



## Candidate Information Booklet

### **Post of Assistant Chief Fire Officer (Permanent)**

**CLOSING DATE:** **12 noon on Friday, 13<sup>th</sup> February 2026**

**FOUR APPLICATION FORMS (one original completed signed copy and three full copies of the original) should be returned to:**

**Administrative Officer,  
Human Resources Section,  
Carlow County Council,  
County Council Offices,  
Athy Road,  
Carlow.  
R93E7R7**

**Candidates who send their applications by post should allow sufficient time to ensure delivery not later than the latest time for acceptance.**

**Please note the following instructions:**

- A Curriculum Vitae or applications by email or fax will **NOT** be accepted.
- All application forms **MUST** be typed and before signing the form, please ensure that you have replied fully to all sections/questions.
- You should satisfy yourself that you are eligible under the qualifications required for this post – a **copy of educational results/qualifications** **MUST** be submitted with your application form if you wish to have them considered in support of your application. Failure to submit such copies may result in your educational qualification(s) not being considered in any shortlisting exercise.
- Applications received after the closing date and time specified will **not** be accepted.
- Applications received that do not comply with the requirements set out in the booklet, i.e., typed application form, one original fully completed signed copy and 3 copies of the application form and copy of educational results/qualifications, will **not** be accepted.
- Carlow County Council may decide, by reason of the number of persons seeking admission to the competition to carry out a shortlisting procedure. Shortlisting will be based on qualifications, relevant experience and information submitted on the application form. The number of persons to be invited for interview shall be determined by Carlow County Council.

## **Qualifications for the post of Assistant Chief Fire Officer**

### **Character**

Each candidate must be of good character.

### **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. New entrants to the Fire Service must be medically fit to undertake operational training associated with fire services work.

### **Education, Experience, Qualities**

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

(a) Hold, in the National Framework of Qualifications:

- (i) a degree at Level 8 in engineering, architecture, or other building construction related discipline, or
- (ii) a professional qualification equivalent to one of the foregoing awarded by the relevant professional body, or
- (iii) a degree at Level 8 in a science or technology related discipline including, physics, chemistry, environmental or computer science, information communications technology; or a fire related discipline including fire safety, emergency management or emergency services, or
- (iv) a degree at Level 8 together with a Level 9 qualification in a fire related discipline including fire safety, emergency management or emergency services.

(b) Have a satisfactory knowledge of one or more of the following:

- Principles and practices of fire safety
- Fire service operations
- Major emergency management
- Technological and industrial processes
- Telecommunications and information technology

(c) Have at least five years satisfactory relevant experience, including adequate experience in at least one of the areas specified at (b) above.

(d) Have a high standard of training in one or more of the areas specified in (b) above and, in the case of a new entrant to the fire service, successfully complete basic fire-fighter training and Breathing Apparatus Initial Wearers Course before the expiry of the probationary period

(e) Be competent to perform efficiently the duties of the office and possess the appropriate qualities.

### **Driving Licence:**

Holders of the post **must** hold a full unendorsed driving licence for class B vehicles 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. If you are required to travel as part of your official duties, Carlow County Council as your employer must be indemnified on your insurance policy.

## **Post of Assistant Chief Fire Officer**

### **The Role:**

Reporting to the Chief Fire Officer, the Assistant Chief Fire Officer will be required to be a team player in any of the main disciplines of Carlow Fire & Rescue Service: Operations, Prevention, Civil Defence, Building Control and Major Emergency Management. The assignment will be to the Carlow Fire & Rescue Service Headquarters, Green Lane, Carlow, covering the county as a whole as well as the 4 retained stations. As an Assistant Chief Fire Officer, the successful candidate will have an important role in the management of staff. The role will assist with the management of the Fire Service Learning & Development Centre, Hacketstown and associated duties. The successful candidate will also be required to assist in co-ordination of national QQI training on 2 days per week (for an initial period of 2 years) on behalf of the National Directorate for Fire & Emergency Management.

### **The Duties:**

The duties shall be such as may be assigned to the employees from time to time by the local authority and shall include the duty of deputising for other officers of the local authority, when required, and such duties as may be assigned to them in relation to the area of any other local authority.

The duties of an Assistant Chief Fire Officer are to give to the local authority and

- a) such other local authorities or bodies for which the Chief Executive, for the purposes of the Local Government Act 2001 and Local Government Reform Act 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 sub-paragraph (a) of this paragraph, under the direction and supervision of the appropriate professional employee, such fire or ancillary services of an advisory, supervisory or executive nature as may be required by any local authority or body hereinbefore mentioned. These duties shall be the exercise or performance of any of the local authority's powers, functions and duties, including the duty of assisting the appropriate Senior Fire Officers, in the supervision of the engineering, fire or cognate services of any of the foregoing local authorities or bodies. In addition, when required to do so, the successful candidate will be required to perform the duty of acting for appropriate professional employees of higher rank during the absence of such employees of higher rank.

The duties to be assigned include the following although this list is not exhaustive and may be reviewed from time to time as organisational needs require. Holders of the post will undergo such training as it is considered appropriate to the performance of the duties of the post and will be expected to conduct, in a competent manner, the following activities:

- Management of all aspects of fire service operational activities in accordance with the Fire Authorities Operational Plan
- Attend incidents as an authorised rostered Senior Fire Officer, drill nights and exercises out of normal working hours
- Inspections in accordance with the Fire Service Act 1981 & 2003, Building Control Act 1990, and Carlow County Council's Community Fire Safety Policy (including during performance inspections), and give evidence in court where required
- Management of the Fire Authorities Community Fire Safety programmes as well as providing advice and talks on fire safety to all members of our community which maybe outside of normal working hours
- Issue enforcement notices as an authorised officer in accordance with the Fire Service Act 1981 & 2003 and attend and give evidence in court where appropriate

- Validate and process Fire Safety Certificates, Disability Access Certificates and Commencement Notices in accordance with the Building Control Regulations 1997 - 2020
- Compilation of information and reporting on inspections, fire service training and operational activity, fleet management and requirements of the Health, Safety & Welfare Act 2005
- Management of the Fire Authorities Integrated Safety and Quality Management Systems ensuring annual reaccreditation to ISO 45001 & ISO 9001.
- Management of Carlow County Council's Major Emergency Plan including participation in both local and regional MEM training
- Any other duties that may be assigned

### **Rostering Agreement**

The terms of the Senior Fire Officer Rostering Agreement 1996 (or as amended) will apply to this post.

### **COMPLETING A COMPETENCY BASED APPLICATION FORM**

A Competency Based Application Form requires, you, as the candidate, to describe some of your personal achievements to date, to demonstrate certain competencies (necessary skills & qualities) required for the position you are applying for. All question areas must be answered, as you will be questioned on all areas should you be called for interview.

You should describe situation(s) from your own experience, which you think is the best example(s) of what you have done which demonstrates the specific competency. It is essential that you describe how you demonstrated the skill or quality in question. The example(s) may be drawn from your experience in various settings, including employment, community, sporting or voluntary. Please do not use the same example to illustrate your answer to more than two areas of competence. Please note the interview board may look for additional examples of where you demonstrated the skills required for the post.

Carlow County Council is seeking candidates that demonstrate strong administrative, technical and communication skills. They must also be self-motivated and committed to delivering quality public services. Key Competencies for the post have been identified as essential for the role of Assistant Chief Fire Officer. These competencies will be assessed under the following headings:

<b>Strategic Management and Change</b>	<p><b>Strategic Ability</b> 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.</p> <p><b>Political Awareness</b> Has a clear understanding of the political reality and context of the organisation.</p> <p><b>Networking and Representing</b> 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.</p> <p><b>Bringing about Change</b> Demonstrates flexibility and an openness to change. Develops and initiates change management programmes to meet end objectives. Influences others and fosters commitment to change.</p>
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<b>Delivering Results</b>	<p><b>Problem Solving and Decision Making</b> 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.</p> <p><b>Operational Planning</b> 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.</p> <p><b>Managing Resources</b> 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</p> <p><b>Delivering Quality Outcomes</b> 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</p>
<b>Performance through People</b>	<p><b>Leading and Motivating</b> 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.</p> <p><b>Managing Performance</b> Effectively manages performance including underperformance or conflict. Empowers and encourages people to deliver their part of the operational plan.</p> <p><b>Communicating Effectively</b> 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</p>
<b>Personal Effectiveness</b>	<p><b>Relevant Knowledge</b> 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.</p> <p><b>Resilience and Personal Well Being</b> Demonstrates appropriate and positive self-confidence. Remains calm under pressure and operates effectively in an environment with significant complexity and pace.</p> <p><b>Integrity</b> Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others</p> <p><b>Personal Motivation, Initiative and Achievement</b> Is enthusiastic about the role and sets challenging goals to achieve high quality outcomes. Is self motivated and persistent when faced with difficulties. Engages in regular critical reflection in order to identify how own performance can be improved</p>

# **Principal Conditions of Employment for post of Assistant Chief Fire Officer**

## **THE POST:**

The post is a wholetime, permanent, and pensionable. The post holder shall not engage in any gainful occupation, other than as an employee of a local authority, to such an extent as to impair the performance of his or her duties as an employee of a local authority or in any occupation which might conflict with the interests of the local authority, or which might be inconsistent with the discharge of his/her duties as a local authority employee. The Assistant Chief Officer will be an employee of the Local Authority and subject to the terms and conditions of the Local Authority including re-assignment within the Authority.

## **SALARY:**

The salary shall be fully inclusive and shall be as determined from time to time. The holder of the office shall pay to the local authority any fees or other monies (other than inclusive salary) payable to and received by him/her by virtue of his/her office or in respect of services which he/she is required by or under any enactment to perform.

**Salary:** €59,658 - €61,829 - €64,000 - €66,175 - €68,349 - €70,521 - €72,696 - €74,857 - €77,043 - €79,209 - €81,706(LSI1) and €82,929(LSI2)

Entry point to this scale will be determined in accordance with Circulars issued by the Department of Housing, Planning, Community and Local Government. New Entrants will be placed on the minimum of the salary scale. The rate of remuneration may be adjusted from time to time in line with government policy.

## **HOURS OF WORK:**

The post entails a wide range of duties which require maximum flexibility and will be based on a 35-hour week, involving evening and weekend attendance, where necessary. Carlow County Council operate a flexi time scheme with the earliest start time of 8am and a latest start time of 10am and the earliest finishing time of 4pm and the latest finishing time of 6pm. Lunch break consisting of a minimum of 30 minutes to a maximum of 2 hours must be taken between 12.30 p.m. and 14.30 p.m. The Flexi Leave Scheme is available, on request.

There may be a requirement to work additional hours from time to time for which Time in Lieu on a time for time basis will apply. Overtime does not apply to this post. All hours of work will be subject to and recorded in accordance with the provisions of the Organisation of Working Time Act, 1997 and the Organisation of Working Time Act (Regulations) 2001. The working hours may be reviewed at any time and the Council reserves the right to vary the hours or days as required.

## **HEALTH:**

For the purposes of satisfying the requirement as to health it will be necessary for each successful candidate, before he/she is appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by the local authority.

## **RESIDENCE:**

The holder of the post shall reside in the district in which his/her duties are to be performed or within a reasonable distance thereof.

**PROBATION:**

Where persons who are not already permanent employees of a local authority are appointed, the following provisions shall apply:

- (a) there shall be a period after such appointment takes effect during which such persons shall hold such position on probation,
- (b) such period shall be 12 months, but the Chief Executive may at his or her discretion extend such period,
- (c) such persons shall cease to hold such position at the end of the period of probation unless during such period the Chief Executive has certified that the service of such persons is satisfactory,
- (d) the period at (a) above may be terminated on giving one week's notice as per the Minimum Notice and Terms of Employment Acts,
- (e) there will be assessments during the probationary period.

**ANNUAL LEAVE:**

The annual leave entitlement for the position of Assistant Chief Fire Officer is 30 days per annum.

**SICK LEAVE**

The terms of the Public Service Sick Pay Scheme will prevail.

**LOCATION/WORK BASE:**

The successful candidate will be based at Carlow Fire & Rescue Service Headquarters at Green Lane, Carlow. Carlow County Council reserves the right to assign you to any premises in use by the Council, now or in the future. Changes in location of employment will not result in payment of disturbance money or other compensation. The person appointed will be required to provide him/herself at his/her own expense with the necessary mode of travel to and from work.

**DRIVERS LICENCE**

Holders of the office shall hold a full unendorsed driving licence for Class B vehicles and, shall provide and maintain their own car.

**TRAVEL**

Holders of the post shall hold a full driving licence for class B vehicles 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. Travelling expenses and subsistence expenses necessarily incurred in the course of official duties will be refunded in accordance with appropriate rates in line with the relevant Department Circulars and Local Authority Travel and Subsistence Policy.

Carlow County Council, as employer, must be indemnified on your insurance policy. If during your employment, your licence is revoked, even temporarily, or if you receive endorsements on your licence, which may affect your duties, you are obliged to notify the Council immediately.

**TRAINING:**

It is a condition of employment that successful candidates will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post and to attend all mandatory training.

**GARDA VETTING:**

Successful candidates will be subject to the Garda Vetting Procedures.

**HEALTH AND SAFETY:**

The holder of the post shall co-operate with the terms of Carlow County Council's Safety Statement and Major Emergency Plan. It is a condition of employment that the successful candidate will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post. He/She shall familiarise him/herself with the safety rules and procedures and make proper use of all safety, clothing and equipment. Failure to comply with the terms of the Safety Statement may result in a disciplinary action.

If required, the successful candidate shall wear protective clothing and have on his/her person at all times a valid SafePass card. Should he/she not hold a valid SafePass card, a course shall be undertaken to attain the card.

**SUPERANNUATION AND RETIREMENT:**

If you are pensionable under the Local Government (Superannuation) (Consolidation) Scheme 1998 and are liable to pay Class A PRSI contributions, you would be required in respect of superannuation to make contributions at the rate of 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children) plus 1.5% of full pensionable remuneration. You are required in respect of spouses' and children's pension benefit to contribute at the rate of 1.5% of full pensionable remuneration in accordance with the terms of schemes made under the Local Government (Superannuation) (Consolidation) Scheme 1998. Maximum retirement age is 70.

If the Public Service Superannuation (Miscellaneous Provisions) Act 2004 applies to your employment, 65 is the minimum age at which your pension may be paid. As a new entrant to the public service, under the terms of this legislation you will not be required to retire on grounds of age. Persons who become pensionable officers of a local authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 5% of their pensionable remuneration. You may also be required to pay Spouses and Children/ Widows and Orphans contributions at the rate of 1.5% of gross pay. Maximum retirement age is 70.

Persons who become pensionable staff of a local authority for the first time on or after 01 January 2013 are assigned to the Single Public Service Pension Scheme with effect from the date of appointment. The scheme is contributory and provides pension, retirement gratuity, death gratuity and survivors benefits. If you are pensionable under the Public Service Pensions (Single Scheme and other provisions) Act 2012, you are liable to pay the Class A rate of PRSI contribution. You are required to pay contributions as follows: 3% of gross remuneration and 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children). The minimum age at which you may retire is allied with the State Contributory Pension age (currently 66, rising to 67 in 2021 and 68 in 2028). The maximum retirement age is 70. To qualify for a pension the successful candidate must have served a minimum of two years employment in a local authority. You are reminded that under this agreement the Council may refer you to a medical advisor at any time to determine fitness for carrying out the duties to which you have been assigned. Further information is available from the Human Resources Department.

***Pension Accrual***

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 came into

effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

#### ***Pension Abatement***

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her reemployment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

#### ***Incentivised Scheme for Early Retirement (ISER)***

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

#### ***Department of Health and Children Circular (7/2010)***

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER are not eligible to compete in this competition. People who availed of VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility)

#### ***Collective Agreement: Redundancy Payments to Public Servants***

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

#### **DATA PROTECTION:**

##### ***Basis for Processing your Personal Information***

The basis for processing your personal data is to progress your application for the position you have applied for with Carlow County Council under the Terms of the Employment (Information) Act 1994 and Human Resources policies and procedures. Personal data sought for the purpose of recruitment will include your name, your contact details including email address and mobile phone number, particulars of education, details regarding your record of employment and confirmation if you require an employment permit / visa / or work authorisation.

##### ***Sharing of Information***

Outside of the relevant recruitment team, the information provided in your application form will only be shared for progressing the competition for which you have applied, with a designated shortlisting and / or interview board. If, following the competition, you are placed on a panel and offered a position, the information provided in your application form will form part of your Personnel File.

### ***Storage period***

Your application will be retained for one year from the date a panel for this position is formed. In exceptional circumstances panels can be extended for an additional year and your personal data will be kept until the extension has expired. Applications that are unsuccessful at interview stage will be retained for one year. Applications that are not progressed to interview stage will be destroyed post competition.

If you do not furnish the personal data requested Carlow County Council will not be able to progress your application form for the competition.

When your application is received, Carlow County Council creates a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts, 1988 & 2003 and will be destroyed following the expiry of any panel put in place in respect of this competition.

## **SELECTION PROCESS:**

Candidates will initially be assessed to ensure that they meet the minimum specified eligibility criteria for the position.

### ***Shortlisting***

Normally the number of applications received for a position exceeds that required to fill existing and future vacancies to the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Carlow County Council may decide that a number only will be called to interview. In this respect, Carlow County Council may provide for a shortlisting process to select a group for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert board will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/experience on the application form.

### ***Competitive Interview***

Selection of candidates for appointment shall be by means of a competitive interview. The Council is committed to a process of selection on merit, based on fair and open competition. The criteria for judging suitability and ranking will be related directly to the qualification, attributes and skills required to undertake the duties and responsibilities to the standard required in the post.

### ***Panels***

Following completion of interviews, a panel may be formed, the duration of which is at the discretion of the Council. While a panel remains in force, offers of temporary or permanent employment may be made subject to confirmation of qualifications and satisfying clauses in relation to health, character or other requirements of the particular post. Persons to whom an offer of employment is made must take up duty within 1 month from the date of offer, or such extended period as the Council may agree, otherwise, the Council may decide not to appoint them.

### ***References/Documentary Evidence***

Each candidate may be required to submit as references the names and addresses of two responsible persons to whom he/she is well known but not related.

Candidates may be required to submit documentary evidence to the local authority in support of their application.

### ***Canvassing***

Applicants are reminded that any attempt by themselves or by any persons acting on their behalf directly or indirectly by means of written communication or otherwise to canvass or otherwise influence in the candidate's favour any officer of the County Council or persons nominated by the Chief Executive to interview or examine applicants, will automatically disqualify the applicant for the position they are seeking.

### ***Taking up Appointment***

The local authority shall require a person to whom an appointment is offered to take up such appointment within a period of four weeks and if he/she fails to take up the appointment within such period or such longer period as the local authority in its absolute discretion may determine, the local authority shall not appoint him/her.

***Carlow County Council is an Equal Opportunities Employer***