



Comhairle Chontae Liatroma Leitrim County Council

Candidate Information Booklet (Please read carefully)

Post of:

**Ganger – North Leitrim Area
Ganger – South Leitrim Area**

Closing Date: 4:00pm on Thursday, 16th April 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 **‘Ganger 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 Competition

The purpose of this recruitment campaign is to form panel(s) for:

- **Ganger – North Leitrim Area**
- **Ganger – South Leitrim Area**

from which whole-time, **permanent** posts may be filled at Ganger Grade.

The **North Leitrim Area** generally covers the Tullaghan, Kinlough, Manorhamilton, Rossinver, Kiltyclogher, Glenfarne, Killargue, Dromahaire, Drumkeerin areas.

The **South Leitrim Area** generally covers the Dowra, Ballinaglera, Drumshanbo, Leitrim Village, Carrick on Shannon, Dromod, Rooskey, Mohill, Ballinamore, Aughnasheelin, Cloone, Carrigallen areas.

Gangers may be called on at any time, in case of emergency or urgent need, **and must be in a position to provide an acceptable response time in relation to the discharge of their duties.** Post holders will be required to reside within a reasonable distance of their work base, and this requirement should be considered by applicants in selecting which panel(s) to apply for.

The Role

Gangers are frontline service employees who are involved in the delivery of a wide range of key local authority services in the heart of communities. The Ganger is a supervisory position and is responsible for co-ordinating and supervising the work within their own 'gang' or work team, ensuring that all work is carried out safely and to programme. The role is outdoors, operational and manual and the duties will vary according to the functional area to which the person is assigned. The successful candidate will be required to work under the direction and supervision of the appropriate line manager and carry out duties as may from time to time be assigned to him/her in relation to his/her employment and as may be appropriate. The ideal candidate will have relevant experience, the capacity to co-ordinate and supervise works and staff within a team, and the ability to plan and prioritise work effectively. He/She will be highly motivated, adaptable, flexible and capable of acting on their own initiative as well as someone with a strong sense of commitment to delivering quality public services.

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.

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

- a) Have reached a standard of education sufficient to enable them to carry out the duties of the position satisfactorily;
- b) Have previous experience relevant to the duties outlined for the position of Ganger;
- c) Have a good knowledge and previous experience in Safety, Health & Welfare at Work and in dealing with the public;
- d) Hold a valid Safe Pass Card*;
- e) Hold a current valid unendorsed driving licence in respect of category B vehicles or equivalent in the EU Model Driving Licence (Copy of Licence must be submitted with your application).

Each candidate will demonstrate through their application form and at interview (if called for interview) that s/he:

- Has good communication/interpersonal and customer awareness skills;
- Has capacity to co-ordinate and supervise works and staff within a team;
- Has the ability to plan and prioritise work effectively;
- Is self-motivated with a record of demonstrating initiative and ability to use judgement in a work-place environment;
- Has sufficient knowledge and understanding of Safety, Health & Welfare at work.

****Where a candidate does not hold a current valid Safe Pass Card this requirement must be met prior to taking up any offer of a Ganger position (meeting this requirement will not be permitted to delay any appointment process and the onus is on the candidate to ensure that they have met the requirements in a timely manner).***

The Ideal Candidate Shall Have:

- An understanding the role of a Ganger.
- Knowledge, experience and training relevant to the duties outlined for a Ganger.
- Management skills including experience in staff supervision and an ability to work within, lead and motivate multi-disciplinary teams.
- The capacity to co-ordinate and supervise works and staff within a team.
- The ability to plan and prioritise work effectively and to work under pressure (both independently and as part of a team).

- The ability to use initiative and judgement.
- A flexible and adaptable approach with the ability to multi-task.
- Strong organisation and problem-solving skills and the drive to deliver the required results.
- Effective interpersonal and written and verbal communication skills, with the ability to prepare technical and other reports for line managers.
- Good ICT skills and an ability to use technology (eg. hand-held smart technology etc) as required.
- Experience in dealing with the public and a strong sense of commitment to delivering quality public services.
- An excellent knowledge and awareness of health & safety legislation and regulations, their implications for the organisation and the employee, and their application in the workplace.
- A strong understanding of the role and duties of managers in safety and staff resource management in the workplace.
- A good understanding of how local authorities operate.

Skills / Aptitudes for the Post:

Candidates should have all the skills/aptitudes required of a Ganger and in particular they must demonstrate, by reference to specific examples from their career to date, that they possess or have the capacity to acquire the qualities, skills and knowledge required for the role of Ganger as identified in the following skills/aptitudes framework.

Please take particular note of these when completing the application form as any **short-listing** or **interview** processes will be based around these skills/aptitudes and the associated information provided by candidates.

It is in candidates' interest to provide a detailed and accurate account of their experiences relevant to this post in the application form.

Knowledge / Experience and Skills:	<ul style="list-style-type: none"> • Directly relevant experience having regard to the duties of the post. • Required knowledge, understanding and training for the role. • Understanding of the role of a Ganger. • Experience and knowledge of health and safety regulations in the workplace. • Understanding of the importance of ensuring that workplace health and safety guidelines and procedures are followed.
Delivering Results	<ul style="list-style-type: none"> • Capacity to organise, plan and prioritise work programmes. • Follows procedures, ensures compliance and maintains appropriate records. • Demonstrates problem solving, judgement and decision-making skills. • Takes initiative and is open to taking on new challenges and responsibilities. • Delivers quality work and services.
Performance Management & Teamwork	<ul style="list-style-type: none"> • Supervises and co-ordinates the team or work area in an effective manner. • Relates well to others, building and maintaining positive working relationships. • Strong team ethic of co-operation and mutual support, sharing information and knowledge as appropriate. • Communicates and reports effectively. • Addresses conflict or dissatisfaction in a constructive manner.

Personal Effectiveness	<ul style="list-style-type: none"> • Manages time and workload effectively. • Maintains a positive, constructive and enthusiastic attitude to the role. • Demonstrates flexibility and openness to change. • Responds positively to the challenges of the job and is proactive in addressing issues and problems. • Is self-motivated and committed and demonstrates a strong customer service ethos. • Is professional in performing the role and in carrying out their responsibilities.
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The Principal Terms & Conditions:

1. Particulars of Employment

The post of Ganger is wholetime, permanent and pensionable.

Two Panels will be created – one for the North Leitrim Area and one for the South Leitrim Area

Candidates may be placed on more than one panel based on the options selected on the application form. Any permanent positions which arise in the respective areas during the lifetime of the Panel(s) will be filled from the associated Panel.

Gangers may be called on at any time, in case of emergency or urgent need, and must be in a position to provide an acceptable response time in relation to the discharge of their duties. Post holders will be required to reside within a reasonable distance of their work base, and this requirement should be considered by applicants in selecting which panel(s) to apply for.

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 premises in use by the Council now or in the future.

2. Remuneration:

The gross weekly wages for the position of Ganger is within the range (effective from 1st February 2026):

Point	Rate Per Week
Point 1	€773.91
After 0.5 Years	€774.29
After 1.5 years	€777.65
After 2.5 years	€779.79
After 3.5 years	€781.65

Point	Rate Per Week
After 4.5 Years	€783.61
After 5.5 years	€785.69
After 6.5 years	€787.62
After 7.5 years	€789.71
After 8.5 Years	€792.01

Point	Rate Per Week
After 9.5 Years	€793.97
After 10.5 years	€796.21
After 11.5 years	€798.31

Persons who are appointed to the post of Ganger will be placed on the pay scale in line with approved arrangements. 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 remuneration shall be subject to such statutory deductions as may operate from time-to-time e.g. PAYE, PRSI, ASC, USC etc. Holders of the post shall pay to the local authority any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their official duties or in respect of services which they are required by or under any enactment to perform.

3. Duties & Responsibilities

The post of Ganger is an outdoor grade with front-line supervisory responsibilities and is a critical post in terms of ensuring quality service delivery to the public. Posts arising are generally within Roads and the successful candidate will be required to work as part of a works/maintenance crew within the relevant Area. He/she will be required to carry out duties as may from time to time be assigned to him/her in relation to his/her employment and as may be appropriate to the Roads function, or to any particular function of the local authority for which the Chief Executive is responsible, and carry out such instruction as may be given in relation to the performance of duties. The Senior Engineer, Senior Executive Engineer or any such person designated may assign duties as he/she sees fit at his/her absolute discretion.

The main duties and responsibilities of the Ganger may include, but will not be limited to, the following:

- Organising of work to ensure that tasks assigned are completed on time and to specification.
- Working at all times with his/her crew/team unless otherwise directed by the General Services Supervisor or other Line Manager.
- Supervising and managing road maintenance/improvement/surfacing/strengthening activities.
- Supervising the crew/team and liaising with the General Services Supervisor or other Line Manager.
- Supervising Contractors, Plant Operators etc on site.
- Responsible for equipment and materials under his/her control.
- Setting out of road works.
- Implementing traffic management plans.
- Supervising local safety arrangements on site, including the preparation and communication of the SSWP.
- Ensuring that the Council's safety management systems and procedures are complied with at all times.
- Compliance with all organisational policies, procedures and legislation.
- Keeping such records of crews, equipment, materials and jobs under his/her control as are required by Supervisor.
- Taking directions from and reporting to the appropriate Line Manager/Supervisor.
- The post of Ganger is a working post and accordingly a Ganger will also be required to carry out General Operative duties.
- Carrying out road maintenance work including road repairs and general road maintenance.
- Assisting road construction works including pipe laying, minor block and mortar work, road strengthening, road construction, surface dressing etc.
- General maintenance duties in relation to roads and footpaths including opening water inlets, drainage work and tar patching etc.
- Assisting bridge maintenance/repair works as required.
- Street cleaning, litter picking and emptying of bins.
- Erecting, cleaning and repairing signage.
- Carrying out maintenance/improvement/construction works in playgrounds, parks, amenity areas etc.
- Carrying out road reinstatement and footpath repairs and general concrete works.
- Grass cutting, strimming and general landscaping works.
- Chemical spraying and weed control.
- Power washing as required.
- Undertaking/assisting in relation to tree felling as required.

- Loading and unloading of building materials, road-making materials, including gravel and chippings, pipes, fencing posts and all materials used by the Council.
- Driving Council / hired vehicles as required.
- Operating tools, small plant and equipment/machinery as required.
- Dealing effectively and courteously with work colleagues and customers.
- Responding to emergencies as required by Supervisor.
- Attending to emergency work outside of normal working hours as required
- Participating and co-operating with all training initiatives as required.
- Use of current and future ICT systems, including mobile devices, employed in the area assigned as required.
- Such other duties/tasks as may be assigned to him/her from time to time as directed by the engineer or authorised supervisor.

Please note that these duties are typical of a Ganger and are indicative rather than exhaustive. The duties will vary according to the work programme and the functional area to which the person is assigned.

The work will be carried out in accordance with established work practices or as negotiated from time to time. Persons appointed will be required to report to work at the location notified to him/her by the supervisor.

Employees must attend all training courses deemed necessary by their employer for their area of work

The person employed will be required to perform assigned duties exercising a duty of care, in the interest of safety of oneself, fellow employees and the general public, at all times in compliance with Leitrim County Council's Safety Management System. Working in a safe manner, in full compliance with the relevant safety legislation and construction regulations, will be the primary responsibility of all Gangers.

4. 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, to enable his/her duties to be discharged in a satisfactory manner, as approved by Leitrim County Council. **Successful candidates may be required to demonstrate that they can provide an acceptable response time in relation to the discharge of his/her duties** and in such circumstances a determination as to whether a successful candidate can meet such response times will be at the discretion of management.

The **North Leitrim Area** covers the following general areas: Tullaghan, Kinlough, Manorhamilton, Rossinver, Kiltyclogher, Glenfarne, Killargue, Dromahaire and Drumkeerin.

The **South Leitrim Area** covers the following general areas: Dowra, Ballinaglera, Drumshanbo, Leitrim Village, Carrick on Shannon, Dromod, Rooskey, Mohill, Ballinamore, Aughnasheelin, Cloone, Carrigallen.

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

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

5. Hours of Duty:

Core hours of work shall be a 39-hour week. Normal working hours are 8.00 a.m. to 4.30 p.m., Monday to Thursday, and 8.00 a.m. to 3.30 p.m. Friday (half hour lunch break each day), or such hours as may from time to time be prescribed. The holder of the post may be called on at any time, in case of emergency or urgent need, and/or may be required to work outside of normal working hours, i.e. at evenings and/or weekends, as required, subject to overtime in accordance with agreed rates and procedures.

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 Council reserves the right to alter the hours of work from time to time.

6. Probation:

Employment is subject to a probationary period of one year, or such other period as may be determined, during which there will be an ongoing review of performance. Candidates shall cease to be employed as a Ganger at the end of the probationary period unless the Chief Executive has certified that the service of such person is satisfactory. The probationary period may be extended at Leitrim County Council's discretion.

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

7. 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 undergo a medical examination by a qualified medical practitioner to be nominated by the local authority.

8. Annual Leave:

The annual leave entitlement for the post of Ganger will be 25 days per annum. Annual leave year runs from 1st January to 31st December. Annual leave will be taken in accordance with the Council's Annual Leave Policy for Outdoor Employees.

9. 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.

10. 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.

11. 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.

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:**Step 1: Initial Screening re Eligibility**

In the first instance, all applications received by the latest date/time for receipt of completed applications will be screened for eligibility in accordance with the Qualifications for the post as set out in this booklet. Candidates should ensure that they have completed all Sections of the application form in full and submitted all required supporting documentation.

Step 2: Shortlisting

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 candidates may be short-listed for interview on the basis of the information supplied on the application form.

In the event of a shortlisting exercise being required, an expert board will examine and assess the application forms against pre-determined criteria, based on the requirements of the position i.e. **Knowledge, Experience & Skills; Delivering Results; Performance Management & Teamwork; Personal Effectiveness.** 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.

Shortlisting does not suggest that candidates not selected for interview 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.

Only information contained in the application form, and in particular the examples you provide in relation to the Skills/Aptitudes, will be considered at shortlisting stage. It is therefore in your own interest to provide a detailed and accurate account of your relevant qualifications / experience on the application form and also to demonstrate sufficient evidence of the skills/aptitudes required for the position.

Leitrim County Council also reserves the right to hold shortlisting interviews.

Step 3: Interview

Candidates who are successful in the shortlisting process will be invited to attend for interview which will be conducted by a board set up by Leitrim County Council – the interview may be conducted face by face or by way of online MS Teams. Candidates called for interview will be assessed on the Skills/Aptitudes for the post as set out above i.e. **Knowledge, Experience & Skills; Delivering Results; Performance Management & Teamwork; Personal Effectiveness.**

Two panels will be formed on the basis of such interviews – one for North Leitrim Area and one for South Leitrim Area. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualifications declared for the position, and that they are otherwise suitable for appointment, may, within the life of the respective panel(s), be appointed to this post. The panel(s) will exist for 2 years from the date of formation.

Candidates may be placed on more than one panel based on the options selected on the application form. Any permanent positions which arise in the respective areas during the lifetime of the Panel(s) will be filled from the associated Panel.

Additional Information

- An applicant who is found to be ineligible at any stage of the competition will not be further considered. Provision of inaccurate, untrue or misleading information will lead to disqualification from the competition, withdrawal of employment offer or dismissal.
- 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 such 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 Thursday, 16th April 2026** via email to jobs@leitrimcoco.ie. Applications received after this **date and time** will not be considered.

Please quote '**Ganger 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