



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

General Operative – Cleansing (Specific)

Cork City Council

Closing Date:

4pm, Thursday 26th February 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 boundary extension, 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 1,675 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 of approximately €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, Legal Affairs, and Corporate Affairs.

Our 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.

Cork City Council is committed to delivering high-quality public services by working collaboratively with strategic partners, businesses, communities and neighbourhoods. Together, we are shaping a city that continues to thrive as a vibrant place to live, study, visit, and work.

We are now seeking applications from individuals who are passionate about public service and eager to contribute to Cork's ongoing transformation. If you bring relevant experience, a commitment to service excellence, and a forward-thinking approach to innovation and customer focus – we want to hear from you. Our people are committed to our values of public service, integrity, respect, a people centred approach, responsibility, and ambition. The successful candidate will have the opportunity to play a meaningful role in shaping the city's future, driving impact and supporting Cork's continued growth and success.

The Corporate Plan can be viewed here: [Cork City Council Corporate Plan 2024–2029](#)

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.



Cork City Council invites applications for the position of **General Operative (Cleansing Specific)** to fill **permanent, full-time and temporary positions**. This competition may be used to fill **permanent and/or temporary vacancies** as they arise during the lifetime of the panel.

DUTIES

Duties – Manual Street Cleansing Operative

As part of the Cleansing Team, the post holder will be required to:

- Assist in the delivery of street cleansing operations, including litter picking and sweeping, removal of illegally dumped waste, weeds and detritus, and the power washing of pavements and bins at locations throughout the city.
- Carry out physical duties including, but not limited to, manual sweeping, emptying and maintaining litter bins, disposal and removal of waste, fly-tipping clean-ups and removal of dead animals.
- Work as part of a crew and carry out all duties assigned by the relevant supervisor or line manager.
- Be responsible for the safe operation and care of any vehicle, plant and ancillary equipment allocated to them.
- Comply with Cork City Council's Fleet Management Services Policies, Procedures and Handbook.
- Provide a high standard of customer service and contribute to maintaining a clean, safe and welcoming environment for residents and visitors.
- Act as an ambassador for the Council by being professional, courteous, efficient and helpful to members of the public.
- Ensure that health and safety requirements, safe systems of work, housekeeping standards, and operational procedures are complied with through regular checking and cleaning of equipment and work areas.
- Participate in mandatory training, including health and safety and industry-related updates, as required.
- Use, as directed and subject to appropriate training, Information Technology equipment including mobile phones, hand-held devices and other relevant technologies.
- Support and participate in quality improvement initiatives and the maintenance of high service standards.
- Maintain good work practices and positive working relationships with colleagues and supervisors.
- Maintain and communicate information necessary for the effective delivery of the service.
- Carry out any other duties appropriate to the grade of General Operative within the Cleansing Section or other functional areas of the Council, 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.,

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

- a) Have a standard of education such as will enable the applicant to satisfactorily perform the duties of the position.
- b) Have a valid Safe Pass registration card prior to taking up an appointment.

Desirable Skills

Candidates should also be able to demonstrate strong ability in the following areas:

- Problem Solving
- Communicating Effectively
- Delivering Results

In addition, candidates should:

- Have the capability or aptitude to use computer-based systems (e.g. email, Word, Excel and other relevant systems) and new technologies or be willing to undertake any necessary training and upskilling.
- Be suitable for undertaking driving duties, subject to holding the appropriate driving licence and operational requirements.

Competency Framework

Please note that the following competencies will be explored during the interview:

- Problem Solving
- Communicating Effectively
- Delivering Results

The interview will give you the opportunity to demonstrate your experience and skills in these areas, so we encourage you to think about examples from your past work that highlight your strengths in each competency.

PROBLEM SOLVING

Employees, through their supervisor, must be alert to any opportunities that arise to do their job in either a better or more efficient manner.

- Identifies problems or issues at an early point and alerts his or her supervisor.
- Knows the limits of his or her decision-making authority and knows when to refer issues to higher authority for consultation or decision.
- Shows good judgement and balanced decision-making when dealing with risk.
- Participates in regular discussions with other team members to come up with solutions to operational problems

COMMUNICATING EFFECTIVELY

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

- Checks understanding rather than making assumptions.
- Consults others carefully on sensitive or delicate issues.
- Demonstrates good written and verbal skills when required and has good interpersonal skills.
- Effectively supports team members by communicating in a positive way

DELIVERING RESULTS

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.
- Is responsible for the proper use, care, custody and maintenance of all Council equipment, plant, supplies and materials

Salary

Remuneration for the position of General Operative is:

€691.60 - €711.04- €749.76- €753.35- €758.61- €759.79- €762.53- €764.48- €766.46- €766.46- €767.16 - €771.30 (LSI 1) - €773.40 (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 39 hours. You will be required to be available for weekend overtime and for covering events within the city boundary.
- 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**.

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 Thursday 26th February 2026**.

Local Authority Organisational Structure

(Operational Grades)

GENERAL FOREPERSON

ASSISTANT GENERAL FOREPERSON

JUNIOR FOREPERSON

DRIVER HELPER

GENERAL OPERATIVE