



Comhairle Chontae na Gaillimhe  
Galway County Council

# CANDIDATE INFORMATION BOOKLET

**Recruitment and Selection  
Campaign for the Position of:  
Head of Communications (Grade VIII)  
5 Year Fixed Term Contract**

**Closing Date for Receipt of Applications:**

**4.00pm on Thursday, 25<sup>TH</sup> JUNE 2026.**

**Important Notes:**

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

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## THE COMPETITION:

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Galway County Council is inviting applications from suitably qualified candidates with relevant experience for the position of **Head of Communications (Grade VIII) – 5 Year Fixed Term Contract**.

## THE ROLE:

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Galway County Council is seeking to employ a Head of Communications. Reporting to the Director with responsibility for the Corporate Services Directorate, the role is charged with leading the efficient management of Galway County Council's Communications Department and the direction and development of all local authority communications.

This is a senior leadership role responsible for establishing, embedding and leading a centralised Communications function for Galway County Council. The role will drive a cultural shift towards proactive, planned and consistent communications across the organisation, positioning communications as a core corporate function supporting governance, service delivery and public trust.

The holder of this experienced managerial position will demonstrate innovation, agility and a commitment to leading the development and implementation of a comprehensive communications strategy that reflects the Local Authority's corporate vision and Galway County Council's reputation as a location to work, live, visit and invest in.

The Head of Communications will act as a senior strategic adviser to the Chief Executive, Corporate Management Team, Cathaoirleach and Elected Members, providing expert guidance on communications strategy and public engagement.

## THE POST

## CHARACTER:

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Each candidate must be of good character.

## HEALTH:

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

For the purpose of satisfying the requirements as to health, it will be necessary for successful candidates, before they are appointed, to undergo at their own expense a medical examination by a qualified medical practitioner to be nominated by the Local Authority. On taking up appointment, the expense of the medical examination will be refunded to candidates.

## CITIZENSHIP:

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

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

## EDUCATION, TRAINING, EXPERIENCE, ETC:

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

- (i) A minimum **level 7** educational qualification in media/communications related discipline and specific work experience to an equivalent level to the satisfaction of the Council.
- (ii) Have a minimum of **7 years' satisfactory experience** in a broad communications role e.g. PR, Journalism, Media Management, Corporate Communications, Communication Campaigns and Digital Media.

- (iii) Demonstrate a high level of fluency and proficiency in the Irish language (both oral and written). Have obtained a minimum qualification at **level 7** on the National Framework of Qualifications in Irish or a qualification e.g. TEG Level C1 in Irish.
- (iv) A proven understanding of the local government operating environment, the Irish traditional and digital media landscape and proven delivery in the field of communications.
- (v) Substantial experience of dealing with the media.
- (vi) Proven leadership skills at a managerial level and experience managing a team in a fast-moving environment and advising senior leaders in an organisation.
- (vii) Experience contributing communications expertise to the development of wider organisation strategies and plans.
- (viii) A proven track record at senior level in leading and establishing a centralised communications function, including providing high-level strategic advice to senior management on media relations and public communications, including emergency communications.
- (ix) Demonstrated experience in leading communications during emergencies, critical incidents and severe weather events, including coordinating timely, accurate public messaging and advising senior management as part of an organisational emergency response.
- (x) Demonstrated experience in leading accessible and inclusive public communications within a complex organisation, ensuring compliance with statutory requirements.
- (xi) Proven ability in: Strategic Management and Change, Performance through People, Delivering Results and Personal Effectiveness.

**Applicants should at the date of applying, hold a full unendorsed valid Irish /EU licence, for Class B vehicles, or a licence acceptable to NDLS for transfer to full Irish licence, (Link below).**

<https://www.ndls.ie/help/faq.html#exchange-of-foreign-driving-licences>

## **Desirable Skills**

The ideal candidate should have:

- Excellent communication and interpersonal skills.
- Proven ability to network and develop strategic partners.
- A high degree of resilience and personal integrity.
- Proven skills in use of technology appropriate to the position.
- Highly developed presentation skills.
- Knowledge and understanding of the current/emerging media environment at a national/international level, the current political socio-economic environment and a satisfactory knowledge of topical developments in the County Galway region.
- Proven ability to influence and negotiate outcomes.
- Direct involvement in the development of a large-scale consumer communications campaign that included both traditional and digital media.
- Brilliant execution of campaigns demonstrating how an idea was brought to life across multiple consumer touch points, including digital/social channels, over time.
- Clear leadership skills and experience of managing a team including collaborating and working cross functionally with other teams and stakeholders.
- Experience developing organisational standards or toolkits for public-facing communications.

***Non-Irish Qualifications must be accompanied by a determination from Quality and Qualifications Ireland (QQI) to establish their comparability against the Irish National Framework of Qualifications, overseas qualifications must also be accompanied by a translation document.***

## **DUTIES AND RESPONSIBILITIES:**

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**The duties and responsibilities of the post involve but are not limited to the following:**

- Provide strategic leadership for all corporate communications and lead the implementation of a Council-wide Communications Framework aligned with the Corporate Plan, ensuring communications actively promote the Council's vision, values and objectives and support organisational priorities and good governance.

- Design and develop a strategic and integrated approach to informing and engaging the public and other stakeholders through implementation of Communications Strategy, Marketing/Branding and public relations strategies that will enhance County Galway's image and position nationally and internationally.
- Lead organisational change in how communications is planned, governed and delivered, embedding communications standards, protocols and accountability across Directorates.

### Communications, Media & Public Relations

- Establish, lead and develop a centralised Communications Unit, including managing staff within the centralised function; defining structures, roles, workflows and priorities; and building strong, effective working relationships across all directorates to ensure organisation-wide engagement and effective delivery of both strategic and operational communications.
- Develop an Irish language strategy with Oifigeach Forbartha na Gaeilge (Irish Development Officer) to ensure compliance with the Official Languages Act 2003 and 2021 Amendment, in line with the Gaeltacht Act 2012.
- Develop an Internal Staff Communications Strategy.
- Develop a Corporate Social Media Policy.
- Provide communications support and advice to the Management Team. Fully brief and support the Chief Executive, Senior Officials and the Cathaoirleach with background material/presentations/speeches for events requiring their attendance.
- Design and deliver communications strategies to support the stakeholder engagement of all high-profile projects in County Galway.
- Act as the principal source of information for Galway County Council and provide strategic leadership of all media relations, ensuring consistent, timely and accurate engagement with local, regional and national media.
- Develop engagement strategies to complete statutory and non-statutory consultation processes, including the organising of information sessions, focus groups, webinars, online content and the relevant marketing of same.
- Oversee the drafting and publication of all Council press releases and media responses.
- Organise digital media (photography/videography) relating to specific Council marketing campaigns, PR events and other communications-relevant occasions.
- Brief media partners and third parties e.g. media publishers, content creators (videographers/photographers/graphic designers) on relevant communications projects and campaigns.

- Represent the Council at public events, launches and engagements and ensure that communications and event-related materials are inclusive and accessible.
- Oversee and manage all externally procured communications, media, design and digital support to ensure alignment with the Council's strategic communications objectives and value for money.
- Communicate on a regular basis internally within the Council to staff and elected members on key developments within the Council.
- Demonstrate a high level of political awareness and thorough understanding of the local government environment in providing expert advice.

### Marketing & Brand Management

- Coordinate communications and corporate marketing in all sections of Galway County Council and its strategic partners to ensure that there is a coordinated approach to developing a positive brand that is clearly identifiable and connected with County Galway
- Assume responsibility for the management and delivery of all local authority media/public advertising campaigns.
- Manage, to a very high standard, media relations including leading publicly on difficult issues.
- Ensure consistent communication of message externally and internally.
- Be responsible for editorial direction, design, production and distribution of all Council publications.
- Coordinate media interest in the Council and County Galway generally including regular contact with target media and appropriate response to media requests.
- Manage the appearance of all print and electronic materials such as letterhead, use of logo, brochures, etc.
- Provide advice on marketing, communications and public relations to Managers, Staff and Elected members as appropriate.
- Ensure compliance with all required Local Authority financial, procurement, management and governance reporting processes.
- Establish and oversee corporate standards for accessible communications, branding and publications (including plain English, accessible formats and digital accessibility).
- Ensure Council publications, campaigns and corporate templates are developed in line with universal design, accessibility best practice, taking account of the diverse needs of the community.
- Provide leadership and guidance to Directorates on inclusive public communications, including consultation materials and public information.

- Ensure compliance with corporate policies (Health and Safety, HR, GDPR, Child Safeguarding, Public Sector Duty obligations etc.) in the course of conducting communications and corporate marketing activities.
- Ensure good governance and act in the public interest.
- Support the regular meetings of the Senior Management Team; and
- Undertake any other duties of a similar level and responsibilities as may be required or assigned on occasion.

#### Emergency & Critical Incident Communications

- Develop, maintain and lead the Council's Emergency Communications, including pre-approved messaging, protocols and media arrangements.
- Act as the central point of contact for communications during severe weather events, emergencies and critical incidents, coordinating messaging with the Management Team, relevant Directorates, Elected Members and external stakeholders.
- Conduct post-incident communications reviews and incorporate lessons learned into future planning.

#### Performance, KPI's & Reporting

- Develop key performance indicators and reporting mechanisms to measure the impact and effectiveness of communications activity, including media coverage, public engagement and internal communications, and report regularly to Management Team.

**The above specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**

## COMPETENCIES.

The ideal candidate for this position should possess the following competencies. Candidates will be expected to **demonstrate sufficient evidence of such competencies within their application form and at interview**. Any short-listing or interview processes will be based on the information provided by candidates on their application form:

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

<p><b>Strategic Management and Change</b></p>	<p><b>Strategic Ability</b> 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><b>Political Awareness</b> Has a clear understanding of the political reality and context of the organisation.</p> <p><b>Networking and Representing</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. Sustains a positive image and profile of Galway County Council.</p> <p><b>Bringing about Change</b> 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>
<p><b>Delivering Results</b></p>	<p><b>Problem Solving and Decision Making</b> Can pinpoint the critical necessary information and can address issues logically. Understands the context and impact of decisions made. Acts decisively and makes timely, informed and effective decisions.</p> <p><b>Operational Planning</b> Contributes to operational plans and develops team plans in line with priorities and actions for their area of operations. Delegates, tracks and monitors activity. Establishes high quality service and customer care standards.</p> <p><b>Managing Resources</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>Delivering Quality Outcomes</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>Leading and Motivating</b> Motivates others individually and in teams to deliver high quality work and customer focused outcomes. Develops the competence of team members and helps them meet their full potential. Leads by example in terms of commitment, flexibility and a strong customer service ethos.</p> <p><b>Managing Performance</b> Effectively manages performance. Builds and leads effective Teams/Sections/Units. Empowers and encourages people to deliver their part of the operational plan, using Team Development Plans and Personal Development Plans.</p> <p><b>Communicating Effectively</b> Recognises the value of and requirement to communicate effectively with all employees. Actively listens to others. Has effective verbal and written communication skills. Presents ideas effectively to individuals and groups.</p>
<p><b>Personal Effectiveness</b></p>	<p><b>Relevant Knowledge</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>Integrity</b> Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others</p> <p><b>Personal Motivation, Initiative and Achievement</b> Is enthusiastic about the role and sets challenging goals to achieve high quality outcomes. Is self-motivated and works to keep knowledge and skills up to date. Anticipates situations and acts to pre-empt problems. Creates new opportunities. Is persistent when faced with difficulties. Engages in regular critical reflection in order to identify how own performance can be improved.</p> <p><b>Resilience and Personal Well Being</b> Demonstrates appropriate and positive self-confidence. Remains calm under pressure and operates effectively in an environment with significant complexity and pace.</p>

## 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:

Entry to the scale shall be determined having regard to Departmental Circulars. 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	01/06/2026
1	€82,595
2	€83,331
3	€86,572
4	€89,833
5	€93,101
6	€96,333
7	€99,586
LSI 1	€103,275
LSI 2	€109,155

## **WORKING HOURS**

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35 Hours per week

## **ANNUAL LEAVE:**

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30 Days per annum

## **RESIDENCE:**

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

## **GARDA VETTING:**

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

## **OUTSIDE EMPLOYMENT**

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

## **SUPERANNUATION CONTRIBUTION**

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If you join the public service for the first time, on or after the 1<sup>st</sup> January 2013, the Single Public Service Pension Scheme will apply to you. 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. The Single Pension Scheme is a Defined Benefit Pension Scheme.

A person who becomes a pensionable employee of a local authority who is liable to pay the Class A rate of PRSI contribution and is in the public service prior to 1st January 2013, 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). Contributions will also be applicable to the Spouse and Children's pension scheme.

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 may also be required, if applicable, in respect of the Local Government (Spouse 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.

Employees are admitted to the Local Government 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 a Defined Benefit Scheme and provides for payment of a pension, retirement lump sum and death gratuity.

Your Retirement benefits are only payable at retirement, if you have completed the vesting period of two years.

## COMMUNICATIONS

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

The onus is on the applicant to inform the Human Resources Department of any change in postal address throughout the recruitment and selection campaign. This can be done by emailing [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie). The onus is also on each applicant to ensure that s/he is in receipt of all communication from the Galway County Council.

Galway County Council does not accept responsibility for communications not accessed or received by an applicant.

## STAGE 1: CLOSING DATE FOR SUBMISSION OF APPLICATION FORM

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- Applications may be submitted to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) or posted to Galway County Council, Human Resources Department, County Hall, Prospect Hill, Galway. Please ensure that applications are posted in sufficient time so as to be received by **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.

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

## **STAGE 2: SHORTLISTING**

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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**

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### **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.

## **-THE FINE PRINT-**

### **GENERAL INFORMATION**

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1. Galway County Council reserves the right to vary the number and sequence of each stage of the selection process as the competition progresses
2. Galway County Council will not be responsible for refunding any expenses incurred by candidates.
3. The admission of a person to the competition, or invitation to partake or attend any element of the selection process, or a successful result letter, is not to be taken as implying that Galway County Council is satisfied that such a person fulfils the requirements.
4. Placement on any panel from this competition is no guarantee that a position will be offered.
5. **The Importance of Confidentiality**  
Candidates can expect that all enquiries, applications, and all aspects of the proceedings to the extent that they are managed by Galway County Council are treated as strictly confidential subject to the provisions of the General Data Protection Regulations and the Freedom of Information 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 25<sup>th</sup> of 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 & 2003.

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

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

## **IMPORTANT INFORMATION-TERMS AND CONDITIONS**

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*Your attention is drawn to this important information.*

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

1. All test and assessment materials are subject to copyright, and all rights are reserved. No part of the tests/ assessment materials (including any text, questions and/or potential answer options) or associated materials (including practice and/ or familiarisation materials) may be reproduced or transmitted in any form or by any means including electronic, mechanical, photocopying, printing, photographing, recording, written or otherwise, at any stage. To do so is an offence and may result in you being excluded from the selection process.
2. Canvassing - Candidates should note that canvassing to enhance their candidature or encouraging others to do so will disqualify them and will result in their exclusion from the recruitment campaign.
3. Candidates in the recruitment process must not:
  - Knowingly or recklessly provide false information.
  - Canvass any person, with or without inducements.
  - Interfere with or compromise the process in any way.
4. A third party must not impersonate a candidate at any stage of the process.  
If a person found guilty of such an offence was or is a candidate in a recruitment process, then:
  - Where s/he has not been appointed to a post, s/he will be disqualified as a candidate.
  - Where s/he has been appointed subsequent to the recruitment process in question, s/he shall forfeit that appointment.
5. The admission of a person to the competition, or invitation to undertake any element of the selection process is not to be taken as implying that Galway County Council is satisfied that such a person fulfils the essential requirements.

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

## **GENERAL PRINCIPLES**

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

## **ADVERTISING**

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

## **LEGISLATION**

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

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

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

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

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

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

- Candidates must not knowingly provide false information on their application.
- No other person may impersonate or represent a candidate at any stage of a selection process.
- Candidates must not interfere with or compromise the process in any way.
- Any candidate found to carry out any of the above and who was/is a candidate in the recruitment process, may be disqualified as a candidate or if appointed, may forfeit the appointment.

## **APPOINTMENT ON MERIT**

- *Eligibility* – specific requirements for posts may be set down by the appropriate Minister/Body, such as academic/professional qualifications, minimum amount and type of experience and/or knowledge, and in some cases, other factors such as health/fitness, security clearance considerations, etc. Candidates are advised as soon as possible after the closing date of the decision regarding their eligibility for the post. However, admission to a competition or invitation to interview is not to be taken as implying that the Council is satisfied that the candidate fulfils all requirements or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. Therefore, the onus is on the candidate to ensure that they meet the eligibility requirements before attending for interview, as candidates attend for interview at their own expense.
- *Shortlisting* – where a large number of persons apply for a post, the Council reserve the right to admit to the competition, only candidates who appear to be likely to possess a standard sufficient for appointment. The shortlisting process can take the form of: -
  - Shortlisting of candidates on the basis of information contained in their application form.
  - Other written, oral or practical tests appropriate to the position.
  - Preliminary interviews to reduce the number of candidates to a more manageable number for the final Interview Board or
  - Preliminary interviews to determine qualified candidates, after which a selected number of the qualified candidates are called back for final interview.

- *Main Interview* – the Council is committed to a process of selection on merit, based on fair and open competition. The criteria for judging suitability and ranking will be related directly to the qualification, attributes and skills required to undertake the duties and responsibilities to the standard required in the post.
- *Interview Board* – the Interview Board are selected and convened having regard to their training, experience and expertise in the particular functional area. Gender representation is also taken into consideration when constituting a board, subject to availability. Interview Board Members have regard to their responsibilities under Equality and Freedom of Information legislation in the conducting of interviews.
- *Panel* – following completion of interviews, a panel may be formed, the duration of which is at the discretion of the Council. While a panel remains in force, offers of temporary or permanent employment may be made subject to confirmation of qualifications and satisfying clauses in relation to health, character or other requirements of the particular post. Persons to whom an offer of employment is made must take up duty within 1 month from the date of offer, or such extended period as the Council may agree, otherwise, the Council may decide not to appoint them.

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

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

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

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

## Application Form Checklist

- ✓ All application forms must be submitted fully completed and inclusive of all the requested documentation (Educational Qualification Documents and Driving Licence) by the closing date. All **incomplete applications** will be returned as **invalid** after the closing date and will not be included in the competition.
- ✓ Please submit *your application form inclusive of all other required documentation* to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) as **ONE SINGLE document** (not individual scanned documents) before the closing date and time.
- ✓ All information must only be provided on the formal application form. Additional information via Curriculum Vitae **will not** be considered.
- ✓ Ensure that you have answered all questions fully.
- ✓ Copies of Educational qualifications & driving licence (not originals), i.e. Leaving Certificate, degree etc., whichever is applicable in your case, must be submitted with your application. Original certificates will be required prior to any appointment.
- ✓ Applications may be submitted by email to [hr@galwaycoco.ie](mailto:hr@galwaycoco.ie) providing all required information is included on the application (i.e. scanned copy of educational qualifications, driving licence etc.)
- ✓ Applications will be short-listed on the basis of the information provided on the application form and therefore you should ensure that you have fully completed your application, and all documentation requested is submitted.
- ✓ Candidates who send their applications by post should allow sufficient time to ensure delivery not later than the latest time for acceptance. The responsibility rests with the applicant to ensure the application form, in full, along with all requested documentation is **received** on time by the Human Resources Department, Galway County Council.
- ✓ Claims that any application form or letter relating to it has been lost or delayed in the post will not be considered unless a Post Office Certificate of posting is produced in support of such claims. The responsibility to make contact with An Post regarding any delay's rests with the applicant.
- ✓ Please notify the Human Resources Department of any change of address, telephone number or email address.