



Comhairle Chontae Chill Chainnigh  
Kilkenny County Council

# **HUMAN RESOURCES DEPARTMENT**

## **Recruitment Guidance Booklet - Applicants**

<b>Competition Name:</b>	<b>Executive Librarian (Grade VI)</b>
<b>Competition ID:</b>	<b>2025/P/O/A/23</b>
<b>Competition Type:</b>	<b>Open</b>
<b>Competition Closing Date:</b>	<b>Friday 20<sup>th</sup> June 2025 at 4.00pm</b>

## 1.0 TABLE OF CONTENTS

1.0	TABLE OF CONTENTS .....	2
2.0	KILKENNY COUNTY COUNCIL .....	3
3.0	JOB INFORMATION/REQUIREMENTS .....	4
3.2	Desirable Requirements .....	4
4.0	JOB DESCRIPTION .....	5
4.1	Role .....	5
5.0	JOB DUTIES AND RESPONSIBILITIES .....	6
5.1	Duties of the Role shall include: .....	6
6.0	PARTICULARS OF OFFICE .....	7
6.1	Salary .....	7
6.2	Citizenship .....	7
6.3	Superannuation contribution .....	8
6.4	Pension Abatement .....	8
6.5	Pension Accrual .....	9
6.6	Hours Of Work .....	9
6.7	Annual Leave .....	10
6.8	Travel .....	10
6.9	Location .....	11
6.10	Safety, Health & Welfare .....	11
6.11	Training .....	11
6.12	Policies & procedures .....	11
7.0	SELECTION PROCESS .....	11
7.1	Stage 1 - Submission of Applications .....	11
7.2	Stage 2 - Eligibility & Shortlisting Of Applications .....	12
7.3	Stage 3 - Interviews .....	12
7.4	Stage 4 – Panels .....	14
7.5	Feedback on shortlisting/interview results .....	14
7.6	Appeals .....	14
7.7	Offer Letters .....	15
8.0	GENERAL .....	15
8.1	The Importance of Confidentiality .....	15
8.2	Deeming of Candidature to be Withdrawn .....	15
8.3	Quality Customer Service .....	15
8.4	Use of Recording Equipment .....	16
8.5	Applicants' Obligations: .....	16
8.6	Contravention Code of Practice .....	16
8.7	General Data Protection Regulation (GDPR) .....	16

## **2.0 KILKENNY COUNTY COUNCIL**

Kilkenny County Council provides services to a population of over 103,000 citizens in County Kilkenny in areas of housing, roads, transportation, planning, environment, economic and community development, tourism, libraries, fire and emergency response, parks, amenities, heritage, arts and water services.

We have over 750 employees and can offer exciting careers across our services in various roles such as engineering, technical, financial, management, administration, library services, fire services and general services. Our headquarters are in Kilkenny City, and we have area offices throughout the county.

The Council operates within an annual revenue budget of €120.9 million and a multi-annual six-year capital budget of €832 million.

### **2.1 LIBRARY SERVICE**

Kilkenny County Council Library Service operates in a dynamic and changing environment across its network of 8 branch libraries, one mobile library service, Library Administrative Headquarters including Local Studies.

The library service is charged with delivering on the aims and objectives of the sector's 5-year strategy, The Library is the Place, 2023-2027 and the local library development plan.

#### **Our Mission**

Kilkenny County Council is committed to working with the people of Kilkenny to develop sustainable, connected, economically thriving and proud communities with the consideration of climate change embedded into all our policies and services.

#### **Our Values**

##### **1. Accountability and Transparency**

We will communicate openly with people, and we will be transparent in all decision-making.

##### **2. Inclusiveness, Equality and Accessibility.**

We prioritise social inclusion, equality of access and opportunity, and we will encourage the people, groups, and organisations we work with to take a similar approach.

##### **3. Leadership**

We are committed to providing democratic and civic leadership in guiding the positive development of the City and County.

##### **4. Pride**

We will take pride in our work and in the leadership role of Kilkenny County Council in the economic, social, cultural, and environmental development of the City and County.

### **5. Quality Service**

We will provide an accessible, courteous, consistent, impartial, and responsive service and we will strive for continuous improvement in our service delivery.

### **6. Sustainability**

We will act in a sustainable way in relation to finance, the environment, our heritage, community affairs and socio-economic issues. We will work in ways that will not constrain the current or future needs of the people and communities of Kilkenny City and County.

### **7. Value for Money**

We will use resources efficiently and continually assess and evaluate our performance

**For further information on Kilkenny County Council see:**

[Kilkenny County Council Corporate Plan 2024 – 2029](#)

## **3.0 JOB INFORMATION/REQUIREMENTS**

### **PLEASE NOTE:**

- **FAILURE TO UPLOAD ALL REQUIRED DOCUMENTS I.E. QUALIFICATIONS, I.D. ETC., AT SUBMISSION STAGE WILL AUTOMATICALLY RESULT IN AN INVALID APPLICATION.**
- **APPLICANTS SHOULD SATISFY THEMSELVES THAT THEIR EDUCATIONAL QUALIFICATIONS MEET THE MINIMUM REQUIREMENTS FOR THIS POSITION.**
- **APPLICANTS WITH NON-IRISH QUALIFICATIONS CAN AVAIL OF THE ON-LINE RECOGNITION OF FOREIGN QUALIFICATIONS SERVICE PROVIDED BY QUALITY AND QUALIFICATIONS IRELAND (QQI) AND MUST SUBMIT PROOF OF SAME WITH THEIR APPLICATIONS.**
- **FAILURE TO FULLY COMPLETE EACH QUESTION ON THE APPLICATION FORM MAY DEEM YOUR APPLICATION INVALID (ANSWERS WHICH REDIRECT TO OTHER RESPONSES ARE NOT PERMITTED).**

#### **3.1.1 Character**

Each candidate shall be of good character.

#### **3.1.2 Health**

Each candidate shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

#### **3.1.3 Education, Training, Experience etc.**

- (i) Each candidate must, on the latest date for receipt of completed application forms, hold a degree (Level 8 on the National Framework of Qualifications) in the area of Library and Information Studies
- (ii) Have satisfactory experience of library work at a senior level including satisfactory experience in a management role.

## **3.2 DESIRABLE REQUIREMENTS**

Kilkenny County Council can for any position they advertise, include Desirable Requirements. Desirable Requirements are those that would be beneficial to

optimising job performance. Desirable Requirements can be used if necessary to reduce numbers called for interview.

**It is desirable that each candidate will demonstrate that he/she has sufficient experience and a proven track record in the following:**

- 3.2.1 Planning and organising workloads effectively.
- 3.2.2 People management and performance management.
- 3.2.3 Knowledge of current issues and future direction of public libraries and local government.
- 3.2.4 Current full clean class B driver's licence and access to own car.
- 3.2.5 Budget management skills.
- 3.2.6 Well-developed ICT skills and have a good understanding of the role of digital technologies in the delivery of public library services.
- 3.2.7 Have good knowledge and awareness of Health and Safety Legislation and Regulations, their implications for the organisation and the employee, and their application in the workplace.

Applicants should satisfy themselves they are eligible under the required qualifications. Kilkenny County Council may not be in a position to investigate the eligibility of all candidates in advance of the interview/examination, and hence persons who are ineligible but nevertheless enter, may put themselves to unnecessary expense.

## **4.0 JOB DESCRIPTION**

Kilkenny County Council Library Service operates in a dynamic and changing environment across its network of 8 branch libraries, one mobile library service, Library Administrative Headquarters including Local Studies.

The library service is charged with delivering on the aims and objectives of the sector's 5-year strategy, Our Public Libraries 2022 and the local library development plan – Kilkenny County Council Cultural Strategy Arts, Heritage & Libraries 2023-2027.

The Executive Librarian will work as part of a multidisciplinary team to meet the wide-ranging information, education, research and cultural needs of the citizens of Kilkenny.

The Executive Librarian is a professional librarian post and performs a role in almost all areas of library service. He/she will be responsible for the management and development of Library services including staff supervision, resources, programming, marketing and buildings. The post may be assigned executive responsibility for the day-to-day management of branch libraries or alternatively based in Library Headquarters with responsibility for managing particular service areas.

The Executive Librarian role requires excellent professional librarian, administrative, employee supervisory and interpersonal and communication skills and expertise.

The Executive Librarian has responsibility for managing resources, staff and library services to the public and will report to the County Librarian and/or the senior library management team.

## **5.0 JOB DUTIES AND RESPONSIBILITIES**

The main duties and responsibilities of the Executive Librarian will be consistent with the provision of a modern 21st century public library service that is responsive to the changing requirements of customers of all ages and abilities. The duties will include but are not limited to the following:

### **5.1 STRATEGIC**

- 5.1.1 Ensuring that the Library Development Programme is implemented to deliver on the Council's strategies and objectives for the overall development of the County outlined in various corporate plans and strategies.
- 5.1.2 Identifying opportunities for improvements in service delivery and to use key performance indicators or other performance indicators effectively as appropriate.
- 5.1.3 Assist in the development of library policies; development programmes, plans and strategies.
- 5.1.4 Supporting the Senior Executive Librarian or other nominated senior official to communicate, implement and manage all change management initiatives within the Library service.

### **5.2 OPERATIONAL**

- 5.2.1 Manage and ensure good governance of library buildings, health and safety, child protection in accordance with council policies.
- 5.2.2 Forging strong links, through outreach, between the library and the wider community, education and business sectors.
- 5.2.3 Management of information systems and services.
- 5.2.4 Budget management, report writing and financial reconciliation.
- 5.2.5 Communicating and liaising effectively with employees, senior managers, customers and elected representatives in relation to operational matters for the Library service.
- 5.2.6 Providing specialist assistance and support in the delivery of projects as required.
- 5.2.7 Management, training and supervision of employees in supporting roles up to the position/grade of Librarian including assigning duties and workload, managing annual leave and staffing levels and performance management.
- 5.2.8 Ensure full compliance with all organisational policies and procedures.
- 5.2.9 To deputise for the Senior Executive Librarian as required.

- 5.2.10 To undertake any other duties of a similar level and responsibility within the Library service, 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 him/her from time to time and to contribute to the development of the post while in office.

## **6.0 PARTICULARS OF OFFICE**

### **6.1 TYPE OF POST**

To form a panel from which Permanent, Fixed Term, Specific Purpose and where applicable Acting-Up contract posts, may be filled during the lifetime of the panel.

### **6.2 SALARY**

The salary shall be fully inclusive and shall be as determined from time to time. The holder of the office shall pay to Kilkenny County Council 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.

In accordance with EL02/2011 persons who are not serving Local Authority employees must be placed on the minimum of the scale. Where a person being appointed is a serving Local Authority employee normal starting pay rules will apply. The rate of remuneration may be adjusted from time to time in line with government policy.

The current salary scale for the position is **€56,754** minimum of the scale to **€69,337** Maximum of the scale inclusive of LSI's.

### **6.3 CITIZENSHIP**

**Candidates must, by the date of any job offer, be:**

- (a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; **or**
- (b) A citizen of the United Kingdom (UK); **or**
- (c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; **or**
- (d) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; **or**
- (e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa **or**
- (f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident.

## **6.4 SUPERANNUATION CONTRIBUTION**

### **6.4.1 Public Service Pensions (Single Scheme and Other Provisions) Act 2012**

New members joining the public sector on or after 1st January 2013 will be required to join the Single Public Service Pension Scheme. It applies to all first-time entrants to the Public Service as well as former public servants returning to the public sector after a break of more than 26 weeks. Your contributions will be made up of 3% of your gross pensionable remuneration and 3.5% of your net pensionable remuneration (your gross pensionable remuneration less twice the value of the Contributory State Pension).

Your normal retirement age under this scheme is the same age at which you can claim the Contributory State Pension. The minimum age for receipt of this pension is Age 66. There is a compulsory retirement age of 70 years.

### **6.4.2 Persons who commenced in Public Service Employment after 6th April 1995 and prior to 1st January 2013:**

Persons who became pensionable employees after 6th April 1995 and prior to 1st of January 2013, without a break in employment, will join the Local Government (Superannuation) (Consolidation) Scheme 1998. Contributions are payable at the rate of 1.5% of your basic salary, 3.5% of basic salary less twice two times the value of the Contributory State Pension and a further 1.5% is payable for spouse and children's contributions (\*non-officer grades pay a co-ordinated contribution:

'Non-New Entrants' (those who became pensionable after 6th of April 1995 and prior to 1st April 2004) have a minimum retirement age of 60 and a compulsory retirement age of 70.

'New Entrants' (those who became pensionable after 1<sup>st</sup> April 2004 and prior to 1<sup>st</sup> January 2013) have minimum retirement age of 65 with no compulsory retirement age.

### **6.4.3 Persons who commenced in Public Service Employment before 6th April 1995:**

Their minimum retirement age is 60 and they have a compulsory retirement age of 70 as per Department of Housing, Planning and Local Government Circular Letter CL/2/2019. Contributions are 5% of basic salary and 1.5% of basic salary towards Widow's & Orphan's or Spouse & Children's Scheme.

## **6.5 PENSION ABATEMENT**

If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 (Section 52) includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service Pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position that is currently in receipt of a Civil or Public Service pension



or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.

Prior to appointment, successful applicants will be obliged to complete a declaration in relation to previous Public Service pensionable employment. Please note: In applying for this position you are acknowledging that you understand the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.

## **6.6 PENSION ACRUAL**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

## **6.7 PROBATION**

The following provisions shall apply:

- 6.7.1 There shall be a period after such appointments take effect during which such persons shall hold such office on probation;
- 6.7.2 Such period shall be 1 year but the Chief Executive may at his/her discretion extend such period;
- 6.7.3 Such persons shall cease to hold such employment at end of the period of probation unless during such period the Chief Executive has certified that the service of such persons is satisfactory.

## **6.8 PRE-EMPLOYMENT MEDICAL QUESTIONNAIRE/ EXAMINATION**

For the purposes of satisfying the requirement as to health, it will be necessary for each successful applicant, before he/she is appointed, to respond to a medical questionnaire which is submitted to a qualified medical practitioner to be nominated by Kilkenny County Council. If necessary, an in-person appointment will be made with our medical practitioner. In the event the applicant does not take up the post following the pre-employment medical, he/she will reimburse Kilkenny County Council the cost of the medical examination, as per a previously signed understanding.

## **6.9 HOURS OF WORK (35 HOURS)**

There are eight branches, a mobile service and Library HQ (Mayfair, Callan, Castlecomer, Ferrybank, Graiguenamanagh, Loughboy, Thomastown,) Kilkenny County Council reserves the right to assign you to any department or 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 successful candidate may be required to work variable hours over the library's working week, from Monday to Saturday, which may include weekends and late evenings.

When required to do so holders of the office may be required to drive a motor car, in the course of performing their duties and should therefore, hold a full driving licence for class B vehicles free from endorsement, disqualification and medical limitation on driving.

The average weekly working hours are 35 hours per week.

Rotas may be amended periodically in response to service needs. The Council reserves the right to alter your hours of work from time to time. You may be required to work additional hours on a time off in lieu basis on various occasions.

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 post is wholtime the person appointed will be required to work a 35-hour week which equates to a 7-hour day.

Five days over a six, day period at any time from Monday to Saturday, including some evenings every week.

The post entails a wide range of duties which require maximum flexibility, involving regular evening and weekend attendance where necessary. The person appointed may be required to work outside of normal hours on occasion.

Hours may be subject to change as required.

## **6.10 ANNUAL LEAVE**

Annual leave entitlement for this position will be in accordance with Department of Environment, Community & Local Government Circular LG(P) 07/2011.

## **6.11 TRAVEL**

When required to do so holders of the office shall hold a full Irish driving licence for class B vehicles free from endorsement and disqualification 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.

It is Kilkenny County Council policy that all staff using their private cars for work purposes, regardless of the frequency should:

- 1) Indemnify Kilkenny County Council on their personal insurance policy
- 2) Note business class on their personal policy
- 3) It is the obligation of the driver/owner to ensure that the vehicle is fit to be on the public road.

When applicable for specific roles, travelling 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 any other relevant documents.

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.

#### **6.12 LOCATION**

The holder of the office may be based in any of the branch libraries or in Library HQ and will be expected to travel to and work in other library service points as required.

#### **6.13 SAFETY, HEALTH & WELFARE**

The holder of the post shall comply with Kilkenny County Council's Safety Management System. He/she shall familiarise him/herself with the Safety statement for his/ her section and all the associated safety & health risk assessments, safe systems of work, and procedures and make proper use of all safety clothing and equipment. Failure to comply with the Safety Statement and its requirements may result in disciplinary action.

#### **6.14 TRAINING**

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

#### **6.15 POLICIES & PROCEDURES**

The post-holder will be expected to abide and adhere to the policies & procedures applicable to Kilkenny County Council.

### **7.0 SELECTION PROCESS**

The selection process may include:

**Stage 1:** Submission of completed applications and required supporting documents.

**Stage 2:** Eligibility & Shortlisting of applicants on the basis of information submitted in the applications and supporting documents.

**Stage 3:** A competency-based interview which may be conducted face to face or by way of remote interview

**Stage 4:** Panel formation.

#### **7.1 STAGE 1 - SUBMISSION OF APPLICATIONS**

7.1.1 Applicants should complete the Application Form on line via the advert link or through the [www.kilkennycoco.ie](http://www.kilkennycoco.ie) link.

7.1.2 Applicants are required to submit their applications electronically, along with the required documentation. Applicants should retain a copy of their Application Form for their own personal reference.

Be advised that once **FULLY COMPLETED** applications supported by the prescribed evidentiary proof of meeting minimum qualifications and eligibility requirements are submitted this information cannot be amended.

When completing the employment history section on the Application Form please ensure all periods of employment and unemployment (if applicable) are recorded and accounted for.

- 7.1.3 The submission of **Photo Identification is an essential requirement** and can include one of the following forms of ID only: Passport, Drivers Licence, Public Service Card or Safe Pass.

## **7.2 STAGE 2 - ELIGIBILITY & SHORTLISTING OF APPLICATIONS**

- 7.2.1 Kilkenny County Council will conduct a preliminary verification of eligibility of applicants. This will comprise of both the Minimum Requirements as outlined in **Section 3.0** above, as well as the mandatory documentation specified for the competition. Kilkenny County Council reserve the right to recheck eligibility criteria at a later stage. The decision of Kilkenny County Council as to the applicant meeting the eligibility criteria specified is final.

- 7.2.2 Kilkenny County Council may decide, by reason of the number of persons seeking admission to a competition, to carry out a shortlisting procedure. The Shortlisting procedure may be by way of a desktop analysis of the applications and/or a shortlisting interview. The number of persons to be invited, in these circumstances shall be determined by Kilkenny County Council from time to time, having regard to the likely number of vacancies to be filled. Shortlisting can be based on the eligibility criteria (qualifications, relevant experience etc.), as well as the detail provided for the listed competencies and other relevant information submitted on the Application Form.

In this instance, an expert Board will examine the application forms against a pre-determined criteria based on the requirements of the position. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding those requirements may result in you not being called forward to the next stage of the selection process.

It is expected that given the qualifications and experience of prospective applicants that the short-listing requirements will be significantly higher than the minimum eligibility criteria (qualifications and experience) requirements set out for the post.

- 7.2.3 Kilkenny County Council reserves its right to shortlist applicants in the manner it deems most appropriate.

## **7.3 STAGE 3 - INTERVIEWS**

An independent interview Board will conduct interviews. The interview will be competency based and the Board will comprise of a Chair and one/two other Board

members. The interview duration is competition specific and can range from 20 – 45 minutes. The following is an example of the interview format:

Time	Member of Board	Interview Component	Note Taker
0-10 mins	Chair	Introduction/Application Form etc.	Board Member No. 3
10-20 mins	Board Member No. 2	Competencies x 2	Chair
20-30 mins	Board Member No. 3	Competencies x 2	Board Member No. 2
30-35 mins	Chair	Close out Interview	Board Member No. 3
35-40 mins	All	Score on Current Interview/Prepare for next interview	n/a

### 7.3.1 Competency Framework

Interviews are competency based and competencies are drawn from the Local Government Sector Competency Frameworks.

Applicants called for interview will be required to demonstrate the following competencies:

Competency Headings		Competency Description
1	<b>Management and Change:</b>	<ul style="list-style-type: none"> <li>Understands the need for change, makes a positive case for change and elicits commitment to others.</li> <li>Implements change in an orderly and determined manner.</li> <li>Understands the political reality and context of the local authority.</li> <li>Ability to sustain a positive image and profile of the local authority Library Service.</li> </ul>
2	<b>Delivering Results:</b>	<ul style="list-style-type: none"> <li>Delivers services, projects and tasks on time, within budget and achieving expected performance standards promoting reduction in cost and minimisation of waste.</li> <li>Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating employees and by managing resources effectively.</li> <li>Assesses feedback and evaluates outcomes to drive continuous improvement.</li> <li>Identifies and implements improvements in core work processes and outcomes.</li> </ul>
3	<b>Performance Management and Teamwork:</b>	<ul style="list-style-type: none"> <li>Leads, motivates and engages others in individual and team situations to achieve quality results.</li> <li>Builds an effective, productive, cohesive team through, induction, development and team building processes.</li> <li>Effectively identifies and manages conflict and potential sources of conflict to reach solutions or positive outcomes</li> </ul>

		<ul style="list-style-type: none"> <li>Leads by example in terms of commitment, flexibility and a strong customer service ethos.</li> </ul>
4	<b>Personal Effectiveness:</b>	<ul style="list-style-type: none"> <li>Has a good understanding of the role of digital technologies and new media in the development and delivery of 21st century libraries.</li> <li>Demonstrates and encourages innovation and new thinking.</li> <li>Maintains a positive and constructive and enthusiastic attitude to their role.</li> <li>Understands the structures and environment within which the library service operates and awareness of the changing public service environment.</li> </ul>

#### 7.4 STAGE 4 – PANELS

Panels may be formed and will be based on the order of merit resulting from the interviews. Applicants whose names are on a panel and who satisfy Kilkenny County Council that they meet the criteria required for the office and that they are otherwise suitable for appointment, may within the lifetime of the panel concerned, be appointed as appropriate/relevant vacancies arise. The Panel duration will be 12 months.

Prior to recommending any applicant for appointment to this position Kilkenny County Council will make all such enquiries that are deemed necessary to determine the suitability of that applicant. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for appointment decline, or having accepted it, relinquish it, or should additional vacancies arise, Kilkenny County Council may at its discretion, select and recommend another person for appointment on the results of this selection process.

#### 7.5 FEEDBACK ON SHORTLISTING/INTERVIEW RESULTS

Shortlisting and Interview results will be issued by Human Resources as soon as possible after the competition administration has been finalised.

If your results are related to a Shortlisting exercise you will be informed of the shortlisting outcome.

If your results are related to an interview you will have access to view details of each competency score, as well as the Board comments and if successful at interview you will receive details of your Panel placing.

#### 7.6 APPEALS

Applicants whom are dissatisfied with the manner in which the recruitment process was conducted may appeal in the first instance to the Senior Executive Officer, Human Resources Department within a 5 working day period from the date their results were issued, while clearly outlining their grounds for appeal.

In the interest of clarity Kilkenny County Council will facilitate appeals in respect to the process applied to the recruitment competition. Appeals will not be considered in respect to the decision of the interview Board/shortlisting panel, as their decision is final, save any upheld appeal in relation to due process.

## **7.7 OFFER LETTERS**

Kilkenny County Council shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month from the date the Contract of Employment was issued. If he/she fails to take up the appointment within such period (or such longer period as Kilkenny County Council in its absolute discretion may determine) Kilkenny County Council shall not appoint him/her.

## **8.0 GENERAL**

Kilkenny County Council is an Equal Opportunities Employer.

Kilkenny County Council will not be responsible for any expenses an applicant may incur in attending for interview.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Kilkenny County Council is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

## **8.1 THE IMPORTANCE OF CONFIDENTIALITY**

Subject to the provisions of the Freedom of Information Act, 2014 applications will be treated in strict confidence.

All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

## **8.2 DEEMING OF CANDIDATURE TO BE WITHDRAWN**

Applicants who do not attend for interview or other test when and where required by Kilkenny County Council, or who do not, when requested, furnish such evidence as the Authority require in regard to any matter relevant to their candidature, will have no further claim to consideration.

Applicants are expected to provide all requested documentation to Kilkenny County Council, including all forms issued by the Council for completion, within five days of request. Failure to do so will result in the applicant being deemed to have withdrawn from the competition and their candidature will receive no further consideration.

## **8.3 QUALITY CUSTOMER SERVICE**

We aim to provide an excellent quality service to all our customers. If, for whatever reason, you are unhappy with any aspect of the service you receive from us, we urge you to bring this to the attention of the unit or staff member concerned. This is

important as it ensures that we are aware of the problem and can take the appropriate steps to resolve it.

On occasion applicants may be requested to part-take in a survey to provide feedback on our services, we would appreciate your co-operation on this matter if requested to do so.

#### **8.4 USE OF RECORDING EQUIPMENT**

Kilkenny County Council does not allow the unsanctioned use of any type of recording equipment when conducting business. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.

Any person wishing to use such equipment for any of these purposes must seek written permission in advance. This policy is in place to protect the privacy of staff and customers and the integrity of our assessment material and assessment processes.

Unsanctioned use of recording equipment by any person is a breach of this policy. Any applicant involved in such a breach could be disqualified from the competition and could be subject to prosecution under section 55 of the Public Service Management (Recruitment & Appointments) Act, 2004.

In addition, where a person found guilty of unauthorised use of recording was or is an applicant at a recruitment process, then:

- Where he/she has not been appointed to a post, he/she will be disqualified as an applicant; and
- Where he/she has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

#### **8.5 APPLICANTS' OBLIGATIONS:**

Applicants in the recruitment process must not:

1. Knowingly or recklessly provide false information
2. Canvass any person with or without inducements
3. Interfere with or compromise the process in any way
4. Disrespect or ill-treat Kilkenny County Council staff or Board members
5. A third party must not personate an applicant at any stage of the process

#### **8.6 CONTRAVENTION CODE OF PRACTICE**

Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. If a person found guilty of an offence was, or is an applicant at a recruitment process:

1. They will be disqualified and excluded from the process
2. Has been appointed to a post following the recruitment process, they will be removed from that post.

#### **8.7 GENERAL DATA PROTECTION REGULATION (GDPR)**

##### **8.7.1 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 Kilkenny 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.

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

Outside of the relevant recruitment teams, 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.

#### **8.7.3 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.

When your application is received, Kilkenny 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 & 2018** and will be destroyed following the expiry of any panel put in place in respect of this competition.

***Kilkenny County Council's General Privacy Statement can be assessed [here](#).***

**To make a request to access your personal data please submit your request by email to: [dataprotection@kilkennycoco.ie](mailto:dataprotection@kilkennycoco.ie) ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s).**