



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

Senior Engineer

(3 Year Fixed Term Contract)

Cork City Council

Closing Date: Monday 5th May 2025.

**To be read in conjunction with
Our Candidate Information Booklet**

BACKGROUND

Located on the south coast of Ireland, Cork City is the second largest city in Ireland with a population of over 211,000 people.

Cork City is the key driver of the southern region of Ireland. Our ambition is to strengthen the role we play regionally and locally. This ambition is underpinned by Government policy as set out in the [National Planning Framework \(NPF\)](#). This sets a target for Cork City for the population to grow by 125,000 to over 335,000 people between 2020 and 2040, which will make it the fastest growing city in Ireland. This will require a concerted effort to build houses, create circa 75,000 jobs and provide a range of health, social, community and cultural services. Cork will continue to thrive as a place of energy, ambition, determination and enterprise. We are a city of ambition, working with our neighbourhoods, communities and businesses to support economic development and facilitate investment. We value our culture and heritage and ensure that Cork continues to be successful as an attractive place to live, study, visit and work.

Cork City Council is a large urban local authority with over 1500 employees across over 40 locations within the City, there are 31 Elected Members of the Council representing five wards in the City. The Council has an annual revenue budget of approximately €325 million for 2025 and provides a wide and diverse range of public services such as parks and recreation, housing, management of the public realm, libraries, physical planning and development, community, culture and place-making and the delivery of infrastructure projects. Internal services include Finance, ICT, People & Organisation Development and Corporate Affairs. The Council is committed to increasing its capacity and capability for change to deliver improved public service.

Cork City Council's [Corporate Plan](#) can be viewed on our website: [Corporate Plans - Cork City Council](#)



Public Good

We provide high quality services and address peoples' needs in a manner that is both inclusive and equitable.



Trust & Integrity

We act honestly, openly and fairly in all our dealings.



Respect

We treat all people equally with due regard for their needs and rights.



People Centric Approach

We engage with people in a fair, courteous and timely manner. We strive for continuous improvement



Responsibility

We are accountable and transparent and act responsibly in our dealings and decision making.



Innovation

We continually seek progressive and creative approaches in the services we deliver.

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 a Senior Engineer, you will contribute 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 vacancies for the post of Senior Engineer may be filled.

THE ROLE

The initial appointment will be with the City Centre Development and Operations Directorate where responsibilities will include management of the Directorate's operations function, which is tasked with enhancing the presentation of the public realm, and delivery of capital projects. Reporting to the Director of Service, the Senior Engineer will be responsible for the efficient management, direction, and development of the directorate, department, and function to which they are assigned. Managers at this level work within defined parameters relevant to the position, in accordance with the local authority's vision and objectives as set out in its Corporate Plan. Delivery of efficient services and value for money is crucial.

The Senior Engineer will be required to work closely with the Senior Management Team and Elected Members to deliver the full range of services, implement local policy decisions and deliver on strategic corporate objectives in accordance with the general policy direction of the elected council at both full Council and Municipal District level.

Recognising Local Government as the main vehicle of governance and public service, the role will involve leading economic, social and community development, delivering efficient and good value services, and representing citizens and local communities effectively and accountably.

This is an experienced managerial position responsible for leading policy implementation, service delivery and change management in a dynamic and goal-driven environment. This role provides an opportunity to demonstrate leadership, innovation, agility, and a commitment to exceptional customer service. The role of Senior Engineer in a local authority is an excellent opportunity to engage with the active delivery of strategic policy, including contributing to a multi-disciplinary approach to Climate Action.

The duties of the post are to be given to the local authority, and

- a) such other local authorities or bodies for which the Chief Executive, for the purposes of the Local Government Acts 2001 and 2014, is Chief Executive, and

b) to any other local authority or body with which an agreement has been made by the local authority, or by any of the authorities or bodies mentioned in subparagraph (a) of this paragraph under the general direction and supervision of the Chief Executive or such other employee as the Chief Executive may from time to time determine, such appropriate services of an executive, administrative or management nature as may be required by any local authority or body hereinbefore mentioned in the exercise and performance of any of its powers, functions and duties to exercise such powers, functions and duties as may be delegated to him / her by the Chief Executive from time to time, including the duty of servicing all committees that may be established by any such local authority or body. The post holder will, if required, act on behalf of an employee of a higher level. The following are among the principal duties envisaged.

- To understand, interpret and implement the legislative provisions, policy context and operational environment within which the statutory functions and operating requirements of the local authority operate;
- To determine the nature, level and pattern of demand for the service in the directorate/function and to recommend both service level and strategic policy priorities to the Director of Service;
- To implement the agreed strategies to meet and to expand or improve the range, quantity or quality of existing services and to recommend changes in strategies as required;
- To implement the requirements of the 'Putting People First: Action Programme for Effective Local Government', the Local Government Reform Act 2014, and Our Public Service 2020;
- To support the work of the Strategic Policy Committees (SPCs) and Corporate Policy Group (CPG);
- To achieve and maintain the productive association between Elected Members and the executive delivery of the service;
- To develop and maintain relationships with government departments and external agencies in accordance with policy and to ensure the agreements to coordinate work programs are implemented;
- To achieve and maintain similar cooperation with local development agencies in accordance with evolving policy on the integration of local government and local and community development;
- To work effectively with colleagues to deliver services, often as part of a multi-disciplinary team, collaborating and engaging with other teams within the organisation to deliver on the corporate objectives.

- To collaborate and engage through cross-disciplinary working to deliver for our public, innovate for the future of local government and develop the people within the organisation;
- To set targets, objectives, reporting and key performance indicators and to assist with the development of corporate plans, strategies and annual service plans
- To identify and agree work programmes, targets and deadlines and ensure their subsequent implementation;
- Implement the necessary systems and coordinate resources to support the service. This includes systems for budgetary and financial management, procurement, and internal controls, as well as providing information on the pattern of demand and activity, scheduling work programs, and ensuring value for money.
- To manage a portfolio of projects, including capital projects, and to prioritise and track progress;
- To research funding opportunities
- To lead in the duties as part of the organisational response to Climate Action, to promote and ensure capacity building, empowering change and delivering action;
- To problem solve in an environment of complex information and multiple stakeholders remaining aware of what information is critical, working on a solution in a logical fashion and understanding the context and impact of decisions made;
- To have a good awareness of the political environment and an ability to work effectively with elected public representatives in a manner which facilitates the implementation of policy across a wide range of areas;
- Where appropriate, consult and communicate clearly with stakeholders regarding ongoing works;
- To manage and supervise employees up to the position/grade of Senior Executive Engineer or analogous grades and to ensure the training and development of such employees;
- To provide leadership and build effective teams, develop motivation and commitment, and maintain sound employee relations and morale in accordance with good employment practice and relevant legislation;
- To promote safe work practices in the local authority generally and to ensure that all works in the areas for which you have responsibility are carried out in line with health safety and welfare legislation and regulation;

- To ensure compliance with corporate policies (Health and Safety, HR, Data Protection, Child Safeguarding, etc.);
- To ensure good governance whilst acting in the public interest at all times.
- To uphold the corporate values of Local Government and the Council
- To deputise for the Director of Services as required;
- To undertake any other duties of a similar level and responsibilities as may be required from time to time.

The above specification is not intended to be a comprehensive list of all duties involved. 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) hold an honours degree (level 8 in the National Framework of Qualifications)* in Engineering;
- b) have had at least eight years of satisfactory relevant engineering experience, including a period of not less than six years of satisfactory experience in the direction and supervision of major engineering work;
- c) possess a high standard of technical training and experience and administrative experience;
- d) have satisfactory experience at strategic management level; and
- e) have satisfactory knowledge of public service organisation.

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.

***Note:**

Candidates must hold a Level 8 ([NFQ](#)) qualification in engineering that satisfies the standard for [Chartered Engineer \(CEng\)](#) status from [Engineers Ireland](#). Qualifications that lead to [Associate Engineer \(AEng\)](#) status do not meet the requirements.

International degrees must be [accredited](#) under the [Washington Accord](#) or be substantially equivalent, as recognised by Engineers Ireland. The onus is on the candidate to provide detailed accreditation information on their application form.

Desirable Skills and Experience:

- An ability to work within and lead multi-disciplinary teams;
- The ability to motivate, empower and encourage personnel under their control to achieve maximum performance;
- Strong planning, operational and project management skills;
- Excellent communication/presentation, facilitation and interpersonal skills;
- Strong leadership and people management skills;
- Have an excellent knowledge and awareness of health & safety legislation and regulations, their implications for the organisation and the employee, and their application in the workplace;
- Have a strong understanding of the role and duties of managers in safety and staff resource management in the workplace;
- Have good financial management skills;
- Excellent report writing and strong IT skills
- A solution orientated approach and the ability to work in close consultation with the County/ City Council; Strategic Policy Committees, Municipal Districts; Public Participation Network, etc. and to seek co-operation and consensus with a whole range of bodies, business organisations and key stakeholders;
- An ability to achieve delivery of competing demands within prescribed timelines and deadlines;

Candidates must also:

- Have the knowledge and ability to discharge the duties of the post concerned;
- Be suitable in all other relevant respects for appointment to the post concerned;

Competency Framework

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

Strategic Management and Change

Strategic Ability

- Displays the ability to think and act strategically. Can translate strategy into operational plans and outputs. Evaluates capacity and performance against objectives. Demonstrates innovation and creativity to secure successful strategic outcomes.

Political Awareness

- Has a clear understanding of the political reality and context of the organisation.

Networking and Representing

- Develops and maintains positive and beneficial relationships with a range of stakeholders. Builds networks of technical and professional contacts. Promotes and sustains an appropriate, positive, and cohesive image for the organisation it represents.

Bringing about Change

Demonstrates flexibility and an openness to change. Develops and initiates change management programmes to meet end objectives. Influences others and fosters commitment to change.

Delivering Results

Problem Solving and Decision Making

- Can pinpoint critical information and address issues logically. Understand the context and impact of decisions made. Acts decisively and makes timely, informed and effective decisions.

Operational Planning

- Contributes to operational plans and develops team plans in line with priorities and actions for their area of operations. Delegates, tracks and monitors activity. Establishes high-quality service and customer care standards.

Managing Resources

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

Delivering Quality Outcomes

- Promotes the achievement of quality outcomes in delivering services. Organises the delivery of services to meet or exceed the required standard. Evaluates the outcomes achieved, identifies learning and implements improvements required.

Performance through People

Leading and Motivating

- 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.

Managing Performance

- Effectively manages performance
- Empowers and encourages people to deliver their part of the operational plan.

Communicating Effectively

- Recognises the value of communicating effectively with all employees. Actively listens to others.
- Has highly effective verbal and written communication skills.
- Presents ideas clearly and effectively to individuals and groups.

Personal Effectiveness

Relevant Knowledge

- Keeps up to date with current developments, trends and best practice in their area of responsibility. Demonstrates the required specialist knowledge, understanding and training for the role. Has strong knowledge and understanding in relation to statutory obligations of Health and Safety legislation and its application in the workplace.

Resilience and Personal Well Being

- Demonstrates appropriate and positive self-confidence. Remains calm under pressure and operates effectively in an environment with significant complexity and pace.

Integrity

- Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others.

Personal Motivation, Initiative and Achievement

- Is enthusiastic about the role and sets challenging goals to achieve high-quality outcomes. Is self-motivated and works to keep knowledge and skills up to date. Anticipates situations and acts to pre-empt problems. Creates new opportunities. Is persistent when faced with difficulties. Engages in regular critical reflection in order to identify how own performance can be improved.

Salary

The salary scale for the post is:

€90,942 - €93,172 - €95,393 - €97,624 - €99,849 - €102,084 - €105,446 (LSI1) - €108,810 (LSI2)

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.

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.

The deadline for receipt of applications is 4pm, Monday 5th May 2025.

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 or gender identity, or disability.