



Comhairle Cathrach Chorcaí
Cork City Council

JOB SPECIFICATION

FULLTIME FIREFIGHTER



Closing Date:

4pm Monday 11th May 2026

To be read in conjunction with

[Candidate Information \(link\)](#)

BACKGROUND

Cork City Council

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 extension of the city's boundary, 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 over 1,600 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 in excess of €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, and Corporate Affairs.

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

Cork City Council is committed to delivering excellent public services by working collaboratively with strategic partners, businesses, communities and neighbourhoods to ensure that the city continues to thrive as a place to live, study, visit and work. Our people are committed to our values of public service, integrity, respect, a people centred approach, responsibility, and ambition.

We are now inviting applications from suitable qualified individuals for the role [permanent and/or temporary] of Energy Efficiency Retrofit Programme Executive in our Housing Directorate. 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.

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 Fire Brigade

The Cork City Fire and Building Control Department comprises a professional team of people who provide a variety of services for the local community. Its functions include:

- Operational Fire Service
- Fire Prevention
- Major Emergency Management
- Civil Defence
- Building Control
- Dangerous Structures

The Fire Department continues to focus on the challenges of being an efficient and effective Fire Service and ensuring a sufficient level of preparedness in the event of a major emergency while also working to reduce the number of fires, minimise life loss and injury resulting from fire and protect the infrastructure of Cork City.

Cork City Fire Brigade is looking to recruit those who:

- Have the ability to work in disciplined environment
- Work well in a high pressure and physically demanding role
- Can work with others in a team
- Are willing to work in a 24/7 365 work-place environment

On successful completion of a recruitment phases, training and probation, candidates may be offered a position as a Fulltime Firefighter within Cork City Fire Brigade.

THE ROLE

Cork City Fire Brigade responds to all emergency calls from the public for assistance, primarily to protect life and save injury to individuals, but also to prevent and restrict damage to property. Many emergency calls, however, are not to fires, but to incidents where members of the community are trapped in vehicles following road traffic accidents, trapped in machinery, or trapped in less life-threatening circumstances, as well as being called to deal with chemical spillages, river incidents and toxic emissions.

The job will be demanding both physically and mentally. Initially all new recruits will be posted to an operational watch at a Fire Station and for the first year will be on probation. All new recruits will be expected to absorb a wide range of information and be able to demonstrate their technical and practical skills through a series of assessments and examinations.

Fully qualified Fulltime Firefighters are skilled technicians capable of using the most modern equipment, methods, and techniques to undertake the full range of duties involved in firefighting, rescue, road accidents, toxic and dangerous chemical spills, river incidents and other emergencies.

The role of the Fulltime Firefighter is very varied. The following details the main responsibilities: -

1. Promoting Community Fire Safety

- Be proactive in the community to identify risk, to reduce fire deaths and injuries and to protect the environment.
- Deliver appropriate fire safety messages to those groups most at risk.
- Educate and inform the community in fire safety.

2. Resolving Emergencies (Fire & Rescue)

- Respond to requests for assistance in the areas of fire rescue, road traffic accidents, chemical incidents, river rescue, flooding, medical emergencies, etc.
- Deal with emergencies as directed.

3. Developing Local Awareness

- Get to know the local community area, including streets, roads and buildings.
- Be aware of the risks and possible hazards to be found within your fire station area.
- Identify fire risks during fire visits to local premises and be able to offer relevant advice and guidance.

4. Promoting Health & Safety

- Recognise health and safety risks at work and deal with them appropriately.
- Ensure your own and others personal safety at work at all times.
- Comply with all relevant laws and protect their own safety and health, as well as the safety and health of anyone who may be affected by their acts or omissions at work.
- Ensure that they are not under the influence of any intoxicant to the extent that they could be a danger to themselves or others while at work.
- Cooperate with their employer with regard to safety, health and welfare at work.
- Participate in safety and health training offered by their employer.
- Make proper use of all machinery, tools, substances, etc., and of all personal protective equipment provided for use at work.
- Report any defects in their workplace or equipment, etc., which might endanger safety and health.
- No person shall not intentionally or recklessly interfere with or misuse any appliance, protective clothing, conveyance, equipment, or anything provided in pursuance of any of the relevant statutory provisions or otherwise, for securing the safety, health or welfare of persons arising out of work activities.

5. Continued Personal Development

- Meet Level 2 standards of the Institute of Fire Engineers during Probationary period.
- Take responsibility for developing your own skills.
- Mandatory participation in a training and development programmes.
- Be prepared to attend continuous professional development opportunities.
- Required to maintain a level of physical fitness necessary to carry out duties.

- Support the development of colleagues.
- Will be required to achieve the recognised pre-hospital medical care standard for Cork City Fire Brigade.

6. Managing Resources and Information

- Take responsibility for ensuring operational equipment is ready for use.
- Access and record information using information technology.
- Undertake paperwork, such as recording routine tests on pieces of equipment and provide written reports when requested and as necessary.

The ideal candidate shall have the following skills:

Solving problems	Ability to solve problems using relevant information
Flexibility	Flexible to new situations and open to change in the role
Integrity & commitment	Ability to demonstrate ethical standards and commitment to the Fulltime Firefighter role
Motivation	Motivated to achieve high standards
Personal development	Committed to personal development and learning new skills
Coping with pressure	Ability to cope with pressures and demands
Physical ability	Have the physical ability to carry out the Fulltime Firefighter role including adequate stamina and strength
Communication	Ability to communicate effectively to varied individuals and groups
Valuing others	Value the contribution of different types of people
Confidence	Confident with others
Co-operative working	Ability to work in a co-operative way to support others
Knowledge	Have the knowledge to carry out the role and give advice

The above specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.

QUALIFICATIONS FOR THE POST

1. **Character:**

Each candidate must be of good character.

2. **Age:**

Candidates shall be at least 18 years of age on or before Monday 11th May 2026.

3. **Education:**

a) Each candidate must have obtained at least Grade D (or a pass) in five subjects, including Mathematics and English, from the approved list of subjects in the Department of Education & Skills Junior Cycle Examination or in an examination of at least equivalent standard.

Please ensure that if you received your education qualifications outside of Ireland that you have the level of your qualifications confirmed by [NARIC Ireland \(link\)](#) and submit such confirmation with your original qualifications when required to do so.

b) In selection of candidates, additional marks may be awarded to those who have any of the following: -

- i. a higher educational qualification than that prescribed in paragraph 3(a) e.g., Leaving Certificate.
- ii. experience of driving heavy goods vehicles.
- iii. technical or trades training.

4. **Driving Licence:**

Successful candidates will be required to drive emergency vehicles and will be required to hold as follows:

- a) on the latest date for receipt of applications i.e. **11th May 2026** candidates must hold a full clean driving licence (Class B), free from convictions and medical limitations that do not permit them or prevent them driving. Should you be disqualified from driving during the recruitment competition you will be disqualified from the process.
- b) During their probationary period candidates must have obtained a category C licence.

While assistance may be provided by Cork City Fire Brigade, the responsibility for obtaining the Category C licence will be solely that of the candidate. Cork City Fire Brigade will provide the necessary training to drive emergency vehicles.

5. **Swimming Ability:**

Candidates must be competent swimmers and capable of swimming 80 metres continuously within 5 minutes. This requirement may be assessed at any stage during the recruitment competition and/or during recruit training.

6. **Residence:**

Following successful completion of recruit training and the probationary period, appointees will be required to reside within one hour's travel time of Cork City Fire Brigade Headquarters, Anglesea Street, Cork. Cork City Council reserves the right to seek written evidence of compliance with this requirement.

7. **Physical Fitness & Medical Assessment:**

Candidates selected for interview must undergo a full medical examination and Candidate Physical Fitness Assessment (CPFA) administered by Cork City Council's Occupational Health provider.

Assessments may include:

- Cardiovascular fitness tests
- Strength and stamina assessments
- Mobility and functional capacity evaluation
- Medical screening for role-specific health requirements
- Mandatory drug testing

Candidates must achieve the required fitness standard to continue in the competition.

8. **Operational Skills Test :**

- a) Ladder Climb
- b) Casualty Evacuation
- c) Ladder Lift / Lower Simulation
- d) Enclosed Spaces
- e) Equipment Assembly
- f) Equipment Carry

a) Ladder Climb

Working safely at height is an essential component of the firefighter role. Candidates will receive basic instruction on ladder-climbing techniques, including the use of a leg-lock to maintain secure positioning while working hands-free.

A 13.5-metre ladder will be positioned against a building. Following the instructional briefing, candidates may undertake one practice ascent before the assessed climb. During assessment, candidates must ascend the ladder, demonstrate a secure leg-lock approximately halfway up, and identify a series of letters and numbers displayed at ground level.

Performance will be assessed on safe ladder operation, ability to work at height, and correct application of the techniques demonstrated during the briefing.

b) Casualty Evacuation

This test evaluates upper and lower body strength. Wearing full Personal Protective Equipment (PPE), candidates must safely drag a 55kg casualty dummy backwards around a 30-metre course under the guidance of an assessor. The task must be completed using safe handling techniques and within the required time.

c) Ladder Lift / Lower Simulation

This assessment measures whole-body strength and controlled lifting ability while wearing full PPE. Candidates must lift a bar from a height of 75cm to 182cm, and then return it to the starting height. The bar begins at 5kg, with weight added up to a maximum of 15kg. Candidates will be assessed on safe technique, stability and strength throughout the movement.

d) Enclosed Space

This test measures candidates' ability to work in confined spaces while wearing breathing apparatus (approx. 18kg). After receiving basic instruction, candidates will enter a crawling gallery containing narrow tunnels of varying height and width, with limited or no visibility.

Candidates must navigate the route, locate a simulated casualty, and safely remove it to the entry point. Prior to entering, candidates will be shown a selection of everyday items and asked to recall them after completing the task. Assessment will consider agility, spatial awareness, ability to operate under restricted conditions, task completion time, and recall accuracy.

e) Equipment Assembly

This test evaluates manual dexterity and the ability to follow instructions accurately. Candidates will be required to assemble and disassemble a piece of equipment using the diagrams provided. Assessment focuses on accuracy, methodical working, and correct handling of components.

f) Equipment Carry

This test measures aerobic fitness, strength, and stamina. Candidates will be required to complete the following tasks:

- Drag a hose reel for 25 metres, then jog back 25 metres.
- Carry two coiled 70mm hoses for 100 metres.
- Carry one coiled 70mm hose at chest height for 25 metres, then jog back 75 metres.
- Carry a 2.4-metre suction hose and basket strainer for 100 metres, then jog back 100 metres.
- Carry a simulated Light Portable Pump (approx. 30kg) for 100 metres.

Candidates must complete each element safely and within the specified time limits.

Preparing for Your Physical and Operational Assessments

Success in the Physical and Operational Assessments requires a consistently high level of fitness. These tests evaluate cardio-respiratory endurance, muscular strength, and muscular stamina, and should be manageable for candidates who maintain regular physical conditioning. If you are unsure of your current fitness level, it is advisable to engage in routine aerobic training such as running, swimming, or cycling - to build the required capacity.

As a general benchmark, the **minimum** fitness level is the ability to complete a 10km run in 48 minutes or less.

If you have not previously taken part in an exercise programme, or if you have any concerns regarding your general health, existing injuries, or medical conditions, you are strongly advised to consult your GP before beginning any strenuous training or applying for the position.

COMPETENCY FRAMEWORK

Candidates are expected to be able to demonstrate in their application and at interview (should they be invited) that they possess these competencies through the experience and skills they have gained to date.

PERSONAL MOTIVATION & INITIATIVE

Shows enthusiasm for the role and stays motivated when facing challenges. Takes a positive approach to work and is willing to take on new tasks. Uses initiative and acts early to resolve issues.

- Motivated to provide a good service to the public.
- Maintains a positive and constructive attitude.
- Responds well to challenges in the job.
- Learns from experience and aims to improve.
- Brings energy and commitment to the role.
- Willingly takes on new responsibilities.
- Works towards goals with determination.
- Uses time well to complete tasks.
- Takes initiative and addresses issues promptly.

COMMUNICATING EFFECTIVELY

Understands the importance of clear and timely communication.

- Listens carefully and checks understanding.
- Communicates messages clearly and briefly.
- Avoids assumptions and confirms information.
- Shares important information on time.
- Handles sensitive issues appropriately.
- Influences others in a positive way.
- Responds accurately to requests for information.
- Shows good verbal, written, and interpersonal skills.

COPING WITH DIFFICULT SITUATIONS

Stays calm, focused, and makes good decisions under pressure. Adjusts quickly to changing situations and supports the safety and confidence of the team and public.

- Remains calm in fast-moving situations.
- Adapts to changes while maintaining performance.
- Uses a solution-focused approach.
- Manages emotions professionally.
- Recognises risks and responds safely.
- Seeks support when needed.
- Learns from challenging experiences.
- Supports colleagues during tough situations.
- Maintains work standards despite pressure.
- Communicates clearly under pressure.

PEOPLE & TEAM WORKING SKILLS

Works well with colleagues and the public. Shows respect, cooperation, and reliability. Helps maintain a positive team environment, especially during demanding situations.

- Builds respectful and positive working relationships.
- Works cooperatively and supports the team.
- Shares information clearly and on time.
- Listens to others and helps resolve disagreements.
- Supports teammates in high-pressure situations.
- Follows through on commitments and is reliable.
- Helps solve problems with practical ideas.
- Shows flexibility when tasks or roles change.
- Supports a positive team atmosphere.
- Acts professionally with the public.

PRINCIPAL CONDITIONS OF SERVICE

Salary

The weekly salary scale for the position of Fulltime Firefighter Cork City Fire Brigade, Cork City Council is:

€730.82 - €772.61 - €870.03 - €923.73 - €984.34 - €1,046.47 - €1,067.04 - €1,120.70 (Max) - €1,160.60 (LSI 1 after 5yrs) - €1,206.02 (LSI 2 after 6yrs)

Please note starting pay for new entrants to the Fire Service will be at the minimum of the scale. The rate of remuneration may be adjusted from time to time in line with Government Policy. In addition to the basic wage, payments are made in respect of night and weekend duties, Sunday, and Public Holiday premiums as applicable.

Hours of Attendance

Cork City Fire Brigade operates 24 hours a day, seven days a week, 365 days a year. Fulltime Firefighters work on a 9/15 hour shift system. A 24 hour shift system currently operates at weekends. The duty system may be subject to change. The holder of the post shall be required to work irregular hours including weekends, bank and public holidays and undertake such overtime as considered necessary from time to time. Annual leave is rostered for all Fulltime Firefighters by Cork City Fire Brigade.

Fulltime Firefighters will make themselves available for emergency duties outside of working hours where required.

Candidates are advised to view the [Candidate Information Booklet](#) where they will find further information on the Format of the Competition, our Principal Conditions of Service and General Data Protection Regulation.

The deadline for receipt of applications is 4pm Monday 11th May 2026

Guidelines for completing and submitting application forms are available on our website and can be accessed here: [Completing Your Application Form](#)

We are an equal opportunity employer and through our recruitment process, we welcome and encourage applications from interested and suitably qualified individuals regardless of gender, age, racial or ethnic origin, membership of the traveller community, religion or beliefs, family or civil status, sexual orientation/gender identity or disability.