Candidate Brief

for the position of

Engineering and Sustainability Director - MetroLink

Transport Infrastructure Ireland

July 2026

NEWSOM CONSULTING

TII
Bainistíocht Iompair Éireann
Transport Infrastructure Ireland

STEERING POINT
Executive Search & Advisory
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Contents

Introduction 3
Strategic Importance of MetroLink 4
TII Overview..... 5
Scheme Overview..... 6
MetroLink Structure 7
Programme Delivery..... 8
Programme Progress to Date..... 9
Engineering and Sustainability Director – Responsibilities and Requirements..... 10
Principal Conditions of Service..... 13
The Recruitment Process 14
How to Apply 16
Appendices..... 17

Introduction

Thank you for your interest in the position of Engineering and Sustainability Director for the MetroLink Programme in Dublin, Ireland with Transport Infrastructure Ireland (TII).

This is an exciting opportunity to be part of the largest ever transport infrastructure project undertaken in Ireland.

As MetroLink's Engineering and Sustainability Director, you will be central to the delivery of the MetroLink Programme. You will be accountable for the MetroLink Engineering, Environment and Sustainability function, providing leadership and strategic direction of the function within the MetroLink Directorate and to partners supporting the function to ensure the safe, sustainable, and compliant delivery and integration of MetroLink across the full project lifecycle - within budget and schedule and to the defined quality - to enable the programme benefits to be achieved.

A primary focus will be on overseeing the conversion of the specified project requirements into the production of Tender Design documentation and specifications ensuring compliance with the requirements of the Railway Order. You will be responsible for providing assurance on the detailed solutions developed by the successful Major Infrastructure Contractors, and the systems integration requirements. You will lead the development of engineering and environmental strategies, standards and specifications, and lead technical services required to support the development and delivery of MetroLink (for example, power and systems, geotechnical, architectural, operations etc).

This Candidate Information Document will introduce TII and give some insight into its strategic priorities, values and mission.

It will provide an overview of the Engineering and Sustainability Director role, recruitment process and conditions.

Strategic Importance of MetroLink

MetroLink is Ireland's first fully automated, high-capacity metro system and represents the most significant transport infrastructure investment in the State in almost a century. Dublin's transport infrastructure is under increasing pressure due to sustained population growth and rising congestion levels. The city's population has grown from approximately 1.3 million in 2011 to 1.5 million in 2024, with projections reaching 1.9 million by 2036. In parallel, Dublin was ranked the third most congested city in Europe in 2025, highlighting the urgency for a transformative transport solution.

The programme will deliver a modern, efficient and fully integrated rail service comprising 16 stations linking Swords North Co Dublin, Dublin Airport and Dublin City Centre. The system is designed to operate at high frequency, with trains running every three minutes during peak periods and the capacity to carry up to 20,000 passengers per hour in each direction.

MetroLink will be fully electrified, supporting national climate objectives, and will integrate seamlessly with existing public transport networks including Irish Rail, DART, Luas and Dublin Bus, enabling a step-change in how people move across the Greater Dublin Area.

TII Overview

TII's primary function is to secure the provision of a safe and efficient network of national roads, light rail and metro infrastructure for the State.

Purpose & Vision

TII's purpose is to deliver and maintain transport infrastructure and services, enabling connectivity and regional development

Its vision is to support the advancement of a connected and sustainable future for Ireland, through a safe, efficient and integrated transport network.

Strategy

TII's Statement of Strategy sets out the strategic objectives and actions to which TII is committed for the period 2026 to 2030 against the backdrop of TII's national road and light rail related remit and Government priorities.

Useful References:

Statement of Strategy: TII Statement of Strategy 2026-2030

Scheme Overview

MetroLink is a transformative piece of new public transport infrastructure, the first of its kind in Ireland. It will comprise a high-capacity, high-frequency, modern and efficient metro railway, with 16 new stations running from Swords, in north county Dublin, to Charlemont in the city centre. The alignment will link Dublin Airport, Irish Rail, DART, Dublin Bus and Luas services and create a fully integrated public transport network for the Greater Dublin Area (GDA).

As well as linking major transport hubs, MetroLink will connect key destinations including Ballymun, the Mater Hospital, the Rotunda Hospital, Dublin City University (DCU) and Trinity College Dublin (TCD).

MetroLink will deliver a quantum leap in transport capacity. At full operation, the system will carry up to 20,000 passengers per hour per direction—equivalent to approximately 800 buses operating continuously and it is estimated that MetroLink will carry up to 53 million passengers annually.

Journey times will also be significantly improved, with travel from Dublin Airport to the city centre taking approximately 20–25 minutes, delivering faster, more reliable and congestion-free journeys.

Short videos on the programme can be found here: [Videos - MetroLinkWeb]

Key Facts:

- Automated metro system GoA4
- Overall Scheme Length: 19 km
- 2 major tunnels
- Central section at airport: 2.4 km
- Southern section to city centre:10.1 km
- 16 Stations including 11 underground
- The approved Preliminary Business Case, developed in 2021 had a capital cost forecast for MetroLink in the range of €7.16 billion and €12.25 billion (excl VAT)

MetroLink Structure

Current - TII

Metrolink is currently being delivered by TII as a separate Division of TII. An Agile Client Model is applied where TII appointed personnel fulfil key leadership roles within the MetroLink Division and other roles, augmenting the Division, are resourced from a partnership with 2 key external organisations with relevant experience, skills, and resources, the Client Partner and the Programme Delivery Partner.

The TII leadership roles have been sanctioned by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and are currently being recruited on a phased basis. The Client Partner is in place since Q4 2023 and the Programme Delivery Partner will be onboarded in Q3 of this year.

The MetroLink Directorate also interfaces with TII Corporate in certain areas.

Future – Dedicated MetroLink Delivery Body

The Government has approved the establishment of a dedicated MetroLink delivery body under the aegis of the Minister for Transport. The General Scheme of a Bill to give legislative effect to the body and the related high level governance arrangements was approved by Government in June 2026. The legislative process is expected to be complete by Q1 2027 with the delivery body expected to be established in summer 2027 and the MetroLink activities then moving on a phased basis from TII to the new delivery body. Transition plans for this transfer are underway.

Programme Delivery

The MetroLink programme is being delivered through a multi-package procurement strategy, including:

- Enabling works packages (M100s) including utilities, archaeology and specialist services;
- Two major civil engineering contracts (M401 and M402) covering tunnels and station structures;
- A Design Build Finance Operate and Maintain (DBFOM) contract (M500) covering rail systems, station fit-out, Depot, rolling stock, operations and maintenance;

The programme is operating within a highly competitive international market, requiring coordination with other major infrastructure projects, strong stakeholder engagement, and careful management of construction in dense urban environments. A summary of procurement activity is below:

Contract	Current Status
Enabling works and utilities packages;	Advanced and Enabling Works contracts award due Q3 2026: Commence works Q4 2026
Major civils procurement M401 M402	 PQQ issued Q1, 2026. ITT to issue Q3 2026 PQQ issued Q1 2026. ITT to issue Q4 2026
M500 Stations and Railway Systems	Contract Notice and IMPQQ issued in Q2 2026. ITT to issue Q4 2026
M120 airport and Glasnevin sites	PQQ issued Q2, 2026. ITT to issue Q3 2026
Programme Delivery Partner	Contract award expected Q3 2026

Programme Progress to Date

The programme has reached a critical stage in its development:

- Operational Railway Order granted in January 2026;
- Q2 2026 Acquisition of a critical swathe of land spanning some 200 metres of continuous frontage along O'Connell Street in Dublin's North Inner City, to facilitate the development of MetroLink
- Q3 2026: Launch of the MetroLink Opportunity Portal
- Q3, 2026: Relocation of MetroLink team to new office space at Cooper's Cross in Dublin's historic Docklands region
- Q3 2026: Land access available

These milestones position MetroLink to transition from planning and procurement into delivery with commencement of passenger services expected in mid-2030's. During September 2025, MetroLink undertook an extensive programme of market engagement across seven European cities - Dublin, London, Paris, Milan, Berlin, Vienna, and Madrid to support the launch of the Global PIN and stimulate interest in the M400, M500, and Project Delivery Partner packages. The engagement not only laid a strong foundation for the procurement phases, positioning MetroLink as a credible and attractive opportunity for global infrastructure delivery, it also established a new standard for how major infrastructure programmes in Ireland should approach market engagement.

The launch in Dublin was underpinned by strong political support, including public endorsements from both the Taoiseach and Tánaiste, and in London, diplomatic engagement with the UK Rail Minister. This visible commitment signalled to the market that MetroLink is a national priority with cross-government alignment, which in turn resulted in a significant increase in interest and confidence in the programme, reinforced by a public show of commitment by Government.

Engineering and Sustainability Director – Responsibilities and Requirements

The Role

The Engineering and Sustainability Director will act as TII's representative for the design and engineering of the MetroLink programme. The role holder will be accountable for the development and assurance of the design and engineering brief, overseeing the capture and management of the End-User requirements, and setting MetroLink's standards and processes for the design and design assurance activities across the programme.

The Engineering and Sustainability Director will foster the integration of the design & engineering disciplines (technical) and function, manage and support the cross-functional integration, and oversee the performance of partner organisations in the design and engineering area with the purpose of creating an innovative, safe, value for money, integrated solution.

The role holder will oversee the development of the design throughout the design lifecycle, assuring the delivery of the operational requirements, consent obligations, and other commitments through the design process.

Key Responsibilities

- Leading the Engineering function, demonstrating organisational leadership and collaborating with the Programme Director and with the other MetroLink Directors, to define how decisions are made, how teams are led and how individuals are motivated to ensure the vision and strategic objectives of MetroLink are achieved;
- Leading and providing strategic direction for the Engineering function for MetroLink including people / talent management and leading through change;
- Providing leadership to the Engineering function to overcome the challenges that may arise from the design development;
- Establishing and delivering the Technical Authority for the MetroLink programme;
- Establishing a best-in-class systems engineering team to support the delivery of MetroLink in an integrated manner;
- Undertaking the financial and resource planning for the Engineering Function;
- Providing assurance and scrutiny of MetroLink design and engineering through the approval gateway processes;
- Overseeing the continuous establishment, development and embedment of the Engineering function and of the standard operating procedures of the organisation;
- Overseeing the delivery of the design process by partner organisations throughout the lifecycle of the project, including the development of Design Plans and Strategies, Procurement Process (technical criteria, tender evaluation, changes to tender design;
- Assurance and Coordination and Design Changes whilst delivering the optimal solution for construction and operation of the metro system;
- Overseeing the identification and management of design interfaces;

- Overseeing the production of the MetroLink Reference Design, Tender Design and the contractors design;
- Overseeing the identification and management of design interfaces throughout all stages up to successful commencement of passenger services;
- Overseeing the development of an overall suite of strategies, plans, processes, and procedures to inform the tender process and drafting of the Major Infrastructure Contracts, in collaboration with the Procurements & Contract function;
- Leading the provision of design and engineering support during the procurement process including drafting of technical criteria in relation to design specifications, review of and amendments to the Tender Design and evaluating tender responses;
- Supporting and providing direction to the MetroLink Directorate in the procurement and mobilisation of partner organisations, developing procurement documents, including requirements, specifications, and input into contracts;
- Overseeing and providing assurance on design submissions of major infrastructure contracts to ensure compliance with the Reference Design and Enforceable Railway Order Design;
- Developing and maintaining effective relationships and communication approaches with the approving authority, regulators, and other key stakeholders for the Metrolink Programme with specific reference to the Design & Engineering area;
- Collaborating with the other Directors in the MetroLink Directorate, in particular Operations, to deliver an integrated metro design and to establish optimised client requirements in terms of value for money, whole-life cost; and capacity for future development.
- Overseeing the management of the relationships with the supply chain in the Engineering area;
- Demonstrating consideration as to MetroLink's environmental, sustainability and wider benefits that arise from MetroLink including innovation in the design and ensuring that safety is at the centre of delivery at every level;
- Ensuring compliance with all statutory and regulatory requirements (inc. DFB, CRR, HAS, etc.);
- Assuring the design is compliant with all relevant general and specific standards (building regulations, health and safety, environmental, quality etc.)
- Providing strategic advice and direction to the Programme Director for engagement with the MetroLink Programme Steering Committee and TII Board.
- Managing the reputation of the MetroLink Programme on behalf of TII and the Programme Director and acting as a brand ambassador for MetroLink.

The above specification is not exhaustive and is not intended to be a comprehensive list of all duties associated with this role and consequently, the post holder may be required to perform other duties as appropriate to the role which may be assigned to them from time to time and to contribute to the development of the post while in office.

Person Requirements:

TII requires the role holder to have significant direct experience of leading multi-disciplinary design and engineering teams in the development, procurement and construction phases of highly complex large engineering capital delivery projects and programmes, incorporating system thinking, within a city environment.

Required Experience:

- Leading Engineering functions.

- Experience as an Engineering Director with direct oversight of highly complex large engineering capital investments of significant value (in the order of €5bn or equivalent value).
- Leading the design on highly complex large engineering capital investment systems through all stages to operation (in the order of €5bn or equivalent value).
- Substantial experience gained within complex, safety critical infrastructure programmes in urban environments such as a metro, major rail or other heavy civil engineering scheme. Engineering experience of tunnelling and underground construction is highly preferred.
- Operating within multi-billion Euro/or equivalent programmes, with multi-disciplinary functions.
- Developing and embedding standard operating procedures.
- Development and implementation of engineering standards and life cycle management of tools, processes and methodologies for integration of system elements.
- Design Assurance and Coordination and Design Changes.
- Managing complex stakeholder groups (internally and externally) with diverse outlooks, opinions and /requirements.
- System Integration, Assurance and Whole Asset Lifecycle in major programmes.
- The integration of sustainable technologies and initiatives into the design.
- Project management experience and the ability to communicate effectively across all levels, delivering solutions and results in multidisciplinary and dynamic environments.
- Talented people manager, with line and performance management experience capable of driving and motivating a team and deploying resources (organisation/ people).
- Risk, Opportunities & Value Management.
- Embedding organisations in new ways of working.
- Delivery experience as part of public sector client organisation is desirable.

Qualifications

- BSc/BEng/BA Hons (Engineering, or other related discipline).
- MSc (Engineering or other related discipline) would be desirable.

Professional Memberships

- Chartered membership of a suitable professional body e.g. IEI, ICE, IET, RIAI, ARB, ARCUK is desirable.

Core Competencies:

- Leading Others
- Managing for Results
- Communications and Managing Relationships
- Establishing Strategy, Vision and Purpose
- Building Partnerships & Stakeholder Relationships
- Judgement and Systematic Perspective
- Professional Integrity

A further description of the core competencies is outlined below.

Principal Conditions of Service

As outlined above, it is expected that all staff employed within the MetroLink Division of TII at the time of the establishment of the MetroLink delivery body will transfer to that body following its establishment. In common with such transfers in the public sector, it is expected that employees will transfer on terms and conditions that are no less favourable to the employee, in accordance with any primary legislation enacted by the Oireachtas.

The following is an overview of the benefits package on offer with this role - a good salary and comprehensive benefits package will be offered to secure the chosen candidate:

- Salary: TII seeks to appoint a suitably qualified and experienced candidate to the post and recognises some candidates may be currently based internationally. Compensation will be discussed with each candidate and will be commensurate with experience within the parameters in which we can work.
- Relocation: A once off payment for vouched relocation expenses subject to an overall limit (applicable to overseas candidates only).
- Pension: Single Public Service Pension Scheme (SPSPS). (See Appendix C below)
- Annual Leave – 30 days plus Irish bank holidays
- Tenure: The appointment will be on a specified-purpose basis
- Location: The headquarters of TII are in Parkgate Business Centre, Parkgate Street, Dublin 8, D08 DK10. MetroLink head office is located at Coopers Cross, Building 2, Mayor Street Upper, North Wall, Dublin 1.

The Recruitment Process

Newsom Consulting, in partnership with Steering Point, have been appointed by TII to manage the executive recruitment of several senior TII employed positions on the MetroLink Programme. Newsom Consulting is exclusively retained on this role and will be conducting initial interviews. Suitable candidates will be shortlisted and brought through the next stages of the recruitment process.

The Selection Process may include:

- Short listing of candidates by a selection panel, on the basis of the information contained in candidate applications and assessed against requirements of the position.
- A first interview, using competency-based questions and application screening
- Psychometric assessment and evaluation
- A second interview with a selection panel and a presentation if required.

Shortlisting

In the event of a shortlisting exercise being employed, an expert board will examine the information provided in your application. The shortlisting criteria may include both the essential and desirable criteria specified for the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience in your application.

Recruitment Timescales

Closing Date for applications – **9th September** 2026.

Shortlisting – w/c **14th September** 2026.

TII 1st Interviews – expected to be **mid - late** September 2026.

TII 2nd Interviews – expected to be mid-September 2026.

Requests for Reasonable Accommodations

TII, in line with the Employment Equality Acts 1998-2021, will where required provide reasonable accommodation to accommodate the needs of a person who has a disability and will ensure that its services are accessible across the range of disabilities. If you require reasonable accommodations made, please indicate this during the application process by emailing: metrolink@newsomconsulting.co.uk or by writing to the following address: 210 Euston Road, London, NW1 2DA. If selected for interview, any requests for reasonable accommodation need to be accompanied by a medical/psychologist's report, the purpose of which is to provide Newsom Consulting with information necessary to make the decision on reasonable accommodation as promptly as possible. Newsom Consulting will consider each request on a case-by-case basis. All information provided will be treated as strictly confidential.

Requests for Documentation/ Information in an Alternative Format

All documents/information related to the application process is available in an alternative format. You can make a request for documents/information in an alternative format by emailing metrolink@newsomconsulting.co.uk or in writing to the following address: 210 Euston Road, London, NW1 2DA. Please provide the following details when making a request:

- Name, address, contact details.

- Details of document/information being requested.
- The information format sought.

All requests will be acknowledged within 3 working days of receipt and will be dealt with within 10 working days. Where a delay in providing the requested information occurs, Newsom Consulting will confirm the new date the person can expect to receive the information. If Newsom Consulting is unable to provide the requested information, the reason will be explained fully in writing to the person making the request.

References

Applicants should begin to consider referees, names of people who you feel would be suitable for us to consult. TII will require the names and contact details for three referees. These referees do not have to include your current employer, but they should be able to provide relatively recent information on your performance and behaviour in a work context. You may wish to select referees that can provide such information from different perspectives or in different work contexts. Please be assured that we will only collect the details and contact referees should you come under consideration after preliminary interview stage.

Please note, should you be successful at final interview, we will require references that can be taken confidentially prior to confirmation for appointment. Any offer of employment made to a successful candidate will be subject to satisfactory reference verification, verification of academic and professional qualifications and any other necessary clearance processes.

Medical

The successful candidate identified is subject to successful completion of a pre-employment medical with TII's occupational medical provider.

How to Apply

For further information and to apply, please email Newsom Consulting, in confidence at metrolink@newsomconsulting.co.uk quoting TII Metrolink Engineering and Sustainability Director in the subject line of the email and include the following information:

- A comprehensive CV detailed as relevant to the position (no longer than 5 A4 pages).
- A cover letter/ personal statement outlining why you wish to be considered for the post and where you believe your skills, experience and values meet the requirements of the position (no longer than 2 A4 pages).
    - Note that your cover letter must also identify key achievements which will suitably demonstrate each of the competencies required by TII for this role.

All applications must be submitted for consideration by email only.

Closing Date: The deadline for applications is no later than 10.00am on **9th September** 2026

Please refer to https://www.metrolink.ie/en/ and https://www.tii.ie/ for further insight into our client's organisation and business.

For more information contact:

Newsom Consulting
T: +44 (0) 203 026 3870
E: metrolink@newsomconsulting.co.uk

Steering Point
T: + 353 1 661 0444
E: info@steeringpoint.ie

Appendices

Appendix A - Eligibility Conditions

Health

A candidate for and any person holding the role must be fully competent and capable of undertaking duties attached to the role and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

Eligibility

Candidates should note that eligibility to commence the role is conditional upon candidates, where applicable, having the necessary requisite work permits/visas/permissions to enable them to work legally in this country.

In order to be eligible to commence the role, the candidate must 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;
(b) or A citizen of the United Kingdom (UK);
(c) or A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons;
(d) or A non-EEA citizen who has a valid permit/permission to work in the State.

Certain Restrictions on Eligibility

Eligibility to compete may be affected where applicants were formerly employed by a Public Sector body and previously availed of a Public Service Redundancy or Incentivised Retirement Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Department of Environment, Community & Local Government Circular (Letter LG (P) 06/2013)
- Collective Agreement: Redundancy Payments to the Public Service

Incentivised Scheme for Early Retirement (ISER):

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/2009 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.

Department of Health and Children Circular (7/2010):

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of either of these schemes are not eligible to compete in this competition.

Department of Environment, Community & Local Government (Circular Letter LG (P) 06/2013)

The department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the Collective Agreement: Redundancy Payments to Public Servants dated 28 June 2012 as detailed above, it is a specific condition of that VER scheme that persons will not be eligible for re-employment in any Public Sector body] as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. These conditions also apply in the case of engagement / employment on a contract for service basis (either as a contractor or as an employee of a contractor).

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

Declaration

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

Appendix B - General Data Protection Regulation (GDPR)

When your application is received, we create a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts 1988 to 2018. Newsom Consulting, as Data Controller, is committed to protecting all personal and special categories of data held on you. This Data Protection Notice sets out the foundation on which all personal data that Newsom Consulting collect from you, the "data subject", or that you provide to us via several sources will be processed by us. We also want you to be clear as to what rights you can invoke to help you to protect your privacy. In this regard, it is important that you read this Data Protection Notice and understand our use of your personal data. Please note that we reserve the right to update this Data Protection Notice as required.

Our website https://newsomconsulting.co.uk/privacy-policy/ clearly sets out our Privacy Policy and our approach and obligations under Data Protection legislation. Any queries in relation to DP should come through jn@newsomconsulting.co.uk.

For Transport Infrastructure Ireland's GDPR provisions in relation to recruitment please see TII's website TII's GDPR Recruitment Provisions https://www.tii.ie/en/privacy/

For Steering Point's GDPR provisions in relation to recruitment, please see https://steeringpoint.ie/privacy policy/.

Appendix C - Conditions of Service

Conditions of service will be applied in line with all relevant governmental circulars/procedures and policies applicable at time of placement.

Outside Employment

Appointees to full-time positions may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the public service at the time of being offered an appointment. In general, this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Single Scheme can be found at http://www.singlepensionscheme.gov.ie. The maximum retirement age for most Single Scheme members is age 70.

Different terms and conditions related to superannuation and retirement may apply to candidates who have worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment, or is currently on a career break, or is on special leave with or without pay. The pension entitlements and maximum retirement age, if applicable, of such appointees will be determined in the context of their public service employment history. Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI.

Additional Superannuation Contribution

This appointment is subject to the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017. Note: ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

Pension Accrual

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

Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension will be subject to abatement in accordance with 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 body will support an application for an abatement waiver in respect of appointments in this position.

However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

Ill-Health-Retirement (IHR)

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment. Applicants will be required to attend the TII's medical provider to assess their ability to provide regular and effective service taking account of the condition which qualified them for IHR.

Appointment post Ill-health retirement from Civil Service:

If successful in their application through the competition, the applicant should to be aware of the following:

1. If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
2. If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to same.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Appointment post Ill-health retirement from public service:

1. Where an individual has retired from a public service body his/her ill-health pension from that employment may be subject to review in accordance with the rules of ill-health retirement under that scheme.
2. If an applicant is successful, on appointment the applicant will be required to declare whether they are in receipt of a public service pension (ill-health or otherwise) and their public service pension may be subject to abatement
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Additional Conditions Applicable to this Role

- Unfair Dismissals Acts 1977-2015: The Unfair Dismissals Acts 1977-2015 will not apply to the termination of the employment by reason only of the expiry of the fixed-term contract (e.g. the fixed-term or specified purpose) without it being renewed.
- Organisation of Working Time Act 1997: The terms of the organisation of Working Time Act, 1997 will apply, where appropriate, to this employment.
- Ethics in Public Office Act 1995 to 2001: The Ethics in Public Office Acts 1995 to 2001 will apply, where appropriate, to this employment.
- Official Secrecy and Integrity: During the term of the probationary contract, an officer will be subject to the Provisions of the Official Secrets Act, 1963, as amended by the Freedom of Information Act 2014. The officer will agree not to disclose to unauthorised third parties any confidential information, especially information with commercial potential, either during or subsequent to the period of employment.
- Probation Period: A probationary period will apply to this position.

The above is non-contractual and provides an overview of the principal conditions applicable to this role. It is not intended to be a comprehensive list of the terms and conditions of employment which will be set out in the employment contract.

Appendix D - Other Important Information

Existing serving civil or public servant

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.

Suitability

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that TII is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position. TII will make all such enquiries that are deemed necessary to determine the suitability of candidates for recommendation by Newsom. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made. Should the person recommended for appointment decline, or having accepted it, relinquish it, Newsom may at its discretion, select and recommend another person for appointment on the results of this selection process.

The importance of Confidentiality

We would like to assure you that protecting confidentiality is a priority. You can expect, and we guarantee, that all enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Deeming of candidature to be withdrawn

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

Candidates' Obligations

Candidates must not:

- knowingly or recklessly provide false information.
- canvass any person with or without inducements.
- interfere with or compromise the process in any way.

A third party must not impersonate a candidate at any stage of the process.

- Candidates should note that contravention of the above provisions will lead to disqualification and will result in their exclusion from the process. Where a candidate has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

Core Competencies:

Leading Others	• Shapes the culture and working ethos in line with organisational values • Leads, motivates and manages to optimise performance and effectiveness • Inspires, motivates and empowers their team to achieve organisational and personal goals • Balancing engagement and authority – tackling difficult issues proactively • Shows a very broad perspective and a long-term view • Builds the potential of the organisation and mentors staff to optimise their contribution to the organisation in the long term.
Managing for Results	• Shows a strong bias towards execution, ensuring that high-level objectives are translated into practical implementation plans that achieve the expected outcomes • Adopts and applies innovative methods, sustainability principles and technologies to implement strategy and manage change. • Puts a strong emphasis on productivity and the efficient deployment of financial and human resources • Shows expertise in managing programmes to achieve expected benefits while meeting cost, schedule, quality and safety objectives • Measures and monitors financial performance and reports expenditure against budget / approved financial envelopes, manages financials and establishes efficiency metrics • Puts in place processes and systems that assign accountabilities clearly and that measure impact and value for money. • Understands risks and how to remove obstacles that threaten success • Taking accountability for meeting key business priorities • Leads successful contract negotiations
Communication and Managing Relationships	• Projects personal credibility and expertise to others and fronts the organisation in an authoritative manner. • Communicates effectively in a variety of settings including with government agencies and other government representatives • Successfully influences others by the effective use of information, understanding their audience and securing buy-in across the programme and its internal and external stakeholders. • Develops successful communication strategies on critical, sensitive or high profile issues. • Fosters strongly cooperative working relationships with senior colleagues both within and outside the organisation. • Applies appropriate relationship management strategies to effectively deliver business objectives and resolve disputes • Influencing stakeholders and overcoming resistance • Aligns strategic objectives with stakeholder needs and manages expectations.
Establishing Strategy, Vision and Purpose	• Shaping of strategy and policy at strategic level • Leads on preparing for and implementing significant change and reform • Anticipates and responds quickly to developments in the environment • Establishes and communicates a clear vision and sense of core purpose for TII in line with organisational objectives.

	• Shapes and champions this vision, translating it into practical terms that secures the buy-in across the organisation and its stakeholders. • Converts this vision into meaningful objectives and ensures that relevant structures and systems are aligned to deliver on these objectives.
Building Partnerships and Stakeholder Relationships	• Works effectively within the political process, recognising and managing the tensions arising from different stakeholders perspectives. • Anticipates where sensitivities and complexities may arise and plans his/her approach accordingly. • Represents the programme's view with integrity while negotiating skilfully to achieve mutually acceptable outcomes. • Shows diplomacy, discretion and tact in dealing with high tension situations. • Building long-term relationships with customers, colleagues and other stakeholders • Understanding the needs, concerns and pressures of others • Breaking business silos and encouraging cross-functional working • Proactive in providing support to other • Sharing knowledge, ideas and feedback with colleagues
Judgement and Systemic Perspective	• Takes a systemic overview of issues and evaluates them comprehensively in the context of the broad political and legal environment. • Considers and balances different strategic priorities for the programme and the wider stakeholder environment when making decisions • Is incisive and focussed on the priorities when evaluating problems. • Is a systems thinker, identifies knock on implications of decisions being made. • Provides and evaluates a number of solutions both in the immediate context and whilst considering the impact on longer-term objectives. • Identifies and manages risk appropriately
Professional Integrity	• Adheres to and promotes values and an ethical approach in keeping with the mission of TII. • Brings a consistently high level of personal and professional commitment to their role • Commits to the development and implementation of policies and programmes within the overall TII strategy. • Monitors and applies relevant legislation, policies and procedures to advance the TII strategic goals. • Makes clear, timely and well-grounded decisions on important issues.