



Comhairle Cathrach Chorcaí  
Cork City Council

**Job Specification Booklet**  
**Sláintecare Community Development**  
**Officer**  
**and**  
**Healthy Ireland Co-Ordinator**

**[Permanent Contracts - Grade VII]**  
**Cork City Council**

**Closing Date:**

**4pm, Friday 9<sup>th</sup> January 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 €325 million for 2025 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.



Cork City Council is inviting applications for permanent positions, which may be appointed as either **Sláintecare Healthy Communities Local Development Officer (Grade VII)** or **Healthy Ireland Co-ordinator (Grade VII)**, as vacancies arise.

### **Sláintecare Healthy Communities Programme (SHCP)**

The Sláintecare Healthy Communities Programme is a national initiative funded and led by Sláintecare and Healthy Ireland within the Department of Health. Delivered in partnership with national and local agencies, the programme aims to improve the long-term health and wellbeing of people living in Ireland's most disadvantaged communities.

The programme targets areas where higher levels of health risk and poorer health outcomes are linked to social and economic disadvantage. Its purpose is to deliver targeted, community-based initiatives that address these challenges and promote sustainable improvements in health and wellbeing for people of all ages. This is achieved through collaboration with a wide range of local and national stakeholders.

In the first phase of implementation, 19 programme areas were established, with expansion to 23 areas planned in 2026. Each programme area has a dedicated Local Development Officer (Administrative Officer grade), working across 16 Local Authorities, responsible for supporting programme delivery locally.

The Local Development Officer works with local communities, community groups, statutory agencies, and strategic partners to ensure communities are sustainable places to live, where everyone has access to the conditions necessary for good health. The role focuses on addressing the wider determinants of health, raising awareness of how these factors influence wellbeing, and enabling multi-agency collaboration to tackle health inequalities.

An annual Seed Funding allocation of €75,000 is provided to each programme area to support local health and wellbeing initiatives based on identified community needs. Managing and leveraging this funding forms a key part of the Local Development Officer's work programme.

### **Healthy Cities and Counties Programme**

The Healthy Cities and Counties Programme is a Department of Health; funded initiative delivered through local government. Its focus is on promoting lifelong wellbeing, preventing illness, creating supportive environments for health, and reducing health inequities. The programme emphasises the important role local authorities play in improving community wellbeing outcomes.

The programme supports a whole-of-local-government approach. It demonstrates how co-ordinated action across the wider determinants of health – such as housing, environment, transport, and community services – can improve wellbeing and contribute to broader development and policy objectives. Aligning health and wellbeing activity with other local government initiatives that share similar goals strengthens collaboration and ensures a more coherent approach to community wellbeing.

The programme operates within the Local Community Development Committee (LCDC) structure, giving it a strong governance foundation and enabling it to support the high-level goals set out in Local Economic and Community Plans.

Each of the 31 Local Authorities has a dedicated Healthy Ireland Co-ordinator (Administrative Officer grade) responsible for delivering the programme locally. A Healthy Ireland Fund, provided by the Department of Health, is allocated to each Local Authority to support targeted wellbeing initiatives. The Co-ordinator manages and administers this fund as part of their overall work programme.

The primary role of the Healthy Ireland Co-ordinator is collaborative. It involves building networks, supporting the implementation of key wellbeing objectives across local government, identifying partnership opportunities at local, regional, and national levels, and influencing resource allocation towards wellbeing-focused projects. The role also includes seeking opportunities from a European perspective, informed by the WHO European Healthy Cities Network and relevant EU programme activity.

## ROLE

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- 1. Sláintecare Local Development Officer (Administrative Officer Grade VII)**
- 2. Healthy Ireland Co-ordinator (Administrative Officer Grade VII)**

### **Introduction**

The Sláintecare Local Development Officer and Healthy Ireland Co-ordinator (Grade VII) positions hold functional responsibility for the management and delivery of their respective Healthy Ireland Programme areas.

The Sláintecare Local Development Officer and Healthy Ireland Co-ordinator is responsible for managing the day-to-day operations of their programme and contributing to strategic and policy-making decisions within Cork City Council.

The post holder is expected to contribute to the development and implementation of policies and strategies and to work closely with elected councillors, Oireachtas members, and senior managers to deliver services to the highest standard. They may also represent the Local Authority on committees and at meetings, including Local Area Committee meetings and Strategic Policy Committee meetings, and may be asked to report on progress in their respective section or department.

The Sláintecare Local Development Officer and Healthy Ireland Co-ordinator will support the operations of the elected Council, Strategic Policy Committees, Local Area Committees and other Council structures.

## Role Overview

The Sláintecare Local Development Officer and Healthy Ireland Co-ordinator positions operate within a multi-level governance environment – from Local Area Committee meetings and community level to national and European levels. The post holder will be responsible for co-ordinating, influencing, and aligning activity across political, managerial, sectoral, and community domains, working at local, plenary, regional, national, and European levels.

The positions require professionals with the ability to co-ordinate, influence, and lead cross-sectoral and community initiatives that:

- Address health inequalities
- Promote prevention and wellbeing
- Build resilient, inclusive communities within Cork City Council

## Key Responsibilities

Both roles will support the delivery of:

- The emerging outcomes framework for Healthy Ireland in 2026
- The WHO European Healthy Cities Network (Phase VIII) objectives at local and regional levels

The positions prioritise actions to improve the wider determinants of health through local government's statutory and developmental responsibilities, with a strong emphasis on:

- Empowering communities and fostering inclusive participation
- Research, innovation, and evidence-informed decision-making
- Intersectoral collaboration across public, private, and community stakeholders
- Data management, monitoring, and reporting on programme outcomes

## DUTIES

### **Roles and Duties of the Sláintecare Local Development Officer (Administrative Officer Grade VII)**

The Sláintecare Communities Development Officer will perform duties as assigned, facilitating, implementing, and promoting the policies and objectives of Cork City Council to advance the Sláintecare Healthy Communities Programme. The post holder will report to the Senior Social Inclusion Specialist or any officer designated by the Chief Executive. The post holder may be reassigned to other roles or sections within Cork City Council as organisational needs arise.

The role involves co-ordinating, influencing, and leading multi-sectoral initiatives to address health inequalities and promote wellbeing across the Local Authority area.

### **Key Duties Include:**

- Work intensively with identified disadvantaged areas and marginalised groups to co-design health and wellbeing interventions that reflect local priorities.
- Apply principles of empowerment, participation, social justice, and equality in all aspects of planning and delivery.

[Sláintecare Community Development Officer & Healthy Ireland Co-Ordinator]  
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- Collaborate with local Sláintecare Healthy Communities Programme services (e.g., HSE, family support, education providers) to ensure integrated and improved delivery of health and wellbeing initiatives.
- Use and gather relevant local datasets to target communities experiencing the greatest health inequities and build an evidence base for resource allocation or interventions.
- Develop a five-year Sláintecare Healthy Communities Work Programme based on local needs and priorities, established through innovative and participatory community engagement and needs assessment exercises, with Annual Action Plans including seed funding to implement local priorities.
- Map, align, and leverage local authority activities that influence the wider determinants of health, incorporating them into relevant Healthy Ireland data-gathering exercises.
- Advise elected members and senior executives on policies and programmes related to health, equality, and wellbeing.
- Facilitate Community Health and Wellbeing Networks and support the development of local wellbeing forums and leadership initiatives within communities.
- Co-ordinate, facilitate and deliver Social Inclusion programmes and projects including but not limited to youth programmes, non-fire night and community initiatives
- Collaborate with social inclusion and programmes, initiatives with internal and external stakeholders as required
- Work confidently and sensitively with elected representatives, senior executives, and cross-sectoral leaders to address health and wellbeing inequalities.
- Act as a catalyst and connector across directorates and sections (e.g., planning, transport, housing, environment, community) to align activity with health and wellbeing objectives.
- Champion whole-system, place-based, preventative approaches to health and wellbeing, collaborating across local authority directorates and with external partners to create enabling environments.
- Explore funding and resource mechanisms across Government Departments and at EU level to address local community priorities.
- Leverage research, data, innovation, and WHO/EU collaboration to promote local government leadership in improving health and wellbeing outcomes.
- Develop or contribute to funding bids in conjunction with communities to resource local priority initiatives.
- Demonstrate capacity to influence, align, and co-ordinate across internal directorates and external stakeholders; manage partnerships effectively (e.g., coordination of the Sláintecare Healthy Communities Local Implementation Team).
- Use local data, research, and evidence to inform decisions and measure programme outcomes.
- Represent the Local Authority in regional, national, and international networks, including platforms such as the WHO European Healthy Cities Network.
- Drive whole-of-local-government, whole-of-community, and whole-of-place approaches to wellbeing, focusing on the social, economic, environmental, and cultural determinants of health.

## **Roles and Duties of the Healthy Ireland Co-ordinator (Administrative Officer Grade VII)**

The Healthy Ireland Co-ordinator will perform duties as assigned, facilitating, implementing, and promoting the policies and objectives of Cork City Council to advance the Healthy Cities & Counties Programme. The post holder will report to the Senior Social Inclusion Specialist or any officer designated by the Chief Executive. The post holder may be reassigned to other roles or sections within Cork City Council as organisational needs arise.

The role involves co-ordinating, influencing, and leading multi-sectoral initiatives to improve health and wellbeing and address inequalities across the Local Authority area.

### **Key Duties Include:**

- Work intensively with communities of interest and place to co-design, develop, and implement locally tailored wellbeing initiatives.
- Apply principles of empowerment, participation, social justice, and equality in all aspects of planning and delivery.
- Collaborate with relevant Healthy Ireland partners to ensure integrated and improved delivery of health and wellbeing initiatives and support programmes across the Local Authority.
- Use and gather relevant local datasets to target communities experiencing the greatest health inequities and build an evidence base for resource allocation or interventions.
- Develop a five-year Healthy Ireland Work Programme based on local needs and priorities, established through innovative and participatory community engagement and needs assessment exercises, with Annual Action Plans including Healthy Ireland Fund or similar funding to implement local priorities.
- Participate in Regional Healthy Ireland Co-ordinator Cluster and National Network fora.
- Map, align, and leverage local authority activities that influence the wider determinants of health, incorporating them into relevant Healthy Ireland data-gathering exercises.
- Advise elected members and senior executives on policies and programmes related to health and wellbeing and deliver relevant upskilling and enabling opportunities.
- Facilitate Local Authority-wide or Regional Health and Wellbeing Networks and support the development of local wellbeing forums and leadership initiatives within communities.
- Define, co-ordinate and deliver a community development response to disability, accessibility and inclusion for Cork City.
- Collaborate with social inclusion and programmes, initiatives with internal and external stakeholders as required.
- Co-facilitate the Cork Healthy Cities programme with partners in the Health Service Executive.
- Work confidently and sensitively with elected representatives, senior executives, and cross-sectoral leaders to address determinants of health activity within the Local Authority.
- Act as a catalyst and connector across directorates and sections (e.g., planning, transport, housing, environment, community) to align activity with health and wellbeing objectives.
- Champion whole-system, place-based, preventative approaches to health and wellbeing, collaborating across directorates and with external partners to create enabling environments.
- Explore resource mechanisms across all Government Departments and at EU level to address local community priorities.
- Leverage research, data, innovation, and WHO/EU collaboration to encourage local government leadership in improving health and wellbeing outcomes.

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- Develop or contribute to funding bids, in conjunction with communities, to resource local priority initiatives.
- Demonstrate capacity to influence, align, and coordinate across internal directorates and external stakeholders; manage partnerships effectively (e.g., co-ordination of the Sláintecare Healthy Communities Local Implementation Team).
- Use local data, research, and evidence to inform decisions and measure outcomes.
- Represent Cork City Council in regional and national networks and participate in international platforms such as the WHO European Healthy Cities Network.
- Drive whole-of-local-government, whole-of-community, and whole-of-place approaches to wellbeing, focusing on the social, economic, environmental, and cultural determinants of health.

***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**

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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.

### **Education, Experience, etc.,**

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

- A third-level degree (NFQ Level 8 or higher) in a relevant field such as community/sports development, youth work, social sciences, public health, social policy, public administration, planning, or related discipline.

### **A minimum of 5 years' relevant experience in any of the following:**

- Local government, public sector, or similar roles involving strategic planning, project co-ordination, or community engagement.
- Work with disadvantaged communities or target populations to address social exclusion or inequality.
- Cross-sectoral co-ordination or partnership development.
- Policy development, research, or evaluation related to the determinants of health.

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- Operating effectively within political, community and policy-making environments, demonstrating ability to work across boundaries of role, sector and geography.
- Project management, budgeting and performance-monitoring experience.

**Knowledge, Skills and Attitude etc.**

- Knowledge and understanding of Sláintecare Reform, Healthy Ireland Outcomes Framework.
- Experience of building, managing and nurturing partnerships and relationships across a wide range of key stakeholders.
- An understanding and/or experience of local government structures and political environment
- Facilitation and group-work skills.
- Understanding of those who experience health inequalities.
- Experience of report writing strategic planning and funding application processes.
- Effective communication skills.
- Excellent IT & administration skills, including MS Word, Excel & Power Point.
- Experience in managing budgets and finances and experience with processing payments.
- An understanding and/or experience in gathering qualitative and quantitative data, analysis, research and evaluation to policy and practice.
- Appreciation of use of social media and varied communication platforms.
- Understanding of multi-level governance and/or experience of working across local, regional, national and European contexts.

## **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.

### **KNOWLEDGE, EXPERIENCE AND SKILLS**

- Demonstrates understanding of the role of Healthy Ireland Programmes and WHO European Healthy Cities Network in the context of wider local authority service delivery.
- Demonstrate awareness of Community Development Principles and a strong understanding of the Social Determinants of Health to support delivery of Healthy Ireland priorities – with clear understanding of the roles that housing, transport, planning, environment, and social infrastructure play in shaping health and wellbeing.
- Demonstrates knowledge & understanding of the structure and functions of local government and in particular working across boundaries and with elected members.
- Demonstrates knowledge of current local government issues, future trends and strategic direction of local and national government and at WHO/EU level.
- Has relevant administrative experience of compiling, preparing and presenting reports, and budget and financial and resource management skills.
- Demonstrates knowledge and understanding of research methods, data management and innovative approaches to their work.

### **MANAGEMENT & CHANGE**

- Demonstrates experience in the management or coordination of cross-sectoral or cross-departmental initiatives that impact on community wellbeing.
- Ability to lead change processes in partnership with internal and external stakeholders.
- Demonstrates the ability to develop and maintain positive and beneficial relationships with relevant stakeholder interests.
- Demonstrates an understanding of local authority change dynamics, including political considerations and inter-agency working.
- Effectively manages the introduction of change; fosters a culture of creativity in stakeholders and overcomes resistance to change.

## DELIVERING RESULTS

- Demonstrates Project planning and delivery skills – especially in settings involving multi-stakeholder coordination.
- Proactively identifies problems, areas for improvement and contributes to solutions.
- A strong focus on prevention, equity, and sustainability in local government or community service delivery.
- Ability to use data, evidence, and performance indicators to monitor progress and inform resource allocation.
- Demonstrates the ability to contribute to operational plans and develop team plans in line with priorities and actions for their area of operation, having regard to corporate goals, operational objectives and available resources.

## PERFORMANCE THROUGH PEOPLE

- Demonstrates effective skills in engaging and empowering communities – especially marginalised or underserved groups.
- Demonstrates confidence in influencing political and executive leadership to support wellbeing priorities.
- Leads, motivates and engages others to achieve quality results.
- Demonstrates an understanding of local authority change dynamics, including political considerations and inter-agency working.
- Effectively identifies and manages conflict and potential sources of conflict.
- Demonstrates capacity to foster trust, listen deeply, and navigate competing priorities.

### **Salary**

The salary scale for the post is:

€60,011 – €61,480 – €63,194 – €64,914 – €66,634 – €68,170 – €69,745 – €71,269 – €72,790 – €75,395 (LSI 1) – €78,015 (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 9<sup>th</sup> January 2026**.