



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification
Executive Scientist
Cork City Council -
Waste Management & Environment

Closing Date: Friday 26th September
2025

To be read in conjunction with
Our 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 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, People & Organisation Development, 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](#)

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



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 permanent vacancies for the post of Executive Scientist may be filled.

THE ROLE

The Executive Scientist is a key role within the Waste Management & Environment Section of Cork City Council, which sits under the Directorate of Local Area Development & Operations.

Working to implement both national and local policy including the Cork City Corporate Plan, the Cork City Climate Action Plan, and the Waste Management Plan for a Circular Economy – the Executive Scientist will play a central role in delivering Cork City Council's environmental objectives. Reporting to the Senior Executive Engineer, the post holder will form part of a dedicated team responsible for environmental compliance and enforcement.

The role requires strong technical expertise, alongside a sound knowledge of the environmental legislation, policies, and plans that underpin the local authority's role in environmental management. It also calls for a clear understanding of local authority services, stakeholder relationships, the structure and democratic mandate of local government, as well as awareness of current issues, future trends, and the strategic direction of the sector.

Flexibility is essential, as duties may on occasion involve working outside normal office hours. The successful candidate will be expected to show initiative, work to a consistently high standard, and demonstrate excellent interpersonal and communication skills.

Your responsibilities may include:

- Liaising with staff across the organisation and the Regional Waste Management Office in the development and implementation of the National Waste Management Plan for the Circular Economy.
- Contributing to the development of corporate policies in the areas of environment, waste, climate change, environmental awareness, and the circular economy.
- Engaging with other local authorities, Government Departments, and statutory agencies as required. Identifying opportunities to improve service delivery and achieve efficiencies.
- Sourcing funding for projects in environmental management, waste prevention/enforcement, and the circular economy.
- Preparing specifications, managing procurement processes through eTenders, assessing tenders, and overseeing the development and signing of contracts.
- Overseeing environmental compliance, enforcement, and waste prevention initiatives.
- Carrying out on-site inspections, reviewing and assessing reports, and completing desktop reporting.
- Delivering environmental awareness initiatives in line with national and local policy objectives (e.g. National Waste Management Plan, Cork City Climate Adaptation Strategy, Sustainable Development Goals).
- Managing and supervising staff to ensure effective delivery of services.
- Maintaining and promoting a strong health and safety culture in the workplace.
- Managing budgets, including planning, monitoring, and reporting.
- Responding to queries and providing information to the public, elected members, and other stakeholders.
- Compiling, preparing, and presenting reports, as required, to a range of stakeholders.
- Undertaking any other duties of a similar nature and responsibility, as may be 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. Hold and honours degree (level 8 in the National Framework of Qualifications) in Science or Engineering;
- b. Have at least Five years satisfactory experience of Scientific or Engineering work, and

- c. Possess a high standard of technical training and experience.

4. **Desirable**

The ideal candidate will demonstrate:

- Proven ability in management and delivery of results, with strong skills in team leadership and personal effectiveness.
- A sound knowledge and understanding of the structure and operation of the public service and local government.
- Relevant experience in administration, programme development, and project management, with evidence of successful delivery.
- Excellent interpersonal and communication skills, including the ability to present information clearly, prepare high-quality reports, and work effectively to tight deadlines.

Competency Framework

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

Management & Delivery of Results – Organising work programmes and Contributing to Solutions

Helps translates the business/team plan objectives into clear priorities and actions for their area of operation. Helps establish high quality service and customer care standards.

- Takes responsibility and is accountable for the delivery of agreed objectives.
- Successfully manages a range of different projects and work activities at the same time.
- Structures and organises their own work and others work effectively.
- Is logical and pragmatic in approach, delivering the best possible results with the resources available.
- Delegates work effectively, providing clear information and evidence as to what is required.
- Proactively identifies areas for improvement and develops practical suggestions for their implementation.
- Demonstrates enthusiasm for new developments/changing work practices and strives to implement these changes effectively.
- Applies appropriate systems/processes to enable quality checking of all activities and outputs.
- Practices and promotes a strong focus on delivering high quality customer service, for internal and external customers.

Team Leadership – Leading and Directing

Leads the service area in a manner that provides clarity of purpose and a focus on delivery.
Engages with Stakeholders in a motivational and supportive way.

- Works with the team to facilitate high performance, developing clear and realistic objectives and addressing performance issues if they arise.

- Provides clear information and advice as to what is required of the team.
- Strives to develop and implement new ways of working effectively to meet objectives.
- Leads the team by example, coaching and supporting individuals as required.
- Places high importance on staff development, training and maximising skills & capacity of team.
- Is flexible and willing to adapt, positively contributing to the implementation of change

Personal Effectiveness - Personal Motivation and Initiative

Is enthusiastic about the role, and is motivated in the face of difficulties and obstacles. Adopts a positive attitude to work; is enthusiastic and open to taking on new challenges or responsibilities. Takes the initiative and is proactive in addressing issues.

- Keeps up with current development, trends and best practice in the area.
- Keeps up to date with the qualifications and knowledge necessary for the role.
- Demonstrates an understanding of the role.
- Operates effectively in an environment with significant complexity and pace.
- Identifies areas for improvement and develops them further.
- Is positively motivated to deliver a quality service to the public.
- Is open to take on new challenges or responsibilities.
- Shows a high level of determination in pursuing objectives.

Salary

The salary scale for the post is:

€59,658 - €61,829 - €64,000 - €66,175 - €68,349 - €70,521 - €72,696 - €74,857 - €77,043 - €79,209 (Max) - €81,706 (LSI1) - €82,929 (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.

Driving Licence

Holders of the office may be required to drive a motor car in the course of their duties and should therefore, **hold a full driving licence for class B vehicles** free from endorsement and disqualification and medical limitations.

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 on Friday 26th September 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/gender identity or disability.