



Comhairle Cathrach Chorcaí  
Cork City Council

**Job Specification**

**Painter**

**Cork City Council**

**Closing Date:**

**4pm, Friday 13<sup>th</sup> March 2026**

To be read in conjunction with

**[Our Candidate Information Booklet](#)**

## BACKGROUND

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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.



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## THE ROLE

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Cork City Council is inviting applications for the position of permanent Craftworker (Painter). A panel will be created from this competition to fill any permanent or temporary vacancies that arise during the lifetime of the panel.

The successful candidate will work both independently and as part of a team at different locations across Cork City. The role requires flexibility regarding work locations, duties, and assigned areas, depending on operational needs and as directed by line management. Ongoing training and development will be provided as part of the role.

The successful candidate will carry out duties and follow instructions as directed by the Senior Engineer or other designated personnel. Duties may change from time to time in line with the operational needs of Cork City Council.

The post holder must not take up any external employment or activity that could affect their ability to perform their duties, create a conflict of interest, or interfere with their responsibilities in this role.

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## DUTIES

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As part of this role, you will be responsible for:

- Carrying out maintenance and repair work on Council properties and buildings, in line with the requirements of the post.
- Preparing walls for painting and completing painting work to a high standard.
- Interacting with members of the public in a courteous, professional, and efficient manner, keeping your supervisor informed of any significant interactions.
- Participating fully in initiatives designed to improve service quality and customer satisfaction.
- Attending and actively engaging in training provided by Cork City Council.
- Using information technology equipment, including PCs, mobile devices, and other tools, following training and guidance provided.
- Co-operating with supervisors in the delivery of various works programmes, showing flexibility in the range of tasks assigned and performing other duties as required.
- Keeping accurate records and reports of your work as directed by the Housing Maintenance Manager or supervisory staff.
- Arranging for the supply of materials needed for maintenance and repair work and maintaining proper records of these supplies.
- Managing stock levels in Council vehicles to ensure materials are available when needed.
- Driving Council vehicles and using communication equipment responsibly while carrying out your duties.
- Undertaking manual, inspection, or clerical tasks as assigned from time to time.

- Carrying out work as instructed by the Foreman or other designated supervisor.
- Participating in out-of-hours work as part of the Council's emergency on-call response service when required.
- Operating existing technology and adopting new technology relevant to your role as it is introduced.
- Complying with Health and Safety procedures and participating in mandatory training and any additional training required for the post.
- Performing all duties allocated to you under the direction and supervision of the relevant supervisor and contributing to the ongoing development of the role.

This description provides an overview of the main duties, but the post holder may be required to carry out other tasks appropriate to the post from time to time.

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## QUALIFICATIONS FOR THE POST

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### **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.

### **Essential Requirements**

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

- I. Have satisfactorily completed a recognised apprenticeship in Painting and Decorating **or**
- II. Possess a FETAC Advanced Certificate (Level 6) in Painting and Decorating **or**
- III. Hold a National Craft Certificate in Painting and Decorating (awarded by SOLAS or an equivalent awarding body).
- IV. Equivalent qualifications may be considered, subject to verification and recognition by the relevant Irish authority (e.g QQI).
- V. Candidates must have a current Safe Pass registration card prior to taking up an appointment.

### **Driving License**

Applicants should hold a full, valid driving licence for Class B vehicles, free from disqualifications, as the role may require driving a car during the course of duties.

## **Desirable Skills**

It is desirable that candidates demonstrate a strong ability in the following areas:

- **Problem Solving:** Identifying issues and contributing to practical solutions.
- **Delivering Quality Work:** Producing high-quality work and services consistently.
- **Health, Safety, and Welfare:** Understanding and applying workplace safety and health procedures.
- Knowledge of relevant health and safety legislation as it applies to the role of a painter.
- Relevant experience in local authority housing, domestic housing installations, or similar environments.
- Proficiency or aptitude in IT systems (e.g., email, Word, Excel, CRM systems), or willingness to undertake training/upskilling as required.
- Experience interacting effectively with members of the public.
- Awareness and understanding of Health and Safety in the workplace.
- Flexibility and the ability to respond quickly and effectively to service needs.
- Ability to work on their own initiative and solve problems independently.
- Strong written and verbal communication skills.

## **COMPETENCY FRAMEWORK**

The key competencies for this post are outlined in the table below. Candidates are expected to demonstrate their competence in each competency area both in their application form and, if shortlisted, at interview.

To effectively demonstrate your skills and experience, candidates should use the STAR technique (*Situation, Task, Action, Result*) when providing examples.

For each competency, candidates should provide a recent and specific example outlining:

- The situation or project involved
- Your role and responsibilities
- The actions you took
- The outcome or result achieved

### **DELIVERING QUALITY WORK AND SERVICES**

**Promotes the achievement of quality outcomes in delivering services. Abides by the laws, regulations, policies and procedures affecting the discharge of the duties of Painter.**

- Delivers a high standard of service.
- Manages time and workload effectively.
- Takes the initiative when he or she sees the opportunity to make a contribution.
- Takes pride in the quality of service delivered and constantly seeks to improve it.
- Contributes ideas and suggestions as to how services activities can be improved.
- Discusses quality, improvements and performance measures.

#### **PERSONAL EFFECTIVENESS**

**Recognises the value and requirement to communicate effectively. Has effective verbal and written communication skills. Has good interpersonal skills. Relates well to others and maintains positive working relationships.**

- Works as part of a team to ensure delivery of plans and schedules.
- Has a strong team ethic of co-operation and mutual support.
- Operates as a team leader and motivate others in individual and team situations.
- Manages the role, performance and contribution of each staff member for which they are responsible.
- Addresses conflict or dissatisfaction in a constructive manner.
- Uses diplomacy and tact to facilitate working relationships with dissatisfied staff or customers.

#### **SAFETY, HEALTH AND WELFARE AT WORK**

**Co-operates fully in implementing safe systems of work in accordance with the Corporate Safety Statement and relevant Ancillary Safety for their area of work.**

- Assists in the enhancement of a safety culture within their area in compliance with Health and Safety legislation.
- Always adheres to safe systems of work and appropriate Health and Safety processes in their area of work.
- Complies with all statutory, legal and quasi statutory rules, regulations and guidelines covering Safety, Health and Welfare at Work issues and fully discharges their role responsibilities in this area.
- Fully participates in appropriate Safety, Health and Welfare training interventions and keeps personal Health and Safety training qualifications current at all times.

#### **Salary**

The weekly rate for the post is:

€806.10 - €828.58- €882.60- €888.20- €893.69- €899.26- €904.80- €910.35- €915.89- €921.45  
(LSI 1) - €926.96 (LSI 2)

New entrants to the Local Authority service will commence on the **1<sup>st</sup> point of the salary scale**, in accordance with current Government policy as set out in **Department of the Environment Circular Letter EL 02/2011 (28 January 2011)** and **Circular EL 05/2016 (5 February 2016)**.

The salary is **fully inclusive** and will be determined in line with current rates. The awarding of increments is **subject to satisfactory service**.

Holders of the office are required to **pay to the local authority any fees or other monies** (other than their inclusive salary) received by virtue of their office or in respect of any services which they are required, by or under any enactment, to perform.

### **Hours of Duty**

The standard working week will be **39 hours per week**. The role will involve flexible working hours and may occasionally require evening and weekend work. **Overtime rates will not apply** to additional hours worked outside normal working hours.

Holders of the post may be required to attend for duty at any time in accordance with operational arrangements determined by the local authority. The Council reserves the right to vary hours of work from time to time in line with service requirements.

All hours worked will be subject to the provisions of the **Organisation of Working Time Act 1997** and the **Organisation of Working Time (General Exemptions) Regulations 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 13<sup>th</sup> March 2026**.