

## **Candidate Information Booklet**

### **Temporary Graduate Planner – 1 & 2 Year Contracts**

**Closing Date:  
5.00 pm Thursday 12th September 2019**

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

This competition is being managed by:

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## **DESCRIPTION OF THE POST**

The Graduate Planner will work under the direction and management of the Senior Planner or analogous grade or other employee designated by the Senior Executive Officer or Director of Services as appropriate.

The Graduate Planner will be required at times to work on their own initiative as circumstances demand on a broad range of projects. They will be required to work as part of a multi-disciplinary project team in the Council's busy Planning Department.

The role requires excellent administrative, employee supervisory, interpersonal, communication and other particular skills and expertise depending on assignment.

The successful candidate will be expected to carry out his/her 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.
2. **AGE:**  
Each Candidate who reaches the age of 65 years prior to appointment will cease to be eligible for appointment.
3. **HEALTH:**  
Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.
4. **EDUCATION, TRAINING, EXPERIENCE, ETC. :**  
Each candidate must, on the latest date for receipt of completed applications forms:
  - (a) hold a qualification in Town Planning or a recognised University degree (Level 8) in Architecture or Urban Design or Engineering or Geography or Geology.
  - (b) have good knowledge and awareness of Health and Safety Legislation and Regulations, the implications for the organisation and the employee, and their application in the workplace.
  - (c) hold a current clean driving licence in respect of category B vehicles and access to own car.

## **THE PERSON**

The person appointed will be able to clearly demonstrate the key competencies as set out in this Booklet on pages 4 & 5. In addition, the successful candidate will possess the following:

- (a) Possess good professional knowledge and skills
- (b) have the ability to work on his/her own initiative, in an independent environment and without constant supervision;
- (c) have the ability to work within a team which may be multidisciplinary
- (d) possess good interpersonal and communication skills and have the ability to engage with a wide range of people;
- (e) possess good organisation skills;
- (f) possess good IT and presentation skills

## **DUTIES OF THE POST**

The duties of the post are to give the local authority and :-

- (a) such other local authorities or bodies for which the Chief Executive, for the purposes of the City and County Management Acts, is Chief Executive, and
- (b) to any other local authority or body with which an agreement has been made by the local authority or by any of the authorities or bodies mentioned in subparagraph (a) of this paragraph,

under the general direction and control of the Chief Executive or of such other employee as the Chief Executive may from time to time determine, such planning or ancillary services of an advisory, supervisory or executive nature as may be required by any local authority or body hereinbefore mentioned in the exercise and performance of any of its powers, functions and duties including the duty of assisting the Director of Service, or other appropriate professional employee, in the supervision of housing or ancillary services of any of the foregoing local authorities or bodies and, when required to do so, to perform the duty of acting for the appropriate professional employee of higher rank during the absence of such employee of higher rank.

The successful candidate will be employed within the Planning Directorate. He/she will liaise with elected members, sectoral interests, citizens and other Wexford County Council departments as appropriate.

Duties of the Graduate Planner include, but are not limited to:

- working on Development Plans, Local Area Plans, SDZ Schemes, special projects, conservation, development management, planning information services and transportation/traffic;
- To undertake any other duties of a similar level and responsibilities as may be required 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:

<p><b>Management and Change</b></p>	<p><b><i>Strategic Ability</i></b> Displays the ability to think and act strategically Can translate strategy into operational plans and outputs.</p> <p><b><i>Political Awareness</i></b> Has a clear understanding of the political reality and context of the organisation.</p> <p><b><i>Networking and Representing</i></b> 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><b><i>Bringing about Change</i></b> Demonstrates flexibility and an openness to change. Influences others and fosters commitment to change.</p>
<p><b>Delivering Results</b></p>	<p><b><i>Problem Solving and Decision Making</i></b> 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><b><i>Operational Planning</i></b> Contributes to operational plans and develops team plans in line with priorities and actions for their area of operations. Tracks and monitors activity. Establishes high quality service and customer care standards.</p> <p><b><i>Managing Resources</i></b> Manages the allocation, use and evaluation of resources to ensure they are used effectively to deliver on operational plans. Drives and promotes reduction in cost and minimisation of waste.</p> <p><b><i>Delivering Quality Outcomes</i></b> 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>

<p><b>Performance through People</b></p>	<p><b><i>Leading and Motivating</i></b>  Motivates others individually and in teams to deliver high quality work and customer focused outcomes.  Leads by example in terms of commitment, flexibility and a strong customer service ethos.</p> <p><b><i>Managing Performance</i></b>  Encourages people to deliver their part of the operational plan.</p> <p><b><i>Communicating Effectively</i></b>  Recognises the value of communicating effectively with all employees.  Actively listens to others.  Has good verbal and written communication skills.  Presents ideas clearly and effectively to individuals and groups.</p>
<p><b>Personal Effectiveness</b></p>	<p><b><i>Relevant Knowledge</i></b>  Keeps up to date with current developments, trends and best practice in their area of responsibility.  Demonstrates the required specialist knowledge, understanding and training for the role. Has strong knowledge and understanding in relation to statutory obligations of Health and Safety legislation and its application in the workplace.</p> <p><b><i>Resilience and Personal Well Being</i></b>  Demonstrates appropriate and positive self- confidence.  Remains calm under pressure and operates effectively in an environment with significant complexity and pace.</p> <p><b><i>Integrity</i></b>  Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others</p> <p><b><i>Personal Motivation, Initiative and Achievement</i></b>  Is enthusiastic about the role and sets challenging goals to achieve high quality outcomes.  Is self- motivated and persistent when faced with difficulties.  Engages in regular critical reflection in order to identify how own performance can be improved.</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.

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

Applications will only be accepted by email to: [recruitment@wexfordcoco.ie](mailto:recruitment@wexfordcoco.ie) no later than the closing date and time of: **5.00pm Thursday, 12<sup>th</sup> September 2019.**

### **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,
- 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](mailto:recruitment@wexfordcoco.ie).**

## **CONDITIONS OF SERVICE**

### **1. Tenure:**

The post is whole-time, temporary 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 a local authority 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 one year but 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: €30,874 – €40,464**

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.

**3. 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.

**5. 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 1<sup>st</sup> 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 1<sup>st</sup> 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.

**6. 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:

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