



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

Executive Tree, Park & Landscape Officer

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.



The City Council is dedicated to delivering excellent public services through collaboration with strategic partners, businesses, communities, and neighbourhoods, ensuring that Cork continues to thrive as a place to live, study, visit, and work. As Executive Tree, Parks & Landscape Officer, you will play a key role in the delivery and enhancement of the city's green infrastructure, public realm, and open spaces.

Our people are guided by our values of public service, integrity, respect, a people-centred approach, responsibility, and ambition.

Cork City Council invites applications, on the official application form, from suitably qualified persons who wish to be considered for inclusion on a panel from which temporary and permanent vacancies for the post of Executive Tree, Parks & Landscape Officer may be filled.

THE ROLE

The Executive Tree, Parks & Landscape Officer will play a key role in the planning, management, protection, and enhancement of Cork City Council's parks, open spaces, landscapes, and tree resource. Working as part of the Parks & Recreation Team, they will contribute to the delivery of high-quality, safe, attractive, and sustainable public spaces across the city.

The role provides professional arboricultural and landscape expertise to support parks management, green infrastructure development, planning processes, and the Council's climate action and biodiversity objectives. A central focus is the strategic management and protection of the city's tree resource, ensuring trees are appropriately managed, protected, and integrated into Cork's ongoing greening and resilience.

The postholder will work closely with colleagues across the organisation, elected members, external stakeholders, and the public to help shape a greener, healthier, and more liveable city.

They will report to the Senior Parks & Landscape Officer, or such other person as may be assigned from time to time by Cork City Council.

The ideal candidate will demonstrate, through application and interview:

- Relevant experience in parks, landscape, and arboricultural management.
- Understanding of tree and green infrastructure management in an urban local authority context.
- Experience in the planning, development, and maintenance of high-quality public spaces.
- Knowledge of environmental, biodiversity, and climate action principles in the public realm.
- Strong analytical, organisational, and problem-solving skills.
- Excellent written and verbal communication skills, with ability to advise a range of stakeholders.
- Ability to work within a multidisciplinary team and manage competing priorities.

- Commitment to public service values and sustainable service delivery.
- Experience in staff management and supervision.
- Ability to deliver quality outcomes, ensure compliance, communicate effectively, and manage resources.
- Knowledge of legislation, policies, and regulations relevant to parks, landscape, and arboriculture.
- Understanding of planning law and processes, including planning applications, Large Scale Residential Developments, Local Area Plans, and the Development Plan.
- Knowledge of health and safety legislation and its application in the workplace.

DUTIES

The duties of the Executive Tree, Parks & Landscape Officer include, but are not limited to:

- Assist in the planning, development, management, and enhancement of public parks, open spaces, landscapes, and the wider public realm in line with Council policies and standards.
- Manage and protect the local authority's tree resource across parks, streets, housing estates, and other lands, including tree condition assessment, safety evaluation, and specification of appropriate arboricultural works.
- Provide professional arboricultural and landscape input to planning applications, development proposals, and infrastructure projects, including assessment of reports, tree protection measures, and mitigation proposals.
- Contribute to the development and delivery of green infrastructure, urban greening programmes, and the integration of trees and landscapes into climate action, biodiversity, and sustainability objectives.
- Investigate reports of hazardous trees, landscape features, and public realm issues, and recommend prioritised remedial or preventative actions in line with duty of care requirements.
- Assist in the specification, supervision, and inspection of landscape and arboricultural works delivered by direct labour or contractors, ensuring compliance with relevant standards and contract requirements.
- Contribute to the development, implementation, and review of policies, strategies, guidelines, and standards relating to parks, trees, landscapes, and the public realm.
- Provide professional advice and technical support to Council officers, elected members, community groups, external agencies, and the public on parks, trees, and landscape matters.
- Respond to public enquiries, complaints, and service requests in a timely, professional, and customer-focused manner.
- Maintain accurate records, reports, and data relating to tree inspections, landscape assets, works programmes, and related administrative systems.
- Assist with procurement, contract administration, budget monitoring, and reporting for parks, landscape, and arboricultural services.
- Work collaboratively within multidisciplinary teams and contribute to continuous improvement and organisational objectives.

- Undertake any other duties of a similar level and responsibility as assigned from time to time.

The above specification is not intended to be exhaustive. The postholder may be required to undertake other duties appropriate to the grade and contribute to the development of the role over time.

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:

- Hold a qualification in Horticulture, Landscape Architecture, Arboriculture, Natural or Environmental Science (level 8 or higher on the National Framework of Qualifications).

Desirable Skills

- A minimum of five years' post-graduate satisfactory experience in the planning, design, development, and management of one or more of the following: parks, heritage landscapes and gardens, open spaces, green infrastructure, public realm and urban design, urban forestry, tree management, sports grounds, recreation and play facilities, burial grounds, community gardens, or allotments.
- High standard of professional competence and relevant sector experience.
- Ability to work effectively on own initiative and as part of a team, including the ability to manage and motivate staff to achieve corporate objectives.
- Strong interpersonal and communication skills, with the ability to engage effectively with internal and external stakeholders, including interest groups and public representatives.
- Proven ability to deliver projects on time and within budget, including experience in procurement, and working with contractors and professional consultants.
- Ability to develop policies, strategies, best practice guidance, and prepare technical reports as required.
- Good working knowledge of legal and regulatory requirements applicable to local authorities, including health and safety legislation.

COMPETENCY FRAMEWORK

Candidates will be expected to demonstrate, in their application and at interview (if shortlisted), that they possess these competencies through the experience and skills they have developed to date.

DELIVERING QUALITY OUTCOMES AND ENSURING COMPLIANCE

Promotes the achievement of quality outcomes in delivering services, with a focus on continuous improvement. Abides by the laws, regulations, policies, and procedures affecting the discharge of duties.

- Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating stakeholders and by managing resources effectively.
- Develops and implements quality assurance measures to achieve compliance with performance standards or benchmarks.
- Critically evaluates outcomes and processes used to achieve them.
- Is aware of and understands relevant legislation, regulations and policies.
- Refers to relevant professional documents as required.

PERFORMANCE THROUGH PEOPLE

Has effective leadership and motivation skills. Is adept at managing the performance of an individual and/or team. Recognises the value of and requirement to communicate effectively. Has effective verbal and written communication skills. Has good interpersonal skills.

- 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.
- Effectively manages performance including underperformance or conflict.
- Empowers and encourages people to deliver their part of the operational plan.
- Has highly effective verbal and written communication skills.
- Maintains accurate records.
- Presents ideas effectively to individuals and groups and delivers presentations suited to the nature and needs of the audience.
- Prepares for communication, carrying out the necessary research and speaking to the relevant people in advance.

MANAGING RESOURCES

Manages the allocation, use and evaluation of resources to ensure they are used efficiently to deliver on operational plans. Drives and promotes reduction in costs and minimisation of waste.

- Allocates and manages human, financial, physical, technological and information resources in accordance with the operational objectives.
- Ensures best value and efficiency in service delivery.
- Intervenes in a timely manner if work activities go over budget.
- Is vigilant in monitoring the work of contractors to ensure that costs are tightly controlled, and that work is delivered effectively.
- Analyses and improves management and accountability structures in their operational area to ensure that they are fit for current purpose.

Salary

The salary scale for the post is:

€60,858 - €63,071 - €65,286 - €67,505 - €69,722 - €71,938 - €74,157 - €76,362 - €78,591 - €80,801 - €83,348 (LSI 1) - €84,596 (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 Tuesday 9th June 2026**.