidate's favour, any member of the staff of the County Council or person nominated by the County Council to interview or examine applicants, will automatically disqualify the candidate from the position being sought.

Wexford County Council will not be responsible for any expense a candidate may incur in attending for interview.

The Local Authority shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month and if he/she fails to take up the appointment within such period or such longer period as the Local Authority in its absolute discretion may determine, the Local Authority shall not appoint him/her.

You will receive an acknowledgement receipt of your email application. Should you not receive an acknowledgement, please email recruitment@wexfordcoco.ie.

CONDITIONS OF SERVICE

1. Tenure:

The post is whole-time, permanent and pensionable.

Persons who become pensionable employees of a Local Authority who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the Local Authority at the rate of 1.5% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependent or qualified children).

All persons who become pensionable employees 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 their net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependent or qualified children) in accordance with the terms of the Scheme.

For new entrants under the *Single Public Service Pension Scheme* effective from 01/01/2013, superannuation contributions are 3.5% of net pensionable remuneration and 3% of pensionable remuneration.

2. Probation:

Where a person who is not already a permanent employee of Wexford County Council is appointed, the following provisions shall apply:-

- (a) there shall be a period after such appointment takes effect during which such person shall hold such employment on probation;
- (b) such period shall be 6 months, however the Chief Executive may, at his discretion, extend such period;
- (c) such person shall cease to hold such employment at the end of the period of probation, unless during such period the Chief Executive has certified that the service of such person is satisfactory.

3. Salary:

The salary shall be fully inclusive and shall be as determined from time to time. Holders of the post shall pay to the local authority any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their employment or in respect of services which they are required by or under any enactment to perform. An allowance may also be payable in respect of travel expenses and subsistence.

SALARY: €51,210 - €61,252 (2nd LSI) (at 1st March 2025)

Entry point to this scale will be determined in accordance with Circulars issued by the Department of Environment, Community and Local Government. Appointees who are not existing public servants will enter at the minimum point of the scale.

4. Hours of Duty

The successful candidate **must** be available to work weekend and evening work as part of normal roster. The working hours shall be within the times of 9.00 a.m. to 9.00 p.m. subject to review from time to time. Rotas may be amended periodically in response to service needs.

5. Work Base

There are 5 Branch Libraries in County Wexford in Wexford Town, New Ross, Bunclody, Enniscorthy and Gorey Library, Headquarters is based in Wexford Town. A mobile library service operates countywide.

The Council reserves the right to assign the successful candidate to any premises/service in use by the Council now or in the future. Changes in location of employment will not result in payment of disturbance money or other compensation.

6. Health:

For the purpose of satisfying the requirement as to health, it will be necessary for successful candidates, before being appointed, to undergo at their expense, a medical examination by a qualified medical practitioner to be nominated by the local authority. Defects reported as a result of this examination must be remedied before appointment. On taking up appointment, the expense of the medical examination will be refunded to the candidate.

7. Retirement / Superannuation:

Single Public Service Pension Scheme:

Effective from 1st January 2013, *The Single Public Service Scheme* applies to all first-time new entrants to the public service, as well as to former public servants returning to the public service after a break of more than 26 weeks.

All new entrants to pensionable public service employment on or after 1 January 2013 are, in general, members of the Single Scheme.

Pension Age: Minimum pension age of 66 years (rising to 67 and 68 in line with State Pension age changes). Scheme Members must retire at the age of 70 years.

New entrants to the public service appointed on or after 1st April, 2004.

Retirement Age will be determined by the terms of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004. The Act introduces new retirement provisions for new entrants to the public service appointed on or after 1st April, 2004. For new entrants there is no compulsory retirement age and 65 is the earliest age at which retirement benefits can be paid. In all other cases, 60 years is the minimum retirement age, with 65 years being the maximum retirement age.

8. Residence:

The holder of the post shall reside in the district in which his or her duties are to be performed, or within a reasonable distance thereof.

This competition is being run by Wexford County Council. For general queries, please contact the following:

Stephanie Furlong

Recruitment Desk

HR Section

Wexford County Council

053 919 6378

E: recruitment@wexfordcoco.ie

Notes for completing the online application form:

- Download the form and save it first.
- Open it with the latest version of Adobe reader.
- You will then be able to type in the form.
- You can only copy and paste small amounts at a time if you are copying from another location.
- Save the document as you go.
- The application does not support bold text or the use of bullet points

Additional Relevant Information

- An applicant who is found to be ineligible at any stage of the competition will not be further considered. Provision of inaccurate, untrue or misleading information will lead to disqualification from the competition, withdrawal of employment offer or dismissal.
- A candidate who does not attend for interview when and where required by the council, or who does not, when requested, furnish such evidence as the council requires in regard to any matter relevant to their candidature, will have no further claim to consideration.
- An invitation to attend for interview is not regarded as an admission that you possess the prescribed qualifications and/or requirements for this post. Documentary proof will be required before appointment where you claim credit for particular qualification, experience, etc.
- Information provided by the candidate in the application form will be used for the purpose of this competition only. By applying for the post, the applicant is consenting to their information being used for this purpose.
- **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 as part of your 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.

- **Former Public Service Employees**

Candidates should note that anyone who has taken part in public service early retirement schemes set out below is not eligible to take part in this competition.

Incentivised Scheme for Early Retirement (ISER):

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in the Department of Finance Circular 12/09 that retirees, under that scheme, are debarred from applying for another position in the same employment in 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 1st November 2010 introduces 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 funds.

The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduces, 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 condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public services by any public service body (as defined by the Financial Emergency Measures in the Public Interest Act 2009-2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-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) and the Minister's consent will have to be secured prior to employment by any public service body.

- **Declaration**

Applicants will be required to declare whether they have previously availed of a public service scheme of 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.

WEXFORD COUNTY COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER