



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

ASSISTANT RESIDENT ENGINEER

(3 Year Fixed Term Contract)

Cork City Council

Closing Date: 4pm, Wednesday 4th June 2025

To be read in conjunction with

[Our Candidate Information Booklet](#)

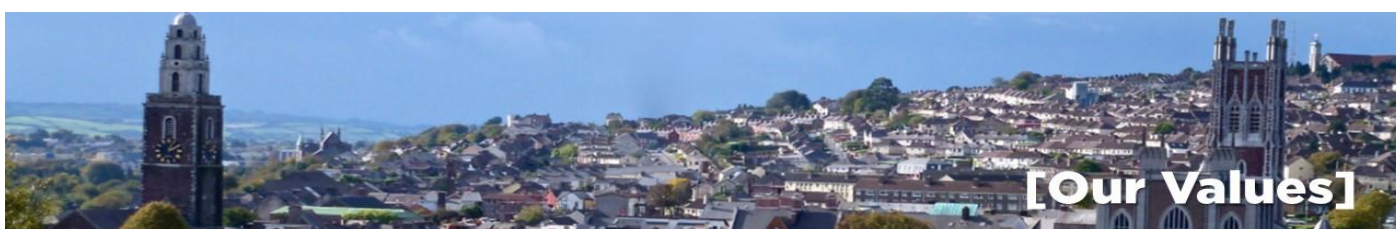
BACKGROUND

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 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 ROLE

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 Assistant Resident Engineer (3 Year FTC) may be filled.

The Assistant Resident Engineer may be engaged to work on one or more infrastructure projects in areas such as transportation, flood protection, urban regeneration and amenity/public realm renewal.

Examples of such capital projects include:

- Glanmire Road Improvements
- Docklands Infrastructure Schemes
- Ballyvolane Strategic Corridor Improvement Scheme
- Lehenaghmore Road Improvement Scheme
- Greenway Improvement Works
- Bishop Lucey Park refurbishment
- Beamish and Crawford access and public realm works
- Marina Park
- Morrisons Island Flood Protection & Public Realm Scheme

The Assistant Resident Engineer shall be responsible for the on-site supervision of the construction stage of contracts and shall perform the duties allocated on site by a Senior Resident Engineer or any person designated by the Council's Senior Engineer. The Assistant 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 Assistant Resident Executive Engineer's duties shall include but are not limited to the following:

- Organise adequate supervision of construction works on the site.
- Keep a comprehensive diary constituting a detailed work history of construction work and significant happenings on site.
- 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 day 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.
- Attend, with other necessary personnel as required, regular site meetings and ensure that proceedings are minutes for circulation to all relevant personnel.
- Keep any other site supervisory staff informed on matters which may influence their work.
- Assist with the administration of the various contracts (Capital Works Management Framework Public Works Contracts).
- 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 structural 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 –

- i) Hold an honours degree in Engineering (level 8 in the National Framework of Qualifications)
* or equivalent professional qualification in engineering.
- ii) Have at least two years' satisfactory relevant engineering experience.
- iii) Possess a high standard of technical training and experience.
- iv) Holders of the post shall hold a full current driver's licence for Class B vehicles free from disqualification and medical limitations and, shall drive a motor car in the course of their duties and for this purpose provide and maintain a car to the satisfaction of the local authority.

***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.

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.

Desirable Skills:

The ideal candidate will:

- Direct experience in the delivery of civil engineering infrastructural projects.
- Proficiency in AutoCAD, the Microsoft Suite including Microsoft Project and familiarity with MapInfo.
- 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.
- 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 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:

€53,967 - €56,262 - €59,080 - €61,670 - €64,256 - €66,841 - €69,428 - €72,012 - €74,605 (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.

Garda Vetting

This post will come within the scope of the Local Authorities Garda Vetting Scheme. Please consult our Candidate Information Booklet where further information on Garda Vetting can be found.

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 Wednesday 4th June 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.