



Comhairle Cathrach Chorcaí  
Cork City Council

**Job Specification**

# **Senior Executive Engineer**

**Infrastructure Development**

**[5 Year Fixed Term Contract]**

**Cork City Council**

**Closing Date:**

**4pm Friday 6<sup>th</sup> February 2026**

**To be read in conjunction with**

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

## BACKGROUND

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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, Human Resources, 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.

# 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 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 Executive Engineer may be filled.

**The initial placement from this competition will be in the Council's Infrastructure Development Directorate** but the successful candidate may be assigned to work in/for other Directorates over time. **The Infrastructure Development Directorate is responsible for the planning and delivery of capital projects in the areas of roads and transportation, urban regeneration, urban expansion, parks and amenity services, flood protection and public realm renewal.**

The Directorate works closely with a number of funding agencies such as the National Transport Authority, the Department of Transport, Department of Housing, Transport Infrastructure Ireland and the Office of Public Works. Key objectives for the Directorate at present include urban regeneration (including Docklands redevelopment), the delivery of the Cork Metropolitan Area Transport Strategy (CMATS) (incl. the strategic roads projects, strategic public transport and active transport envisaged therein) and the delivery of flood protection and public realm improvements within the City.

This represents an exciting opportunity for an enthusiastic person with relevant experience to join the Council and work with a number of multidisciplinary design teams in the planning, design, and delivery of new infrastructure in Cork City.

## **THE ROLE**

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The Senior Executive Engineer will be required to deliver such technical and ancillary services of an advisory, supervisory, or executive nature as may be required by Cork City Council in the exercise and performance of its powers, functions and duties. This shall include technical and managerial support, engagement with external agencies and support for the democratic process.

The Senior Executive Engineer will report to their appropriate line manager (usually a Senior Engineer), assist the management team as may be required and work with the elected members in respect of their role and to attend/present at council meetings and committee meetings if required. S/He may also be required to deputise for more senior staff as necessary.

### **Responsibilities may include:**

- Planning, organising, and managing the delivery of major infrastructural capital projects in the areas of roads/transportation, urban regeneration, flood protection, parks and amenity facilities and public realm improvement/renewal.
- Managing all aspects of project delivery from development of the project briefs, through the design/planning/procurement processes, construction contract management, quality control and financial management including dispute resolution processes as required.
- Ensuring compliance with all statutory and regulatory requirements in the delivery of capital projects and services. This shall include design, planning, procurement, health & safety and construction.

- Managing the performance of design teams appointed for the delivery of capital projects.
- Managing public consultation and engagement processes including liaison with key stakeholders. (This will involve meeting with multiple stakeholders, including the public, and representative organisations and may occur outside normal working hours).
- Maintaining good relationships with various government departments and external agencies to ensure co-operation and co-ordination in the implementation of infrastructural plans and work programmes.
- Working effectively with the Elected Members and other Council staff towards the successful delivery of new/upgraded infrastructure and services.
- Managing the administering contracts for construction works.
- Managing performance, conduct and development of staff in the delivery of Council services and managing industrial relations issues where required.
- Leading the coordination of knowledge sharing, promotion of innovation, and development of best practice in the delivery of capital projects and technical services across the organisation;
- Building effective multi-disciplinary teams, developing motivation & commitment and maintaining sound employee relations and morale in accordance with good employment practice and relevant legislation.
- Preparing budgets, ensuring that works are implemented within allocated budgets and ensuring accurate and timely draw-down of scheme funds from Central Government and other agencies.
- Keeping precise and detailed records in both paper, electronic and map-based formats for all work, including updating of GIS systems.
- Maintain and proactively culture of Health and Safety in the workplace while ensuring compliance with Health & Safety legislation and regulations, and the Council's Corporate Health & Safety systems.
- Carry out duties with a clear understanding of the political and local context of the local authority.

*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

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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 an honours bachelors degree (level 8 on the National Framework of Qualifications (NFQ)) in Engineering accredited at CEng or CEng with FL level by Engineers Ireland;

**OR**

**(ii)** hold an ordinary bachelors degree (level 7 on the National Framework of Qualifications (NFQ)) in Engineering **AND** a post-graduate masters degree (level 9 on the National Framework of Qualifications (NFQ)) in Engineering;

**OR**

**(iii)** hold a masters degree (level 9 on the National Framework of Qualifications (NFQ)) in Engineering attained after completing an integrated masters level programme of at least 4 years duration and which is accredited at CEng level by Engineers Ireland or an equivalent accreditation body internationally;

**OR**

**(iv)** have achieved the registered professional title of Chartered Engineer and be registered on the Register of Chartered Engineers of Engineers Ireland or of a professional institute of another country and recognised by Engineers Ireland as of equivalent status;

**Note:** Level 8 & 9 qualifications (on the [National Framework of Qualifications](#)) must be accredited at Chartered Engineer (CEng) level by [Engineers Ireland](#) **or** an equivalent international body (e.g. [Washington Accord](#)).

- b) have at least seven years satisfactory relevant engineering experience;
- 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 for the position shall:

- Demonstrate significant experience of planning, organising, and managing the delivery of major civil engineering capital projects particularly in the areas of roads/transportation, urban regeneration, flood protection, parks and amenity facilities and public realm improvement/renewal.
- Have good experience of effectively directing and supporting individuals and teams in the delivery of such capital projects.
- Have the necessary technical capability and experience of managing consultants and contractors in the delivery of capital projects.
- Be very familiar with meeting stakeholders and in securing co-operation and consensus with a range of bodies and representative groups.
- Be knowledgeable of public procurement processes and in particular the Capital Works Management Framework (CWMF) and the Public Spending Code.
- Be able to prepare project briefs and carry out project assessment and appraisals.
- Be able to put in place any necessary consultant and contractor engagements and effectively manage the delivery (on time and within budget) of related services/works.
- Have good experience of providing updates, presentations, and reports, taking feedback, and ensuring any learning from same is used to enhance the operations of the organisation.
- Have good experience of providing information on the pattern of demand and activity and the skills to schedule/programme the carrying out of work.
- Have a good understanding of the Part 8 and Part 10 planning processes as well as the requirements relating to Appropriate Assessments and Environmental Impact Assessments for capital works.
- Have good knowledge and awareness of statutory obligations of Health & Safety Legislation the implications for the organisation and the employee, and their application in the workplace.
- Have excellent interpersonal, communication and influencing skills and an excellent work ethic with a keen interest in pushing projects forward.
- Demonstrate excellent negotiation skills and capacity and experience of dispute resolution in the delivery of public works contracts.

- Have experience of managing finance and budgets and ensuring value for money.
- Have good general ICT skills.
- Have a track record of delivering results and an ability to work under pressure and to meet deadlines.
- Possess a comprehensive knowledge of the processes of Building Information Management (BIM).
- Proven ability in: Strategic Management and Change, Performance through People, Delivering Results and Personal Effectiveness.

## 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.

### Strategic Management and Change

#### **Strategic Ability**

Displays the ability to think and act strategically. Thinks long term. 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 mutually 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.



## 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 including underperformance or conflict. 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 effectively to individuals and groups.

## Delivering Results

### **Problem Solving and Decision Making**

Can pinpoint critical information and address issues logically. Understands 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 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.

## 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. 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 is motivated in the face of difficulties and obstacles. Does more than is required or expected, anticipating situations and acting to pre-empt problems. Creates new opportunities.

## **Salary**

The salary scale for the post is:

€79,090 - €81,515 - €82,676 - €85,117 - €87,578 - €90,033 - €92,505 - €95,611 (LSI1) - €98,708 (LSI2)

In accordance with Departmental Circular Letter EL 02/2011, a person who is not a serving local authority employee on or after 1<sup>st</sup> 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.

All hours worked will be subject to the provisions of the Organisation of Working Time Act, 1997 and the Organisation of Working Time (Regulations) Act, 2001.

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 Friday 6<sup>th</sup> February 2026**

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.*

## **Local Authority Organisational Structure**

(Engineer Grades)

Chief Executive

Director of Services

Senior Engineer

**Senior Executive Engineer**

Executive Engineer

Assistant Graduate

Graduate Engineer