



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

Intelligent Transport Systems Officer

[Grade V]

Cork City Council

Closing Date:

4pm, Tuesday 9th June 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

Provide high quality services and address peoples' needs in a manner that is both inclusive and equitable.



Integrity

We act honestly, openly and fairly in all our dealings.



Respect

We treat all people with respect



People Centred

We engage with people in a fair, courteous and timely manner. We strive for continuous improvement.



Responsible

We are accountable and transparent and act responsibly in our dealings and decision making.



Ambitious

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.



ORGANISATIONAL CONTEXT

Cork City Council's Local Area Development and Operations Directorate is responsible for the management and maintenance of an extensive road network comprising approximately 491km, including 32km of national roads, 40km of regional roads and 419km of local roads.

In recent years, the network has evolved significantly, with increased provision for sustainable transport infrastructure, including dedicated bus lanes, bus priority junctions and cycle lanes.

The Cork Metropolitan Area Transport Strategy outlines a programme of major investment in Cork's transport network over the coming years. This investment aims to support a growing city and will require the continued expansion and enhancement of Intelligent Transport Systems (ITS) and public lighting infrastructure.

The Intelligent Transport Systems (ITS) Section is responsible for a range of service areas, including public lighting, urban electrical services, traffic signals, road lining and signage, and the management of ITS, electro-mechanical and electrical installations.

The Section also contributes to the delivery of ITS and electrical design, project and contract management, transport planning, emergency response, traffic management, and energy efficiency and CO₂ reduction initiatives.

A key function of the ITS Section is to develop, maintain and manage the city's Intelligent Transport Systems infrastructure to support all road users, including pedestrians, cyclists, public transport and commercial vehicles.

The Multi-Modal Control Centre operates as the hub for traffic management across the city. It monitors and manages the transportation network in real time using systems such as the Split Cycle Offset Optimisation Technique (SCOOT), Variable Message Signs (VMS), CCTV and detection systems. The Control Centre also manages the fault management system (Imtrac) and provides real-time updates on network conditions.

THE ROLE

The ITS Officer (Grade V) will be a member of the Intelligent Transport Systems (ITS) Section within the Local Area Development and Operations Directorate of Cork City Council.

The role forms part of the ITS Systems Team, contributing to the delivery of the ITS strategic ten-year plan, aligned with the Cork Metropolitan Area Transport Strategy. The successful candidate will report to an Executive Engineer within the ITS Section, or to another designated officer as required.

The ITS Officer will support the management team in the delivery, operation and maintenance of ITS infrastructure and services across the city. The role involves working closely with a range of stakeholders, including elected members, and assisting in the implementation of ITS-related projects and initiatives.

The successful candidate will be required to report to their line manager (Executive Engineer), assist the management team as required, and engage with elected members in respect of their role. The role may also involve deputising for the ITS Inspector from time to time.

This position requires a broad range of technical knowledge and the ability to work across multiple disciplines, including Electrical and Civil Engineering, Intelligent Transport Systems, data analysis and asset management.

DUTIES

The main responsibilities of the ITS Officer (Grade V) will include, but are not limited to, the following:

Traffic Systems Operations & Optimisation

- Undertake traffic signal optimisation and performance checks for traffic control equipment, including validation of the Split Cycle Offset Optimisation Technique (SCOOT) network and isolated traffic signal sites.
- Manage, specify and configure the Traffic Control network in line with regional and modal priorities to ensure optimal network performance.
- Monitor the ITS environment using appropriate tools, including remote monitoring and fault management systems, and take timely corrective action.
- Configuring and adjusting ITS traffic management systems to accommodate Bus Improvement works.
- Approving Site Acceptance Testing during traffic signal alteration works on behalf of Cork City Council.

ITS Design, Implementation & Maintenance

- Assist in the design and deployment of ITS infrastructure, including traffic signal operations, communications systems, configurations and SCOOT UTC systems.
- Support procurement and management of service contractors, where required.
- Maintain, optimise and validate the ITS communications network, including copper and fibre infrastructure, switches, routers and VPNs.
- Carry out site inspections, validations and participate in Site Acceptance Testing for ITS equipment and installations.

Systems Monitoring, Data & Asset Management

- Monitor and log system faults, maintain accurate records and datasets, and support fault resolution and continuous improvement of ITS assets.
- Contribute to the management and development of:
 - ITS physical network environment
 - ITS storage networks and server infrastructure (physical and virtual)
 - Emerging ITS cloud-based applications
 - Open data publication of ITS datasets

Stakeholder Engagement & Service Delivery

- Liaise with internal departments (including Information Systems), external project teams, other local authorities and relevant stakeholders.
- Provide technical support, reports and site visits as required.
- Engage with members of the public and external agencies, recording issues and co-ordinating responses based on priority.
- Coordinating with the Stakeholders and assigned contractors and specialists regarding Bus Connects delivery timeframes and KPIs.

Cybersecurity, Systems Integrity & Incident Response

- Implement and support policies to ensure the integrity and security of ITS systems and data.
- Contribute to cybersecurity measures, including firewalls, user access controls and incident response procedures.
- Support resilience and contingency planning for ITS systems, including the Urban Traffic Control Centre.

Project Delivery & Reporting

- Deliver projects in line with the Section's annual operational plan and within available resources.
- Prepare clear and concise technical reports as required.
- Assist in scheduling resources and prioritising workloads to ensure efficient service delivery.

Health, Safety & Compliance

- Assist the Executive Engineer in implementing Cork City Council's Health, Safety and Welfare policies and procedures.
- Ensure compliance with all relevant safety standards and protocols in the execution of duties.

General

- Work collaboratively as part of a multidisciplinary team and apply sound judgement in assessing situations, following procedures and consulting with specialists as required.
- Provide support for remote desktop and mobile device environments where relevant to ITS operations.
- Undertake any other duties appropriate to the post as may be assigned from time to time by the Executive Engineer.

This job description is not intended to be exhaustive, and the post holder may be required to carry out additional duties commensurate with the role.

QUALIFICATIONS FOR THE POST

1. **Character**

Candidates shall be of good character.

2. **Health**

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

3. **Education, Experience, etc.,**

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

- a. A recognised Level 6 on the National Framework for Qualifications in Electrical/Electronic Engineering, Information Technology or Computer Science;
- b. Minimum of 2 years satisfactory post graduate experience in
 - Traffic Signals installation

Or

 - IP networks and fiber optic telecommunications

Or

 - In the installation or maintenance of Electronic equipment.

4. **Driver's License**

Candidates must hold a full, current Class B driving licence or have access to a means of transport that enables them to fulfil the requirements of the role.

5. **Desirable Skills**

The ideal candidate will be able to demonstrate a strong ability in the following competency areas (see Competency Framework below):

- Identifying Problems and Contributing to Solutions
- Communicating Effectively
- Delivering Quality Work and Services

Desirable Technical Knowledge and Experience

- Knowledge and/or experience in the following areas would be a significant advantage:
- Traffic signal controller configuration and optimisation
- Electronic equipment installation, commissioning and maintenance
- Remote diagnostics and system support

- Software programming and/or debugging
- Management and maintenance of IP-based networks
- PLC programming and/or SCADA systems

Additional Relevant Experience

The following experience and knowledge would also be considered beneficial:

- Experience working in a roads or traffic management environment.
- Knowledge of Health and Safety legislation and associated regulations.
- Familiarity with the Traffic Signs Manual Ireland.
- Experience in site-based electronic, mechanical or electrical installations.
- Exposure to Factory Acceptance Testing (FAT) and Site Acceptance Testing (SAT) of electrical control installations.

COMPETENCY FRAMEWORK

Candidates will be expected to demonstrate in their application form and at interview, if invited, that they possess the competencies required for the role through the skills, knowledge and experience 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 taking into account all relevant information, policies and procedures including legislation.
- Shows good judgement and balanced decision making.
- When evaluating a complex issue, takes into account a range of factors beyond the immediate situation.
- Has the conviction to make and stand over decisions based on limited information, where necessary.

COMMUNICATING EFFECTIVELY

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

- Writes reports, memos and emails in a clear and concise manner.
- Responds in a timely and accurate way to requests for information.
- Influences others effectively to get support and commitment to proposals or suggestions.
- Makes a case in a confident and credible manner.

DELIVERING QUALITY WORK AND SERVICES

Sets and implements high standards of service delivery. Closely monitors quality of activities and takes initiatives to improve work processes over time.

- Sets clear standards for the quality of work of all main work areas.
- Demonstrates a strong customer service ethic and example with internal and external customers.
- Reviews and measures the quality of work.
- Intervenes immediately and decisively where there is a problem with service quality.

Salary

The salary scale for the post is:

€52,239 - €53,799 - €55,392 - €57,019 - €58,657 - €60,567 (LSI 1) - €62,484 (LSI 2)

A shift allowance equivalent to one-sixth (1/6) of the annual salary will be payable in respect of participation in the rostered shift arrangement within the Multi-Modal Control Room.

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.
- The successful candidate will be required to participate in a rostered shift system within the Traffic Control Room, operating between 06:00 and 20:00, Monday to Friday, as scheduled by the Executive Engineer, ITS Section. A shift allowance will be payable in respect of this arrangement.

The shift pattern is as follows:

- Morning Shift: 06:00 – 14:00
- Evening Shift: 12:00 – 20:00

The rota operates on a two-week cycle:

- Two weeks on Morning Shift
- Two weeks on Evening Shift

Additional Working Requirements

- The Council reserves the right to vary working hours from time to time in line with operational requirements. This may include the requirement to work on bank holidays and weekends.
- The post holder may also be required to work infrequent overtime at weekends. Any such overtime will be subject to prior approval by the Executive Engineer, ITS Section and will be remunerated in accordance with the agreed rates and procedures for the grade.
- 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 Tuesday 9th June 2026**.