



Comhairle Chontae Liatroma Leitrim County Council

Candidate Information Booklet (Please read carefully)

Post of: Civil Technician Grade I

Closing Date: 4:00pm on Tuesday, 25th August 2026

Important Notes

Completed Application Form (*inclusive of all other required documentation*) must be emailed in **PDF Format only** as **One Single Document** (not individual scanned documents) to jobs@leitrimcoco.ie.

Please quote '**Civil Technician Grade I Application**' followed by your **name** in the subject line of the email.

Note: Hard copy Application Forms will not be accepted

General Information:

County Leitrim, located in the North West of Ireland, has a growing economy, picturesque landscape, vibrant communities and a strong arts and cultural sector. Leitrim County Council's vision is to build an economically strong, creative, inclusive county, making Leitrim the best place to live, work, invest and visit. Key to the achievement of our priorities and objectives is a skilled and committed workforce, supported by enabling technologies, efficient work processes and learning and development opportunities. We are committed to the training, support and encouragement of our staff and we offer benefits across family friendly initiatives, personal development and wellbeing of staff.

The Role

Leitrim County Council is seeking to establish a panel to fill permanent Civil Technician Grade I vacancies which may arise during the lifetime of the panel (12 months).

The Civil Technician Grade 1 is a key support position within the Council and may be assigned to work across various departments e.g. Roads, Capital Projects, Planning, Housing etc. as required. Under the direction and supervision of the appropriate line manager, the position of Civil Technician Grade I in Leitrim County Council will involve the provision of technical services and support to managers and colleagues and working as part of a team in meeting work goals and objectives and delivering quality services to internal and external customers.

The Qualifications:

1. Character

Candidates shall be of good character.

2. Health

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

3. Citizenship:

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

- i. A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- ii. A citizen of the United Kingdom (UK); or
- iii. A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- iv. 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
- v. 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
- vi. A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa

4. Education, Training, Experience, etc.

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

- (a) (i) Have passed the N.C.E.A. / H.E.T.A.C / QQI National Certificate Final Examination  in any of the following:
 - Civil Engineering
 - Geo-surveying
 - Construction Studies
 - Construction Studies in Building Maintenance
 - Construction Studies in Architectural Graphics

OR

hold an equivalent qualification

AND

Have **at least three years** satisfactory experience after attaining the qualification concerned.

OR

- (ii) have, satisfactory relevant experience, in a technician post at Grade II level, or in an analogous post, under a local authority or health board in the State, **AND**
- have at least three years satisfactory relevant experience in a technician post at Grade II level or in an analogous post,

OR

- (iii) have satisfactory service, in a technician post at Grade I or higher level in an analogous post under a local authority or health board in the State.

- (b) possess adequate training or experience relating to the control and supervision of staff.

A strong working Knowledge of AutoCAD, Revit and/or GIS Software is desirable.

**** Please ensure that confirmation of relevant qualification from your awarding body and / or Quality & Qualifications Ireland (QQI) is submitted to the HR Department (in PDF format only) with your application if eligibility is on the basis of 4(a)(i) above. Foreign language qualification certificates must also be accompanied by a translation document.**

Note: Candidates must hold a current valid unendorsed driving license in respect of category B vehicles or equivalent in the EU Model Driving Licence and must advise if this is not the case. A copy of Licence must be submitted with your application.

Candidates who require a Work Permit to work in Ireland must submit proof of same with their application.

The Ideal Candidate Shall Have:

- A career record that demonstrates satisfactory civil technician experience;
- A high standard of technical training and strong experience of working with Auto Cad, Revit together with a working knowledge of BIM;
- An ability to carry out as-built surveys of existing buildings and brown field sites;
- A familiarity with the requirements of Fire and Disability Access Certificates;
- A working knowledge of the requirements of the Building Control (Amendment) Regulations (BC(A)R) including the production of inspection plans;
- A working knowledge of GIS Software such as ESRI ArcGIS and/or Mapinfo;
- An ability to plan and execute surveys for mapping, etc;
- An ability to plan and prioritise work effectively and to work under pressure (both independently and as part of a team);
- A strong sense of innovation and problem-solving skills and flexibility in their approach to work;
- A strong sense of ownership of their work and attention to detail;
- An ability to take direction / follow instruction;
- An ability to prepare and present clear and concise reports;
- Good interpersonal and communication skills and the ability to engage and work in consultation with a wide range of stakeholders;

- Experience of managing financial resources within a budgetary control framework and ensuring value for money;
- An understanding of Local Authority services and structures in Ireland, or the ability to quickly acquire same;
- A good understanding of safety management in the workplace including Health and Safety Legislation and Regulations.

Competencies for the Post:

Key Competencies for the post include the following and candidates will be expected to **demonstrate sufficient evidence within their application form** of competence under each of these. Please take particular note of these when completing the application form as any short-listing or interview processes will be based on the information provided by candidates.

Knowledge, Experience and Skills	• Range and depth of relevant Civil Technician experience. • Demonstrates required technical knowledge, understanding and training for the role. • Up to date with current developments, trends and best practice in their area of responsibility. • Experience of working as part of a multi-disciplinary team. • Experience of compiling, preparing and presenting reports, correspondence etc. • Understanding of the role of a Civil Technician Grade 1 within the local authority context..
Delivering Results	• Problem solving and decision making, particularly in situations of conflicting demands; • Organising work programmes and implementing solutions, especially to deadlines; • Following procedures, ensuring compliance and maintaining appropriate records; • Managing resources and achieving efficiencies; • Delivering quality outcomes.
Performance through People	• Motivation and positivity as part of a team. • Leads by example in terms of commitment, flexibility and a strong customer service ethos. • Building and maintaining positive, productive and beneficial relationships with a range of stakeholders. • Managing performance. • Communicating effectively.
Personal Effectiveness	• Takes initiative and is proactive when he or she sees the opportunity to make a contribution; • Manages time and workload effectively; • Maintains a positive, constructive and enthusiastic attitude to their role; • Responds positively to the challenges of the role; • Is self-motivated and persistent when faced with difficulties. • Demonstrates flexibility and openness to change • Understands the structures and environment within which the local authority sector operates.

The Principal Terms & Conditions:

The post is **wholetime, permanent and pensionable**.

1. Duties

The duties of the office 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 Acts, 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 general direction and control of the Chief Executive or of such other officers as the Chief Executive may from time to time determine, such appropriate services of a technical, administrative, supervisory and advisory nature as are required for the exercise and performance of any of its powers, duties and functions as may be delegated to him or her by the Chief Executive from time to time and shall include the duty of deputizing for other officers of the local authority.

Reporting to such officer as may be determined from time to time, the main duties and responsibilities of the Civil Technician Grade 1 may include, but will not be limited to, the following:

- Assisting in identifying and agreeing work programmes, targets and deadlines and ensuring their subsequent implementation;
- Assessing the nature, level and pattern of demand for the service in the area/function and recommending the priorities to the relevant line manager;
- Providing technical services relevant to the area of responsibility to which he/she has been assigned, e.g. site inspection, site surveying, as-built surveying, preparation of detailed dimensional drawings, design layout, mapping and graphics, schedules, registers, technical research, report writing, project tendering and such other duties associated with the role;
- Operating the appropriate technology and software systems as required to carry out the work to which he/she has been assigned e.g. CAD, Revit, BIM, Map Info, ArcGIS, Graphics, Microsoft Office;
- Assisting in designing and producing draft and final working drawings, technical details and specifications for various projects through all design stages from inception through to completion;
- Assisting in designing and working on the production of draft and final tender and contract documents, including those for the tender of services on behalf of Leitrim County Council for consultants and contractors;
- Undertaking Surveying – Topographical, Photographic & Technical, including using GPS surveying equipment;
- Estimating project technical or resource requirements;
- Preparation of Health & Safety documentation for works;
- Implementation of the requirements of and preparation of Fire and Disability Access Certificate documentation;
- Implementation of the requirements of the Building Control (Amendment) Regulations (BC(A)R), including the production of inspection plans;
- Reading and reviewing maps, project drawings and plans, technical specifications, etc;
- Preparation of public consultation display material and assistance with public consultation requirements, including Part VIII, attendance at meetings etc;
- Carrying out land registry searches and folio searches;
- Updating Assets Register and inputting data on CRM (Customer Relationship Management) System.
- Validation and mapping of Planning Applications;
- Working as part of a multi-disciplinary team;
- Managing and maintaining work files and providing progress reports;

- Provision of technical supervision and support;
- Being accountable for efficient and effective processing of work assigned to him/her;
- Liaising with other departments, members of the public and external agencies in relation to operational aspects of assigned work;
- Developing and maintaining effective working relationships with external agencies and ensuring that, in accordance with policy and procedure, programmes of work are co-ordinated and implemented in full with the co-operation of all relevant parties;
- Supporting the line manager to ensure the section or department work programmes are implemented to deliver on the Council's Corporate Plan and operational plans;
- Supporting the management and implementation of Health and Safety for the section or department.
- Undertaking any other duties of a similar level and responsibility as may be required/assigned from time to time

2. Salary:

The salary scale for the position of Civil Technician Grade I is within the range (scale effective from 1st June 2026):

**€49,753 - €50,498 - €51,478 - €52,463 - €53,452 - €54,464 -
€55,399, €57,163 (LSI) - €58,952 (LSI2)**

Entry point to this scale will be determined in accordance with relevant Departmental Circulars. Offers of appointment to persons who are not serving local authority employees will be based on the minimum of this scale.

The rate of remuneration may be adjusted from time to time in line with Government Policy.

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

3. Residence:

The holder of the post shall reside in the district in which his or her duties are to be performed or within a reasonable distance thereof and will be required to serve in the Local Authority's Offices, or wherever assigned by the Local Authority.

Leitrim County Council reserves the right to, at any time, re-assign an employee to any Department now or in the future. Leitrim County Council reserves the right to, at any time, assign an employee to any base or to any premises in use by the Council now or in the future.

4. Probation:

All contracts will be subject to a probationary period, during which the performance of the successful applicant will be regularly evaluated.

Where a person is permanently appointed to Leitrim County Council the following provisions shall apply:

- (a) There shall be a period after appointment takes effect, during which such a person shall hold the position on probation;
- (b) Such period shall be one year but the Chief Executive may, at his/her discretion, extend such period;
- (c) Such a person shall cease to hold the position at the end of the period of probation, unless during this period the Chief Executive has certified that the service is satisfactory;
- (d) There will be ongoing assessments during the probationary period.

Employment may be terminated by either party during probation or at the end of the probationary period on one week's notice.

5. Health:

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

6. Annual Leave:

The annual leave entitlement for this post will be 30 days per annum. Annual leave year runs from 1st January to 31st December.

7. Working Hours:

The successful candidate's normal hours of work will be 35 hours per week, Monday to Friday. The Council reserves the right to alter hours of work from time to time.

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.

8. Superannuation:

All new entrants to pensionable public service employment on or after 1st January 2013 will be members of the Single Public Service Pension Scheme.

All members of the Single Public Service Pension Scheme will be required to contribute 3.5% of net pensionable remuneration plus 3% of pensionable remuneration. Pension and retirement lump sums for member of the Single Public Service Pension Scheme will be based on career-average pay; pensions will be co-ordinated with the State Pension Contribution Scheme.

Persons who are pensionable under the Local Government (Superannuation) (Consolidation) Scheme 1998, and are liable to pay the Class A rate of PRSI contribution, will be required in respect of superannuation to contribute to the local authority at the rate of 1.5% of pensionable remuneration plus 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). You will also be required in respect of the Local Government (Spouses and Childrens' Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of pensionable remuneration in accordance with the terms of the Scheme.

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 his/her superannuation to contribute to the local authority at the rate of 5% of pensionable remuneration. You may also be required to pay Spouses and Children/Widows and Orphans contributions at the rate of 1.5% of pensionable remuneration.

9. Retirement Age:

The Single Public Service Pension Scheme ("Single Scheme") as provided by the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 commenced with effect from 1st January 2013. The act introduced new retirement provisions for new entrants to the public service appointed on or after 1st January 2013, as well as to former public servants returning to the public service after a break of more than 26 weeks. In accordance with Circular Letter 24/2020 Single Pension Scheme Members normal retirement age will be in line with the age of eligibility for the State Pension (Contributory). Compulsory Retirement Age will be 70.

There is no mandatory retirement age for "new entrants" to the public service as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004.

Anyone who is “not a new entrant” to the public service, as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004, had been subject to a compulsory retirement age of 65 years – the Public Service Superannuation (Age of Retirement) Act 2018 provides for an increase in the compulsory retirement age of most pre-2004 public servants from age 65 to age 70.

10. Pension Abatement:

If an appointee has previously been employed in the Civil or Public Service and that appointee is entitled to, or in receipt of, a pension from the Civil or Public Service, or where a Civil/Public Service pension comes into payment during the appointee’s re-employment, that pension will be subject to abatement in accordance with Section 52 of the Public Service Pensions (Single Scheme and other Provisions) Act 2012.

Please note: In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office/Body will support an application for an abatement waiver in respect of appointments to this position.

11. Drivers Licence / Travel:

Holders of the post shall be required to possess a current unendorsed full driving license (Category B) 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. The post holder’s Insurance policy must cover such use and must indemnify Leitrim County Council.

Travel and subsistence expenses will be paid in accordance with nationally agreed rates applicable in the sector.

12. Outside Employment

The position is whole-time and the employee may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties.

13. Garda Vetting:

The successful candidate may be subject to the Garda Vetting Procedures in line with the provisions of the National Vetting Bureau (Children & Vulnerable Persons) Act 2012 to 2016 as appropriate in advance of appointment and on a periodic basis thereafter for the duration of their employment.

14. Data Protection:

Please note that the information received is used solely for the purpose of considering your application. Such information held is subject to the rights and obligations set out in the Data Protection Acts, 1988, 2003 & 2018 and EU Regulation 2016/679.

SELECTION PROCESS:

- (i) Selection shall be by means of a competition based on an interview conducted by or on behalf of the local authority.
- (ii) Leitrim County Council reserves the right to shortlist applications on the basis of information supplied on the application form, and only those shortlisted will be called for interview.
- (iii) Candidates called for interview will be assessed on the **competencies** for the post as set out above.
- (iv) A panel may be formed on the basis of such interview. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualifications declared for the office and that they are otherwise suitable for appointment may, within the life of the panel, be appointed to this post. The life of the panel will not be more than one year from the date of formation of the panel.

- (v) The local authority shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month and if they fail to take up the appointment within such period or longer period as the local authority in its absolute discretion may determine, the local authority shall not appoint them.

All applications must be made on the official Application Form which is available to download on Leitrim County Council's website www.leitrim.ie or alternatively, contact the Human Resources Department (Email: jobs@leitrimcoco.ie)

Completed Application Forms, inclusive of all required documentation, must be submitted in PDF Format only as One Single Document (not individual scanned documents).

CLOSING DATE:

Completed Application Forms must be submitted by 4:00 p.m. on Tuesday 25th August 2026 via email to jobs@leitrimcoco.ie. Applications received after this **date and time** will not be considered.

Please quote '**Civil Technician Grade I Application**' followed by your name in the subject line of the email.

Candidates will receive an automatic acknowledgement when they submit their application form to the above email. You should check your Spam/Junk Folders in the event that you do not receive this acknowledgement. The onus is on the candidate to ensure that their application has been received and acknowledged.

The responsibility rests with the applicant to ensure that their application form is **received** by the Human Resources Department of Leitrim County Council on time as outlined above. Candidates should ensure that they give themselves sufficient time to allow for any unforeseen circumstances which may arise and which may impact on their application form not being **received** on time.

NOTE:

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 applicants favour any employee 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.

LEITRIM COUNTY COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER