

**DÚN LAOGHAIRE - RATHDOWN COUNTY COUNCIL**  
**Comhairle Contae Dhún Laoghaire-Rath an Dúin**

**SENIOR LIBRARY ASSISTANT – (OPEN)**  
**COMP. I.D. 009089**

<b>QUALIFICATIONS</b>
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**1. CHARACTER:**

Candidates shall be of good character.

**2. HEALTH:**

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

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 at his/her expense, a medical examination by a qualified medical practitioner to be nominated by the Local Authority. On taking up employment, the expense of the medical examination will be refunded to the candidate.

**3. EDUCATION, TRAINING, EXPERIENCE, ETC.**

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

- i. Have a good general level of education;
- ii. Have had at least two years satisfactory experience of library work.

<b>PERSON PROFILE</b>
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Dún Laoghaire-Rathdown County Council is seeking dynamic, creative and motivated individuals to fill the role of Senior Library Assistant in the Library Services.

The ideal candidate will be able to clearly demonstrate the key competencies as set out in this Booklet. In addition, the person will possess the following:

- Clear knowledge and understanding of the functions of a local authority and library service;
- Understanding of the role of a Senior Library Assistant;
- Experience of working on their own initiative and as part of a team;
- Ability to lead a team and supervise staff;
- Ability to provide excellent customer service;
- Relevant administrative and IT experience;
- Strong communication and organisational skills.

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<b>JOB SPECIFICATION</b>
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1. The office is wholetime, permanent and pensionable.

2. **SALARY:**

€28,753 - €30,718 - €33,507 - €35,339 - €36,942 - €38,491 - €40,582 - €42,096 - €43,633 –  
€45,046 (1<sup>st</sup> LSI) - €46,465 (2<sup>nd</sup> LSI) (rates as at 01/10/2020)

Entry point to this scale will be determined in accordance with Circulars issued by the Department of Housing, Planning and Local Government.

**In accordance with Departmental Circular letter EL 02/2011, a person who is not a serving local authority employee on or after 1<sup>st</sup> January 2011, will enter the scale for the position at the minimum point.**

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

The salary shall be fully inclusive and shall be determined from time to time. Holders of the office 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 his/her office or in respect of services which he/she is required by or under any enactment to perform.

3. **SUPERANNUATION CONTRIBUTIONS:**

Persons who become pensionable officers of a Local Authority who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the Local Authority at the rate of 1.5% of their 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 dependent or qualified children).

Persons who become pensionable officers of a Local Authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the Local Authority at the rate of 5% of their pensionable remuneration.

All persons who become pensionable officers of a Local Authority will be required in respect of the Spouses and Children's Contributory Pension Scheme to contribute to the Local Authority at the rate of 1.5% of their pensionable remuneration in accordance with the terms of the scheme.

**RETIREMENT:**

New Entrants recruited to the Public Service on or after 1 January 2013

Pensionable public servants (new joiners) recruited to the Public Service for the first time on or after 1 January 2013 (the commencement date of the Single Scheme) will be members of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012.

**Pension age**

Minimum pension age of 66 (rising to 67 and 68 in line with State Pension age changes).

### **Compulsory retirement age**

Scheme members must retire at the age of 70.

In all other cases, staff recruited on or after 1 January 2013 who were employed in the Public Service on 31 December 2012 or within a period prior to 31 December 2012 not exceeding 26 weeks will retain their existing pension scheme terms and conditions.

In certain circumstances, e.g. where the public servant was on secondment or approved leave or remains on the same contract of employment, the 26-week rule does not apply.

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

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

## **4. HOURS OF WORK**

The working hours are 37 per week. The successful candidate must be available to work weekend and evenings as part of their normal roster. Rotas may be amended periodically in response to the library service needs.

## **5. ANNUAL LEAVE**

Annual leave entitlement for the position of Senior Library Assistant is **30** days per annum in accordance with Department of Environment, Community and Local Government Circular LG(P) 07/2011.

## **6. PROBATION:**

When a person is not already a permanent officer of a Local Authority and is appointed to a permanent office the following provisions shall apply, that is to say

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

## **7. DUTIES:**

The duties of the Senior Library Assistant will be consistent with the provision of a modern public library service that is responsive to the changing requirements of customers of all ages and abilities. The duties shall include but are not limited to:

- Supervising staff in the delivery of services to the public;
- Assisting senior staff in the delivery and management of the library service;
- Overseeing and delivering excellent service to the public;
- Providing mediated access to library resources in house and online;
- Coordinating and contributing to events programme delivery and promotion;
- Ensuring high standards of health and safety and child protection;
- Administration of buildings/facility and equipment as required;
- Carrying out administrative duties relevant to the library service;
- Carrying out such other duties as may be assigned from time to time.

The duties shall be such as may be assigned to the officer from time to time by the Local Authority. The duties will also include deputising for other officers of the Local Authority, when required, and such duties as may be assigned to the person in relation to the area of any other Local Authority.

The particular duties and responsibilities attached to the post may vary from time to time, without changing the general character of the duties or level of responsibilities entailed. The post holder may therefore be required to perform duties appropriate to the post, other than those detailed above, and to take instructions from and report to, an appropriate Officer or such designated Officer as may be assigned from time to time by the Council.

The duties of the office are to give the local authority and

- (a) such other local authorities or bodies, for which the Chief Executive, is Chief Executive, and
- (b) to any other local authority or body with which an agreement has been made by the local authority or by any of the authorities or bodies mentioned in sub-paragraph (a) of this paragraph, under the direction and supervision of the appropriate professional officer, such planning services of an advisory, administrative, supervisory or executive nature as may be required by any Local Authority or body hereinbefore mentioned in the exercise and performance of any of its powers, functions and duties including the duty of assisting the Director of Services or other authorised officer, as appropriate, in the supervision of the planning and cognate services of any of the foregoing local authorities or bodies and, when required to do so, to perform the duty of acting for the appropriate professional officer of higher rank during the absence of such officer of higher rank.

#### **8. LOCATION AND RESIDENCE:**

Holders of the office shall reside in the district in which their duties are to be performed or within a reasonable distance thereof.

Dún Laoghaire-Rathdown County Council reserves the right to assign Employees to any premises in use by the Council, now or in the future subject to reasonable notice.

The successful candidate must be available to work in library headquarters and any of the library branches within the county. The person will be subject to transfer within the library services for operational purposes as required.

#### **9. RECRUITMENT:**

Pursuant to article 8 of the Local Government (Appointment of Officers) Regulation, 1974, the Minister has given directions as follows:

- i. Selection of candidates for appointment shall be by means of a competition based on an interview conducted by or behalf of the Local Authority. The County Council **will not** be responsible for any expenses a candidate may incur in attending for interview. The merits of candidates shall be assessed by reference to their suitability for appointment, relevant knowledge and experience.
- ii. DLRCC reserves its right to shortlist candidates, in the manner it deems most appropriate, to proceed to the interview stage of the competition. Shortlisting will be completed on the basis of information supplied on the application form and the likely number of vacancies to be filled. **It is therefore in your own interest to provide a detailed and accurate account of your qualifications / experience on the application form.** The shortlisting process will provide for the assessment of each applicant's application form against predetermined criteria that reflect the skills and depth of experience considered to be essential for a position at this level.

- iii. Panels may be formed on the basis of such interviews. Candidates whose names are on a panel and who satisfy the Local Authority that they are otherwise suitable for appointment may within the life of the panel be appointed as appropriate vacancies arise. The life of the panel will not be more than one year reckoned from the date of the formation of the panel unless extended.
- iv. The Local Authority shall require persons to whom appointments are offered to take up such appointments within a period of not more than one month and if they fail to take up the appointments within such period or such longer period as the Local Authority in its absolute discretion may determine, the Local Authority shall not appoint them.
- v. Completed applications, on the official form, should be emailed to [careers@dlrcoco.ie](mailto:careers@dlrcoco.ie) and should reach Human Resources, County Hall, Marine Road, Dún Laoghaire, Co. Dublin not later than **12 noon on Thursday 1<sup>st</sup> July 2021**. Applications received after this date will not be considered.
- vi. An applicant who withdraws his/her application at any stage of the competition will not be permitted to re-enter the competition at a later stage. Any claim in relation to the late receipt of application forms will not be entertained.

#### **ADDITIONAL RELEVANT INFORMATION FOR APPLICANTS**

- The National Vetting Bureau (Children and Vulnerable Persons) Act 2012 to 2016 came into effect on 29<sup>th</sup> April 2016. The Act places a statutory obligation on DLRC to ensure that 'any work or activity which is carried out by a person, a necessary and regular part of which consists mainly of a person having access to or contact with children or vulnerable persons will be subject of Garda Vetting'.
- Subject to the provisions of the Freedom of Information Act 2014, applications will be treated in strict confidence.
- It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection / interview process e.g. through social media or any other means, may result in a candidate being disqualified from the competition.
- DLRC does not allow the unsanctioned use of any type of recording equipment on its premises. 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.
- 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.
- A candidate who does not attend for interview when and where required by the Council, or who does not, when requested, furnish such evidence as Dún Laoghaire Rathdown County Council require in regard to any matter relevant to his/her candidature, will no longer be considered for selection.

Completed applications on the official form should be e-mailed to [careers@dlrcoco.ie](mailto:careers@dlrcoco.ie) not later than **12 noon on Thursday 1<sup>st</sup> July 2021**.

#### **Note Re Canvassing:**

Any attempt by a candidate himself/herself, or by any person(s) acting at his/her instigation, directly or indirectly by means of written communication or otherwise, to canvas or otherwise influence in the candidate's favour, any member of the staff of the County Council, or person nominated by the County Council to interview or examine applicants will automatically disqualify the candidate for the position he/she is seeking.

**Dún Laoghaire-Rathdown County Council is committed to a policy of equal opportunity and encourages applications under all nine grounds of the Employment Equality Act.**

## SENIOR LIBRARY ASSISTANT COMPETENCY FRAMEWORK

A competency framework has been developed for the position of Senior Library Assistant. Candidates will be expected to demonstrate sufficient evidence of such competencies within their application form and at interview. Any short-listing or interview processes will be based on the information provided by candidates on their application form:

### COMPETENCIES:

- **Delivering Results**
- **Customer Service**
- **Performance Management through People**
- **Personal Effectiveness**

The key competencies for the role are as follows:

COMPETENCY	BEHAVIOURS
<b>Delivering Results</b>	<ul style="list-style-type: none"> <li>• Demonstrate knowledge and understanding of the local authority sector, the library service and the role of the Senior Library Assistant in this context;</li> <li>• Demonstrate experience of organising work programme and implementing solutions;</li> <li>• Demonstrate experience of managing resources;</li> <li>• Demonstrate experience of identifying problems and contributing to solutions;</li> <li>• Plan and organise workloads in order to meet deadlines;</li> <li>• Demonstrate ability to be flexible and open to change.</li> </ul>
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>• Demonstrate positive customer service attitude when dealing with members of the public and other stakeholders;</li> <li>• Demonstrate an awareness of the needs of customers and need for delivery of high-quality service and customer care standards;</li> <li>• Constructively challenges existing approaches to improve efficient modern customer service delivery;</li> <li>• Maintain a focus on dealing with customers in an effective, efficient and respectful manner;</li> <li>• Ability to resolve conflict situations.</li> </ul>
<b>Performance through People</b>	<ul style="list-style-type: none"> <li>• Demonstrate ability of supervising staff;</li> <li>• Demonstrate experience of engaging with staff and the team in a motivational and supportive way;</li> <li>• Demonstrate ability to resolve conflict situations;</li> <li>• Demonstrate ability to lead by example and show initiative.</li> </ul>
<b>Personal Effectiveness</b>	<ul style="list-style-type: none"> <li>• Demonstrate experience of building and maintaining positive working relationships;</li> <li>• Demonstrate experience of effective communication skills;</li> <li>• Manage time and workload effectively;</li> <li>• Take initiative and is open to taking on new challenges or responsibilities;</li> <li>• Maintain a positive and constructive and enthusiastic attitude to their role.</li> </ul>