



PEACEPLUS

Northern Ireland - Ireland

Co-funded by the



European Union



UK Government

COMHAIRLE CHONTAE LIATROMA LEITRIM COUNTY COUNCIL

Candidate Information Booklet (Please read carefully)

Post of:
PEACEPLUS 1.1 Development Officer
Fixed Term Temporary Contract (to 30/06/2027)

Closing Date: 4:00 p.m. Thursday 20th March 2025

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 '**PEACEPLUS 1.1 Development Officer 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.

Background:

PEACEPLUS is a new a €1.14bn European Union funding programme designed to support peace and prosperity across Northern Ireland and the border counties of Ireland, building upon the work of the previous PEACE and INTERREG Programmes. The design reflects the importance of peace-building activity, but also the importance of actions that will contribute positively to the economy, building prosperity and adjusting to the new environment and challenges we face. The PEACEPLUS Programme represents investment in the social, economic and environmental development of Northern Ireland and the border counties of Ireland.

The PEACE PLUS programme comprises six themes, which include 21 individual investment areas as outlined in **Fig 1** and approved by the NI Executive, Irish Government and North South Ministerial Council.

Figure 1: PEACEPLUS Themes



Local Councils will develop and deliver PEACEPLUS co-designed Action Plans under **Theme 1 – Building Peaceful and Thriving Communities** – Investment Area 1.1 - **Co-designed Local Community PEACEPLUS Action Plans** against which €110m has been allocated across the 17 council areas in Northern Ireland and the six border counties.

The Co-designed Leitrim PEACEPLUS Action Plan has been approved by the Special EU Programmes Body (SEUPB) for a total amount of €3,344,009 under the following themes:

Theme 1: Community Regeneration & Transformation (CRT) - 5 capital projects totalling €836,987

Theme 2: Thriving & Peaceful Communities (TPC) - 7 Programmes totalling €893,935

Theme 3: Celebrating Cultural Diversity (CCD) - 4 programmes totalling €504,913

The PEACEPLUS Action Plan will enable diverse partnerships to establish and is investing in key actions for their local areas and collectively address these in a manner which will result in improved, shared and inclusive local services, facilities and spaces, and make a significant and lasting contribution to peace and reconciliation.

Projects span a range of different sectors and activities include health and wellbeing initiatives; children and young people; community regeneration including redevelopment and re-imagining of existing community facilities for shared usage; initiatives to build positive relations; social innovation; social enterprise; and education and skills and community education. All supported projects are designed to address issues of racism and sectarianism, increase social inclusion, and promote civil leadership.

Leitrim PEACEPLUS Partnership

The development and implementation of the PEACEPLUS Action Plan is overseen by the **Leitrim PEACEPLUS Partnership Committee**. The PEACEPLUS Partnership is a sub-committee of Leitrim LCDC and reports to them on a monthly basis.

The Role:

The **PEACEPLUS 1.1 Development Officer** is a key role in the Leitrim PEACEPLUS Action Plan. The Development Officer will be a central resource for driving the local peace and reconciliation agenda through the design and implementation of the PEACEPLUS Action Plan, specifically under Theme 2: Thriving & Peaceful Communities and Theme 3: Celebrating Cultural Diversity – Active Citizenship & Orientation Programme, through which peace and reconciliation issues can be addressed in a holistic fashion and can bring all sides of the community together to promote more inclusive dialogue and respect different traditions, cultures and beliefs.

The role will include close collaboration with the Leitrim PEACEPLUS Partnership Committee and Leitrim County Council Community Development & Integration Team.

The PEACEPLUS Action Plan is multi-annual and outcomes focused. The PEACEPLUS Development Officer will therefore be required to coordinate projects under the Leitrim PEACEPLUS Action Plan, specifically under Themes 2 & 3, to encourage partnership working to generate innovative solutions that impact on peace and reconciliation.

The Qualifications:

1. Character

Each candidate must be of good character.

2. Health

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

3. 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 in, an EEA member state or the UK or Switzerland and has a stamp 4 visa.

4. Education and Experience

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

- (a) A Level 7 (on the National Framework of Qualifications) or relevant qualification in Rural/Community Development or Peace Building with a minimum of two years relevant work experience and demonstrate experience of dealing with intercultural and/or diversity issues.

OR

- (b) A good standard of general education with five years relevant work experience and demonstrate experience of dealing with intercultural and/or diversity issues.

AND

- (c) Knowledge and ability in relation to working with other agencies and partnerships in the delivery of specified outcomes based on the principles and processes of community development.
- (d) Project & event management, financial administration and budgeting skills.
- (e) Strong communication, data management and ICT skills.
- (f) Candidates must hold a clean, current Class B Driving Licence and will be required to have access to his/her own vehicle. (Copy of Licence must be submitted with your application.)

Note:

- **Candidates must submit a copy of third level or relevant qualification from your awarding body and / or Quality & Qualifications Ireland (QQI) with your application. Foreign language qualification certificates must also be accompanied by a translation document of educational**

qualifications as outlined above.

Applications received without the necessary documentation will be deemed ineligible and will not be considered further.

Desirable though not essential:

- Knowledge and experience of contracts, administration management and public procurement procedures, both national and EU.
- Knowledge and appreciation of the peace and reconciliation needs of local communities in the border region and on a cross-border basis
- Experience in EU Funding and reporting to SEUPB.
- Experience of working with new and ethnic minority communities.

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 note of these when completing the application form as any short-listing or interview processes will be based on the information provided by candidates:

Delivering Results / Communicating Effectively	<ul style="list-style-type: none"> • Translates the business or team plan into clear priorities and actions for their area of responsibility. • Plans work and allocation of staff and other resources effectively. • Implements high quality service and customer care standards. • Makes decisions in a timely and well informed manner. • Develops and maintains positive, productive and beneficial working relationships. • Demonstrates the ability to recognise the value of and requirement to communicate effectively. • Demonstrates effective verbal and written communication skills. • Demonstrates good interpersonal skills.
Performance Management	<ul style="list-style-type: none"> • Leads and works with the team to achieve PEACEPLUS Action Plan objectives. • Effectively manages performance. • Ability to develop and deliver programmes and projects and to work to strict deadlines. • Ability to work on own initiative as well as an integral part of a team. • Strong organisational skills including meeting facilitation and administration.

Personal Effectiveness	<ul style="list-style-type: none"> • Is enthusiastic about the role and is motivated in the face of difficulties and obstacles. • Takes initiative and is open to taking on new challenges or responsibilities. • Manages time and workload effectively. • Has strong organisational skills including meeting facilitation and administration. • Has strong resource and project management skills. • Maintains a positive and constructive and enthusiastic attitude to their role. • Understands and implements change and demonstrates flexibility and openness to change. • Is a self-starter, strong on research and maintains resilience in securing buy in and commitment to overall concepts or projects.
Knowledge, Experience and Skills	<ul style="list-style-type: none"> • Demonstrates understanding of the role of the PEACEPLUS 1.1 Development Officer and the PEACEPLUS Action Plan in the context of wider local authority service delivery. • Demonstrates knowledge & understanding of the structure and functions of local government. • Has knowledge of current local government issues, priorities, concerns and future direction. • Has relevant administrative, or economic/community development or project development, management and delivery experience. • Has experience of supervising staff. • Has experience of working as part of a team. • Has experience of preparing reports and correspondence.

Principal Terms and Conditions:

The position is wholetime, **temporary** and pensionable. The appointment will be on a **Fixed Term Contract basis for a period until 30 June 2027**, subject to a probationary period of 6 months, for the implementation of the PEACEPLUS Programme.

There are 2 No. Development Officer posts to be filled under the Leitrim PEACEPLUS Plan.

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 an 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 deputising for other officers of the local authority.

The **PEACEPLUS 1.1 Development Officer** will report to the PEACEPLUS Coordinator or such other officer as may be designated by the Chief Executive.

The key duties and responsibilities of the post of PEACEPLUS 1.1 Development Officer may include but are not limited to the following:

- Delivering on the Leitrim PEACEPLUS Action Plan, specifically under Theme 2: Thriving & Peaceful Communities and Theme 3: Celebrating Cultural Diversity.
- Promoting social sustainability of the area through community partnership and the promotion of peace and reconciliation.
- Encouraging, promoting, advising and supporting projects which aim to develop good cross community relations throughout the county.
- Collaborating and working with Leitrim County Council Community Development & Integration Team to ensure work programmes are implemented to deliver on the Council's operational plan.
- Meeting all project targets and milestones as determined by the Leitrim PEACEPLUS Partnership/SEUPB.
- Assisting in the preparation and managing of tenders for sub projects, if appropriate.
- Publicising the work of the project in line with the PEACEPLUS Communications Plan and SEUPB communication guidelines.
- Working to strict deadlines and being available to work outside normal office hours as required.
- Identifying, liaising and networking with other projects undertaking similar work.
- Compiling, preparing and presenting reports, presentations and responding to correspondence as necessary.
- Representing the office on committees or at meetings and giving progress reports as required.
- Providing support and assistance in the delivery of projects as required.
- Assisting the handling day-to-day issues, ensuring compliance with all council policies and procedures.
- Preparing interim and annual reports, including data on budgets and expenditure as required.

Reporting

- Ensuring compliance with all required local authority financial, management and governance reporting requirements of the PEACEPLUS programme.
- Responsibility for the preparation of relevant reports and performance related data, monitoring and evaluation of specific project targets and outputs, assisting in the preparation of claims to the funder as required and to include entering data on the PEACEPLUS database.
- Collecting, maintaining and updating relevant data.
- Working with project partners to ensure that they are aware of and fulfil their reporting requirements.

Governance

Ensuring the PEACEPLUS Work Programme conforms with all policies and procedures of the Local Authority and SEUPB and in line with the Governance Framework.

General

- Undertaking any other relevant and related duties that may be required/assigned.

2. Salary:

The Salary scale for the post of PEACEPLUS 1.1 Development Officer, applicable from 1st March 2025, is as follows (aligned to the Grade V – Staff Officer Scale):

€51,210; €52,739; €54,301; €55,895; €57,501; €59,373 (LSI 1); €61,252 (LSI 2)

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. Holders of the office 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 office or in respect of services which they are required by or under any enactment to perform.

3. Probation:

All contracts will be subject to a probationary period of 6 months, during which the performance of the successful applicant will be regularly evaluated. If during that period, the Local Authority is satisfied that the appointee is unlikely to prove suitable for final appointment, the appointment may be terminated by the giving of one month's notice on either side, or, in the event of misconduct or negligence, without notice

The probationary period may be extended at the discretion of the Chief Executive of Leitrim County Council

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

4. Working Hours:

The successful candidate's normal hours of work will be 35 hours per week. The role will require flexibility around working hours and evening and weekend work will arise in order to effectively deliver this programme. A system of 'Time in Lieu' will be in operation to reflect this. Overtime will not be paid.

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.

5. Annual Leave:

The annual leave entitlement for this post will be 30 days per annum.

6. 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.

7. 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, is 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.

8. 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.

9. Driving Licence

Holders of the post may from time to time be required to travel in the course of their duties and for this purpose they shall possess a current unendorsed full driving licence (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.

10. 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.

11. 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.

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. 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 position 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 circulated with this notice or alternatively contact the HR Department on jobs@leirimcoco.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 20th March 2024** via email only to jobs@leirimcoco.ie. Applications received after this **date and time** will not be considered.

Please quote '**PEACEPLUS 1.1 Development Officer 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.

Candidates must submit copy of relevant educational qualifications with their application. Applications received without the necessary documentation will be deemed ineligible and will not be considered further.

Candidates must also hold a current valid and unendorsed driving licence in respect of category B vehicles and must advise if this is not the case. A copy of Licence must be submitted with your application.

NOTES:

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.