Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

RESIDENT ENGINEER

(3 Year Fixed Term Contract)

Cork City Council

Closing Date: 4.00pm, Monday 14th December 2026

To be read in conjunction with the

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 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.

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 continous 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 ROLE

The City Council is dedicated to delivering excellent public services by working collaboratively with strategic partners, businesses, community, and neighbourhoods to ensure that the city continues to thrive as a place to live, study, visit and work. As Resident Engineer, you will be contributing to achieving our vision of leading Cork to take its place as a world class city. Our people are committed to our values of public good, trust & integrity, respect, a people centric approach, responsibility, and innovation.

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 Resident Engineer (3 Year FTC) may be filled.

The Resident Engineer may be engaged to work on housing developments (including any associated infrastructure and public realm) and other projects as the need arises across City Council Directorates.

The Resident Engineer shall be responsible for the on-site supervision of the construction stage of multiple contracts concurrently and shall perform the duties allocated by any person designated by the Council's Senior Engineer or Programme Manager. The Resident Engineer's primary role is to ensure that works are constructed as designed and instructed and that the Contractor carries out all his obligations under the contract.

The Resident Engineer's duties shall include but are not limited to the following:

- Provide adequate supervision of construction works on the various sites.
- Ensure that the developments are being constructed in accordance with planning approval, the relevant building regulations and other specifications as appropriate.
- Keep a comprehensive diary constituting a detailed work history of construction work and significant happenings on the sites.
- Ensure that detailed reports, diaries and records (hard and soft copies), including photographic records, in relation to all aspects of progress of the works are kept and available for inspection by authorised personnel.
- Ensure that all work records and all variations from specification are approved and documented prior to execution.
- Keep records of all information relating to delays, industrial disputes, adverse physical conditions and disputes with sub-contractors and landowners.

- Process payment certificates and prepare funding claims to the Department.

- Attend, with other necessary personnel as required, regular site meetings and ensure that proceedings are minuted for circulation to all relevant personnel.

- Keep any other staff informed on matters which may influence their work.

- Assist with the administration of the various contracts (Capital Works Management Framework Public Works Contracts and/or bespoke Project Agreements).

- Be aware at all times of the duties of contractors, sub-contractors and others under Safety, Health and Welfare at Work legislation and in particular the provision of –
  - A safe place of work and safe access and egress to a place of work
  - A safe system of work
  - Safe plant and machinery
  - Appropriate personal protective equipment
  - Arrangements for the welfare of employees

- Liaise with statutory undertakers and stakeholders as required.

- Carry out such further instructions of Cork City Council insofar as they are deemed appropriate for the satisfactory supervision of the construction of housing and civil engineering works undertaken by the Local Authority.

- Carrying out such other duties as may be assigned from time to time.

- Undertaking any other duties of a similar nature and responsibility, as may be required, or assigned from time to time.

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. **Health**

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

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

Each candidate must, on the latest date for receipt of completed application forms –

a) **(i)** hold at least an ordinary bachelor's degree (level 7* or higher on the National Framework of Qualifications (NFQ)) in Engineering;
** level 7 must be equivalent to at least 180 ECTS (European Credit Transfer Accumulation System) credits.*

OR

(ii) hold an ordinary bachelor's degree (level 7 or higher on the National Framework of Qualifications (NFQ)) **and** a post graduate master's degree (level 9 on the NFQ) in Engineering;

OR

(iii) hold a master's degree (level 9 on the National Framework of Qualifications) in Engineering attained after completing an integrated master's level programme of at least a 4-year duration and which is accredited at CEng level by Engineers Ireland or an equivalent accreditation body internationally.

b) Have at least five years' satisfactory experience of engineering work including for a period of not less than two years, satisfactory experience in building construction work.

c) possess a high standard of technical training and experience.

d) possess a high standard of administrative experience.

e) Have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge.

4. **Driving Licence**

Holders of the office may be required to drive a car in the course of their duties and therefore are required to hold a full driving licence for class B vehicles free from disqualifications.

5. **Desirable Skills**:

The ideal candidate will:

- Direct experience in the delivery of residential and civil engineering infrastructural projects.

- Proficiency in AutoCAD, the Microsoft Suite including Microsoft Project and familiarity with MapInfo.
- Familiarity and experience of the Building Regulations.
- Familiarity and experience of the Capital Works Management Framework.
- Familiarity and experience of Project Management & Cost Management Procedures.
- Direct experience of Project Teamwork.
- Direct experience of working within urban environments including engagement with multiple stakeholders.
- Detailed experience of fulfilling duties required by the Safety Health and Welfare at Work (Construction) Regulations, 2013, including ensuring, on behalf of the Employer, that the duties of the PSCS, PSDP, Designer and Contractor are implemented across the project.
- Proven ability to:
  - Successfully deliver housing and/or civil engineering construction projects,
  - Manage Contractors,
  - Manage Procedures and systems for accurate record keeping and claim management,
  - Supervise site activities to ensure that the required construction standards are delivered,
  - Prepare clear and concise reports,
  - Communicate effectively with all relevant parties including the Client, Contractor, PSDP, PSCS, Residents, Traffic Authority, Public Transportation Providers, etc.

- Demonstrate a strong ability in the following areas:
  - Delivering Results
  - Communicating Effectively
  - Personal Motivation, Initiative and Achievement

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.

Delivering Results

Takes responsibility for the delivery of results and for bringing projects and tasks to completion in their area of operation. Delivers the key outcomes and results that are required, through careful operational planning and the management and measurement of performance outcomes.

- Determines key delivery elements within a project or plan.
- Delivers projects and tasks on time, within budget and achieving expected performance standards.
- Assesses feedback and evaluates outcomes to drive continuous improvement.
- Is aware of and understands relevant legislation, regulations and policies that determine local government operations and Safety, Health and Welfare at Work regulations.

Communicating Effectively

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

- Presents ideas effectively to individuals and groups and delivers presentations suited to the nature and needs of the audience.
- Is effective in communicating a complex or technical message, using language appropriate to the audience.
- Is aware of the potential sensitivity in communicating difficult messages.
- Communicates with credibility, conviction, composure and confidence in potentially stressful public situations.

Personal Motivation, Initiative and Achievement

Is enthusiastic about the role and is motivated in the face of difficulties and obstacles. Takes action within the bounds of own ability.

- Achieves or exceeds personal work objectives.
- Is self-motivated and persistent in the face of difficulty.
- Demonstrates and encourages innovation and new thinking.

Salary

The salary scale for the post is:

€77,368, €80,048, €82,729, €84,129, €86,818 (Max)

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 will be 35 hours per week. The role may, on occasion, include evening and weekend work.

Holders of the post may be called for duty at any time in accordance with arrangements made by local authorities. The Council reserves the right to alter hours of work from time to time.

Closing Date

The deadline for receipt of applications is 4:00pm on Monday, 14th December 2026.

Candidates are advised to view our 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.

Guidelines for completing and submitting application forms are available on our website and can be accessed here: Candidate Information - Cork City Council

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.