



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

Assistant Engineer – Electrical

Cork City Council

Closing Date:

4pm, Friday 6th March 2026

To be read in conjunction with

Our Candidate Information Booklet

BACKGROUND

Located on Ireland's scenic south coast, Cork City is the country's second-largest urban centre and home to over 224,000 people. Since the 2019 extension of the city's boundary, Cork has entered a new phase of ambitious growth and development, with its population projected to reach 335,000 by 2040. Backed by over €2.5 billion in investment, this expansion is focused on sustainable, infrastructure-led growth-enhancing housing, transport, public amenities and cultural services across the city.

Cork City Council is a large urban local authority with over 1,600 employees operating across more than 40 locations. The Council is made up of 31 elected members who represent five wards across the city and play a vital role in shaping local policy, decision-making and strategic priorities. The Council has an annual revenue budget in excess of €362 million for 2026 and delivers a broad range of public services including housing, planning, transport, libraries, parks and recreation, community development, culture and placemaking. Internal services include Finance, ICT, Human Resources, and Corporate Affairs.

The Council's work is guided by the Corporate Plan 2024–2029, which sets out a clear vision and values for Cork's future – placing sustainability, innovation, service excellence, and community wellbeing at the heart of everything we do. Cork's international recognition as a UNESCO Learning City, a WHO Healthy City and one of the EU's Climate-Neutral and Smart Cities reflects the city's ambition and global outlook. The Corporate Plan can be viewed here: [Cork City Council Corporate Plan 2024–2029](#).

Cork City Council is committed to delivering excellent public services by working collaboratively with strategic partners, businesses, communities and neighbourhoods to ensure that the city continues to thrive as a place to live, study, visit and work. Our people are committed to our values of public service, integrity, respect, a people centred approach, responsibility, and ambition.

We are now inviting applications from suitably qualified individuals for the role of Assistant Engineer – Electrical.

Vision, Mission, & Values

Our Vision

Make Cork City Better

Our Values

Public Service	Integrity	Respect	People Centred	Responsible	Ambitious
Provide high quality services and address peoples' needs in a manner that is both inclusive and equitable.	We act honestly, openly and fairly in all our dealings.	We treat all people with respect	We engage with people in a fair, courteous and timely manner. We strive for continuous improvement.	We are accountable and transparent and act responsibly in our dealings and decision making.	We work to attract investment to the City

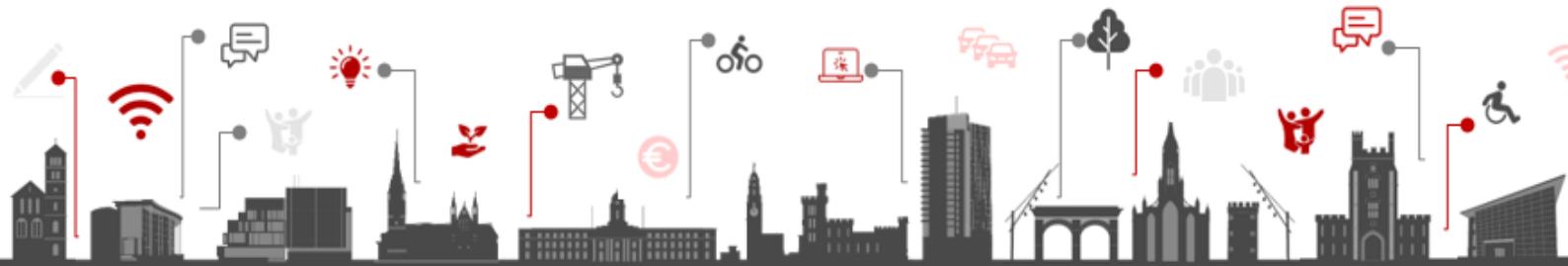


Our Mission

People – A City of Welcomes where a Public Service ethos is at the core of how we do business.

Place – An Ambitious, Vibrant, and Sustainable City ready for the future while continuing to deliver high quality services every day.

Prosperity – A Vibrant City of Neighbourhoods, Communities and Businesses working together to deliver on our economic and cultural potential.



THE ROLE

Applications are invited from suitably qualified persons, who wish to be considered for inclusion on a panel from which temporary and permanent vacancies for **Assistant Engineer (Electrical)** will be filled. The vacancies will be initially assigned to the Intelligent Transport Systems (ITS) section of the Local Area development and Operations Directorate of Cork City Council.

The successful candidate will be required to report to their appropriate line manager (Executive Engineer), to assist the management team as may be required and deal with the elected members in respect of their role. The successful recruit may also be required to deputise for the Executive Engineer from time to time.

The post requires a wide range of technical knowledge as well as the ability to work with a range of disciplines including Electrical/Civil engineering, Intelligent Transport Systems and Asset management and may be assigned to the following areas:

Public lighting Operations

The successful candidate may work as part of the Public Lighting operations team who are responsible for managing 26,000 public lights in the city ensuring efficient, safe and sustainable operation and identify improvements to meet sustainable energy and safety targets.

The successful candidate will amongst other duties:

- monitor Health and safety compliance by undertaking the duties of Authorizing officer for public lighting contractors working in proximity to the ESB distribution network,
- prepare technical aspects of contracts to deliver the new equipment/systems and maintenance services,
- prepare and configure information in asset and works management and diagnostic systems (Deadsure) to optimise the network for efficient operations.
- manage the specification of new assets and the taking in charge of assets into maintenance.
- undertake utility power connection applications, liaise with DSO and maintenance contractor during the whole application process

<https://www.corkcity.ie/en/council-services/services/roads-and-traffic-management/public-lighting/>

ITS Sustainable Travel Improvements/Works

The successful candidate may work as part of the ITS Operations/Active travel team team who are responsible for improvement works on the Transportation network in the city ensuring efficient, safe and sustainable operation and identify improvements to meet sustainable energy and safety targets.

The successful candidate will amongst other duties:

- Undertake designs of Intelligent Transport Systems deployments including traffic signal operations, civils works, communications, configurations, including service contractor procurement and management when necessary.
- Carrying out of site inspections/validations and attending and advise on Site Acceptance Tests for ITS equipment/installations.
- Supervise contractors/staff in the delivery modal shift and ITS projects improvements in accordance with the ITS Strategy and CMATs
- Manage, organise and input to asset management and BIM systems

Traffic Systems reconfigurations for Bus Service improvements

The successful candidate may work as part of the ITS team who are responsible for managing 10,312 assets in the city ensuring efficient, safe and sustainable operation and identify improvements to meet sustainable energy and safety targets.

The successful candidate will amongst other duties:

- Undertake traffic signal optimisation and checks for traffic control equipment, including validations of the Urban Traffic Control (UTC) network and isolated signal sites to improve Bus Services.
- Manage, specify and configure the Traffic Control network in line with regional priorities, modal priorities and demand, ensuring optimal performance for all road users.
- Liaise with the NTA and other agencies, recording issues, prioritising actions and scheduling resources to maintain network reliability and operational efficiency.
- Maintain up-to-date resilience and contingency plans for ITS hardware within the Urban Traffic Control Centre.
- Monitor the physical Intelligent Transport Systems network on site and implement modifications to network priorities to facilitate roadworks and support the integration of BusConnects delivery into ITS systems.
- Work collaboratively with the ITS data specialist to interpret network performance outputs and apply insights to optimise operational strategies.
- Support project delivery, stakeholder engagement and communication for ITS-related initiatives.
- Assist with the planning, testing, commissioning and documentation of ITS upgrades, new installations and system enhancements.

DUTIES

- Implement the processes and systems of the Section to maintain and improve services.
- Carry out engineering or ancillary duties assigned, working independently or as part of a team.
- Provide support to ensure the efficient and safe operation of systems including electrical power supplies, wireless and fiber communications and PLC control, IP Networks and infrastructure.
- Liaise and monitor staff/contractors to deliver projects and electrical/mechanical and civil work processes.
- Supervising and managing staff performance, conduct and development and associated industrial relations issues as required.
- Undertake periodic audits on site to staff/contractors/data and prepare concise reports to advise of compliance and implement improvements.
- Supporting all aspects of the delivery of project delivery including, the development of the project brief, managing design/planning/procurement processes, construction supervision, programme management, quality management, dispute resolution, financial management and testing and performance evaluation as required in accordance with best practice project management, contract management and financial management procedures.
- Preparing budgets, ensuring that works are implemented within allocated budgets and ensuring accurate and timely draw-down of scheme funds from funding agencies.

- Prepare and configure information in asset and works management and diagnostic systems to optimise for efficient operations.
- Evaluate systems for efficient and sustainable operation and identify improvements to meet sustainable 2030 energy, carbon and climate action targets.
- Prepare technical aspects of contracts to deliver the new equipment/systems and maintenance services.
- Ensuring efficient and effective response to all stakeholders in particular ESB Networks to ensure the timely delivery of works.
- Implement Council's Corporate Health & Safety systems ensuring compliance with Health & Safety legislation and regulations.
- Implement assigned actions in the Team operational plan and Performance Management and Development System.
- Liaising with other local authorities, government departments and statutory agencies including Compiling preparing and presenting reports as necessary to a variety of stakeholders.
- Maintain high quality records of work and provide timely progress reports.
- Carrying out such duties as may be assigned from time to time.

The above duties are not intended to be a comprehensive list of all responsibilities involved. Accordingly, the post holder may be required to perform other duties appropriate to the post, as may be assigned from time to time, and to contribute to the ongoing development and evolution of the role while in office.

QUALIFICATIONS FOR THE POST

Character

Candidates shall be of good character.

Health

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

Education, Experience, etc.,

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

- a) (i) hold at least at least an ordinary bachelor's degree (level 7* or higher on the National Framework of Qualifications (NFQ)) in Engineering;

* *level 7 must be equivalent to at least 180 ECTS (European Credit Transfer Accumulation System) credits.*

OR

- (ii) hold an ordinary bachelor's degree (level 7 or higher on the National Framework of Qualifications (NFQ)) **and** a post graduate master's degree (level 9 on the NFQ) in Engineering;

OR

- (iii) hold a master's degree (level 9 on the National Framework of Qualifications) in Engineering attained after completing an integrated master's level programme of at least a 4-year duration and which is accredited at CEng level by Engineers Ireland or an equivalent accreditation body internationally.

Note: Level 8 & 9 qualifications (on the [National Framework of Qualifications](#)) **must** be accredited at Chartered Engineer (CEng) level by [Engineers Ireland](#) **or** an equivalent international body (e.g. [Washington Accord](#)).

Candidates shall on the latest date for receipt of completed application forms for the post:

- (b) Have at least two years' satisfactory relevant engineering experience; and
- (c) Possess a high standard of technical training and experience.
- (d) Possess a high standard of administrative experience.
- (e) Have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge.
- (f) **Driving Licence:**

Candidates must hold a current clean driving licence (Class B) for the relevant vehicle class they are driving, free from convictions and medical limitations that do not permit them or prevent them

driving their own vehicle, or a vehicle provided by Cork City Council. Should you be disqualified from driving you may be subject to an appropriate sanction which may include demotion/suspension or other disciplinary action.

Desirable Skills

- Hold a recognised level 7 in the National Framework of Qualification or equivalent professional qualification in **Electrical Engineering**.
- Be able to demonstrate a strong ability in the following areas - Identifying Problems and Contributing to Solutions, Communicating Effectively and Delivering Quality Work and Services.
- Knowledge of the design of electrical systems and services and an understanding of the electrical maintenance requirements
- Have satisfactory experience in lighting or traffic signal/ITS design, Low Voltage (LV) cable design or installation, site electrical installation.
- Knowledge of health & safety legislation and safety regulations.
- Have relevant experience in Lighting design or Traffic signals or ESB Network distribution systems
- Have good interpersonal skills to communicate effectively with internal and external stakeholders including interest groups and public representatives.

Competency Framework

Candidates are expected to be able to demonstrate in their application and at interview (should they be called) that they possess these competencies through the experience and skills they have gained to date.

IDENTIFYING PROBLEMS AND CONTRIBUTING TO SOLUTIONS

Evaluates issues and situations in a logical and objective manner in order to arrive at effective solutions. Makes decisions in a timely, clear, and well-informed way.

- Analyses issues in a logical and rational manner considering all relevant information, policies, and procedures including legislation.
- Shows good judgment and balanced decision-making.
- When evaluating a complex issue, considers a range of factors beyond the immediate situation.
- Has the conviction to make and stand over decisions based on limited information, where necessary.
- Is solution focused.

COMMUNICATING EFFECTIVELY

Recognises the value of and requirement to communicate effectively. Has effective verbal and written communication skills. Has good interpersonal skills.

- Good communicator with the ability to develop and maintain good working relationships.
- Ability to give and receive information accurately and clearly and ability to take instruction.
- Demonstrates good written and verbal skills when required and has good interpersonal skills.
- Strong ability to deal with the public.
- Identifies and manages conflict and potential sources of conflict.

DELIVERING QUALITY WORK AND SERVICES

Implements high standards of service delivery. Abides by the laws, regulations and policies and procedures affecting your employment and the discharge of your duties.

- Undertakes training as required to continuously improve quality work output.
- Makes best use of time to complete allocated tasks.
- Participates actively in the development of team pride in providing an excellent service.
- Ability to plan, organise and schedule work/tasks to ensure they are completed on time and to specification.
- Ability to work on own initiative and unsupervised and maintain a positive, constructive, and enthusiastic attitude to their role.
- Makes timely and reasoned decisions or recommendations, within their area of operation, in a consistent, fair, and transparent manner.
- Is responsible for the proper use, care, custody and maintenance of all Council equipment, plant, supplies and materials.

Salary

The salary scale for the post is:

€47,770 - €50,438- €52,425- €54,487- €56,600- €58,748- €60,915- €63,083- €65,250- €67,421- €69,603- €71,834 (LSI 1) - €74,068 (LSI 2)

In accordance with Departmental Circular Letter EL 02/2011, a person who is not a serving local authority employee on or after 1st January 2011 will enter the scale at the minimum point.

Hours of Duty

- The standard working week is **35 hours per week**. The role may, on occasion, require evening or weekend work.
- Holders of the post may be required to attend for duty at any time, in accordance with arrangements made by the local authority. The Council reserves the right to alter hours of work from time to time.
- All hours worked will be subject to the provisions of the **Organisation of Working Time Act, 1997** and the **Organisation of Working Time (Regulations) Act, 2001**.

Garda Vetting

This post may come within the scope of the **Local Authorities Garda Vetting Scheme**. Further information is available in our [**Candidate Information Booklet**](#), which provides details on vetting requirements, the format of the competition, the principal conditions of service, and data protection under the **General Data Protection Regulation (GDPR)**.

Equality, Diversity & Inclusion

Cork City Council is an **equal opportunities employer**. We welcome and encourage applications from suitably qualified candidates, regardless of gender, age, civil or family status, sexual orientation, gender identity, disability, race, ethnic origin, membership of the Traveller community, religion, or belief.

Closing Date

The deadline for receipt of applications is **4:00pm on Friday, 6th March 2026**.