



Technological University of the Shannon:
Midlands Midwest
**Recruitment of President
Candidate Information Booklet**

June 2021

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The Position

Title of position:	President of the Technological University
Tenure:	Ten year Fixed Term Contract basis after such time continuation will be offered on a permanent basis within the University at Dean level or equivalent.
Employing Authority:	Technological University of the Shannon: Midlands Midwest
Location:	Two primary locations – Athlone & Limerick (Moylish)
Organisation website:	www.aitlitconsortium.ie

Background

Athlone Institute of Technology (AIT) and Limerick Institute of Technology (LIT) have together decided to merge as a unitary institution, to be known as Technological University of the Shannon: Midlands Midwest (TUS: Midlands Midwest).

The Minister for Further and Higher Education is now minded, following a detailed application and assessment process that this unitary institution will be established as a university on 1st October 2021. The new university will:

- Be Ireland's first cross-regional university leading transformational change across adjacent regions, linked by the River Shannon;
- Have a student population of approximately 15,000 and a staff complement of 1,200 people across six campuses in Athlone, Limerick city centre, Limerick Moylish, Clonmel, Ennis and Thurles;
- Provide a wide portfolio of programmes in areas including science, engineering, health, business, hospitality, social sciences, informatics, teacher education, and art and design;
- Provide a research capacity with strengths in microbiology, toxicology, bioanalysis, biotechnology, sensor technology, manufacturing technology, ICT, sustainable energy, and mechanical and polymer engineering.

Ireland's third Technological University (TU) is unique in its geographical reach and regional structure, bordering almost half of the Republic's 26 counties. It will transform the availability and accessibility of university provision in its regions, particularly across counties that have up to now had low university participation rates. The importance of supporting regional communities with regional public service provision including the delivery of third-level education that is localised, focused and accessible to the communities it serves was amplified during the preparation of the application for TU designation.

AIT and LIT have a long history of effective regional engagement and the Technological University of the Shannon: Midlands Midwest will continue that commitment to the regions it serves. Currently, the combined impact of the two institutions on the Irish economy is close to €420 million in economic output, while they support more than 800 jobs in addition to their own staff complement.

Nationally, the overriding need is for a balanced pattern of spatial development to avoid excessive reliance on the Dublin region while other regions perform below their potential. Regionally, the need is for greater connectedness between the growth centres of Limerick and Athlone and their wider catchment areas, enabling local communities in the Midlands and Midwest to participate more fully in the growth and development of their regions.

The Technological University of the Shannon: Midlands Midwest will help to meet these needs through developing the skills base and human capital of the Midlands and Midwest regions. Focusing on higher vocational, technical, technology-based and professional skills will be central to this objective. Raising regional productivity in the Midlands and Midwest will be essential for future economic development in these regions, especially in the indigenous enterprise sector. A wider and deeper skills base will also make both regions more attractive for inward investment, especially by overseas companies, and will help to grow future jobs and incomes – making for a better balance of spatial development in Ireland.

A student-centred ethos, a commitment to providing access along the ladder of educational progression from Level 6 to Level 10, and a clear commitment to balanced regional development underpin the vision for this new university.

Meeting the needs of disadvantaged groups and opening up higher education to under-represented groups will be an ongoing challenge. Social impact and diversifying the student population will be a core issue. This challenges TUS: Midlands Midwest to engage with diverse stakeholders to improve access to higher education.

State-of-the-art digital infrastructure and ICT are mission-critical for Technological Universities. Such an infrastructure will create an opportunity to meet and address regional and national needs for digitisation, to cater for 21st century learning and research, and to ensure TUS: Midlands Midwest is equipped to deliver on national policy for the creation of a new type of university.

Research and International

The Technological University of the Shannon: Midlands Midwest aspires to be recognised for research impact in its hinterland, disseminated through educational and public engagement. AIT, which was the first institute of technology to join the prestigious AMBER SFI research centre, is currently a member of five SFI research centres – CONFIRM, AMBER, CÚRAM, ADAPT and SSPC, and has been acknowledged in the U-Multirank’s Top 25 Performing Universities in the World for Interdisciplinary Research for two consecutive years.



LIT was the first institute to coordinate an EU research programme within the Specific KBBE Programme “Cooperation”: Food, Agriculture and Biotechnology, within the FP7 programme. AIT and LIT have won significant EU research funding through Horizon 2020, INTERREG, Erasmus and other programmes on multiple occasions, including projects where they have been coordinators or lead partners.

TUS: Midlands Midwest is committed to a whole-of-university internationalisation strategy and has embarked on the journey with the launch of the Regional University Network–European University (RUN–EU). The vision is for a world-class Technological University that promotes and embeds global perspectives in all of its activities, through the commitment to an internationalised curriculum, transnational research and education partnerships, and an extensive staff and student mobility network.

TUS: Midlands Midwest, therefore, will be orientated towards knowledge-creation, ensuring growth in education provision and enhanced research opportunities, as well as dynamic community and industry engagement.



Characteristics of the Technological University of the Shannon: Midlands Midwest

Welcoming	TUS: Midlands Midwest will be a place where students and staff feel included and can engage with one another without fear of judgement, regardless of background or circumstance
Student Centred	TUS: Midlands Midwest will empower and support students to contribute to society and live positive lives.
Collegial	TUS: Midlands Midwest will provide an environment in which colleagues can connect, collaborate and cooperate within a participative academic and work environment. The new TU will solicit and value input from all its stakeholders, across all functions, to make informed decisions.
Accessible	TUS: Midlands Midwest will be open and communicate in a manner that is accessible to all – in the language it uses and in the technology platforms it uses to share its message.

Visionary	TUS: Midlands Midwest will explore new ideas and approaches that can contribute to and generate excitement about education, research and industrial collaboration.
Adaptable	TUS: Midlands Midwest will be aware of the evolving educational, industrial and cultural changes in society and will continually adapt to meet the new requirements driven by these changes.

The new TU will aim to connect knowledge creation with industry partnerships, to grow and support collaboration. It will also be the home of academic leaders, knowledge creators and cutting-edge researchers who will positively affect people's lives now and in the future.

This vision for a Technological University is supported by the Ireland 2040 National Development Plan, which seeks to create sustainable, competitive and balanced regions. The achievements of this university will be transformative for the Midlands and Midwest Region.

Candidates should visit the AIT-LIT Consortium [Website](#) and in particular, the [Socioeconomic Assessment](#) and the [Application for Designation as a Technological University](#)

Role Summary

The Technological University of the Shannon: Midlands Midwest is now seeking to appoint its inaugural President and is inviting suitably qualified applicants for the role.

The President

The role of President is a critical leadership one. The person appointed will be the Technological University’s chief officer and accountable person, complying with the Code of Governance for public bodies. Reporting to the Governing Body and within the legislative framework of the Technological Universities Act (2018), they will:

- carry on and manage, and control generally, the academic, administrative, and financial activities of the Technological University, and matters relating to its staff and perform such other functions (if any) as may be determined by, the Technological University;
- lead the university in its establishment phase and be responsible for all operational and strategic matters within the Technological University as provided for in the relevant legislation;
- lead the early development of the unitary institution, in particular towards an agreed organisational design, academic programme and quality assurance provision;
- be responsible for the preparation of a strategic plan for the new university;
- be responsible for all aspects of financial and budgetary management of the university;
- diversify the funding streams in the Technological University, in particular to include competitive research funds and philanthropic commitments;
- have a sensitivity to the unique regional role of the new Technological University and the educational opportunities it presents, and an ability to reach out and engage constituencies within the geographic area.

The Person

The successful candidate will be an inspiring and strategic leader, with a proven track record of achievement at an appropriately senior level in higher education, business/enterprise or the public sector. They will have highly developed leadership, organisational and communication skills combined with the strategic capability, vision and drive to shape the future of the Technological University.

Experience and personal qualities required

Essential Requirements

The following requirements are essential:

- A distinguished career record in an academic institution or otherwise, with a doctorate qualification or equivalent professional qualification appropriate to the post of President;
- A comprehensive knowledge and understanding of the Third level sector and working environment;
- A proven ability to lead, manage and develop a multi-disciplinary team in a complex environment;
- At least ten (10) years senior management experience with extensive experience of change management in a large, complex organisation undergoing transformative change;
- An experience and expertise in all aspects of governance and management particularly as these relate to higher education or public sector institutions;
- A record of research leadership where leadership in applied research and innovation is particularly significant;
- A strong record of financial and risk management skills and experience of large scale financial and capital projects.

Desirable Requirements

The following requirements are desirable:

- A proven capacity and orientation to work collegially and collaboratively with high levels of emotional intelligence, empathy and interpersonal skills;
- Demonstrated skills in innovation, entrepreneurship, and creative problem solving;
- A compelling vision for the future development of the Technological University of the Shannon: Midlands Midwest;
- A high level of personal integrity and exemplary standards of behaviour aligned with the new TU's characteristics.

The Selection Process

A longlisting exercise will be employed when assessing eligibility of applications. Eligible applications will be longlisted according to how well the experience and skills as described by applicants match the requirements (essential and desirable) of the role of the President as outlined above.

A longlist of applications will be reviewed by the appointed Search Committee and suitable candidates will then be pre-screened in advance of their application being shared with the appointed

Selection Committee. The Selection Committee will then make a decision on the candidates to be brought forward for the first-round interview.

The criteria for the longlisting exercise will be based on the information as outlined in this Information Booklet. It is important that applicants consider the information contained in this Information Booklet in presenting their relevant qualification, skills and experience in their CV and Cover Letter.

The candidates whose applications, in the opinion of the Selection Committee panel, appear best suited to the position will be brought forward for a first-round interview.

Interview

Shortlisted applicants will be invited to attend for interview, which may include a competency-based interview, a presentation on a topic of relevance to the role and/ or other such assessment methods as deemed appropriate. TUS: Midlands Midwest reserves the right to invite candidates to a second-round interview and to undergo further assessment, including the use of psychometric assessment if so required.

Please note, Interviews are scheduled to take place on Monday, 9th and Tuesday, 10th August 2021 and may take place over videoconference or other remote technology where appropriate in line with the operational Public Health guidance at the time.

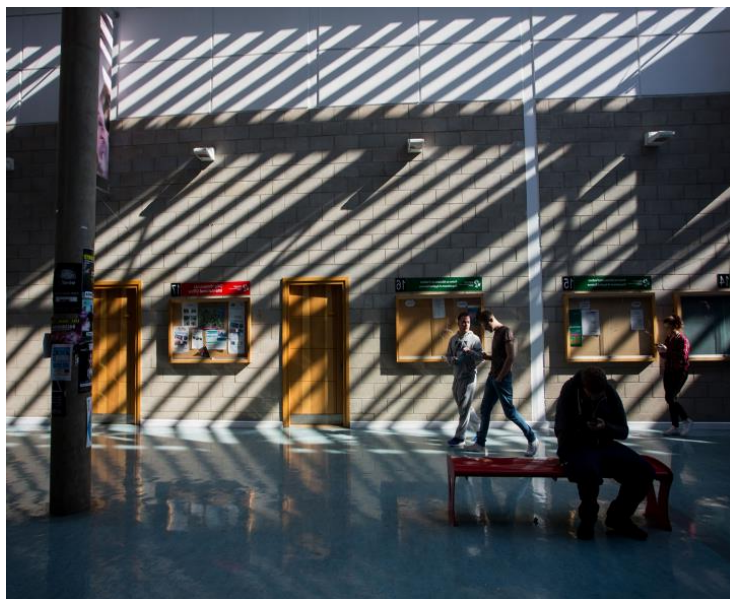


Campus and Regional Overview

Campuses

The Technological University of the Shannon: Midlands Midwest, through its distributed campus network, will be a key economic, social and cultural driver for the Midlands and Midwest regions in the future.

Limerick Institute of Technology traces its origins back to the 1852 foundation of the School of Ornamental Art on Leamy Street in Limerick, subsequently re-opened in 1855 on Cecil Street under the auspices of the Limerick Athenaeum. Athlone Institute of Technology has been established for 50 years as a centre of academic excellence with an applied, industry-focused offering, world-class research and development capabilities, and state-of-the-art facilities.



While the President will have responsibility and a presence across all six campuses of the new TU, there will be two primary locations, one in Athlone and one in Moylish, Limerick.

Athlone Campus

Located in the heart of the Midlands of Ireland, the Athlone campus is home to 6,000 students from 84 nations around the world. Over 200 industry-focused programmes on a full, part-time, blended and online basis which range from higher certificate through to PhD are offered here. These are distributed across the Faculties of Engineering and Informatics, Business and Hospitality and Science and Health. The campus is home to three strategic research institutes, Materials, Bioscience and Software Research and two Enterprise Ireland technology gateways, APT and COMAND. It is partnered with five leading Science Foundation Ireland research centres – CONFIRM, SSPC, ADAPT, CÚRAM and AMBER – which enhance its contribution to fundamental knowledge generation.

The Athlone campus brings well-developed international markets and partnerships with universities across Europe, Asia and the Americas to the new Technological University. Inward mobility continues to increase year-on-year with international students now comprising 15% of the full-time student population.

The campus is home to the AIT International Arena which proudly stands as ‘a theatre of dreams’ for the youth and future stars in athletics in the Midlands, Ireland and beyond. It comprises an IAAF approved indoor 200-metre indoor running track, a 60m sprint track, long jump, pole vault area, shot putt area and much more. The arena hosts an International Grand Prix in February each year. This is regarded as one of the top indoor athletics meetings in Europe and the envy of many other European cities.

Moylish Park, Limerick City

Moylish Park is the administrative centre of Limerick Institute of Technology. With a student population of over 5,000 across 83 nationalities, and responsibility for more than 200 programmes delivered across five campuses, the new TU will inherit a legacy of five Research Institutes, four Research Groups, a number of Research Centres and the Hartnett Enterprise Acceleration Centre.

Located adjacent to Thomond Park, the home ground of Munster Rugby, and a short walk from LIT Gaelic Grounds, home of Limerick GAA, the facilities in Moylish are used by a wide range of amateur and professional sports teams, while its sound and video studios, food research and other amenities are part of the cultural fabric of the city and the region.

The campus provides ready access to Limerick City and also hosts facilities including Wired FM - Limerick's student radio station, and the state-of-the-art Millennium Theatre; a 350-seat theatre used during the day for Music Technology and Production lectures, and in the evening, is the site for some of Limerick's best concerts, recitals, drama, comedy, film and dance.

Clare Street, Limerick City

The Clare Street campus is home to the internationally renowned Limerick School of Art & Design, a vibrant, living "canvas" for the creation, display and celebration of the artistic talents of its students. It has an award-winning reputation, including its Fashion Department listed in the top 50 worldwide, and cutting-edge creative technologies for student learning. Limerick School of Art & Design is one of the most significant providers of art and design education in Ireland, and the historic Clare Street campus is located close to the Hunt Museum, St. Mary Cathedral and King John's Castle on Kings Island.

Clonmel Digital Campus, County Tipperary

Clonmel Digital campus provides a relaxed and friendly, yet creative learning space for students and is the centre for popular and innovative design-led degrees in Game Art & Design, Digital Animation, Creative Media and Design and Visual Effects for Film, TV and Animation.

Located in the south of County Tipperary in the heart of the Golden Vale, and with a population of almost 20,000, Clonmel has numerous cafés, restaurants, and offers plenty of amenities for students living locally. Clonmel also hosts the Questum Acceleration Centre.

Ennis Campus, County Clare

Ennis Campus is located on Bindon Street in the town's historic core, and on one of the finest late-Georgian streets in Ireland. The building offers combined architecture from past and present making it a truly extraordinary space for its students. The former Georgian townhouse, with its cosy spaces and friendly, relaxed atmosphere offers all the essential spaces for lectures, study and recreation. Ennis is the county town of Clare, with its coastal resorts and attractions including the Cliffs of Moher, the Burren and cultural centres like Doolin.

Thurles, County Tipperary

Thurles Campus includes a conference centre, lecture theatres, library, computer suites, science laboratories and specialist games labs, as well as the cutting-edge LIT SportsLab, a world-standard elite sports strength and conditioning complex.

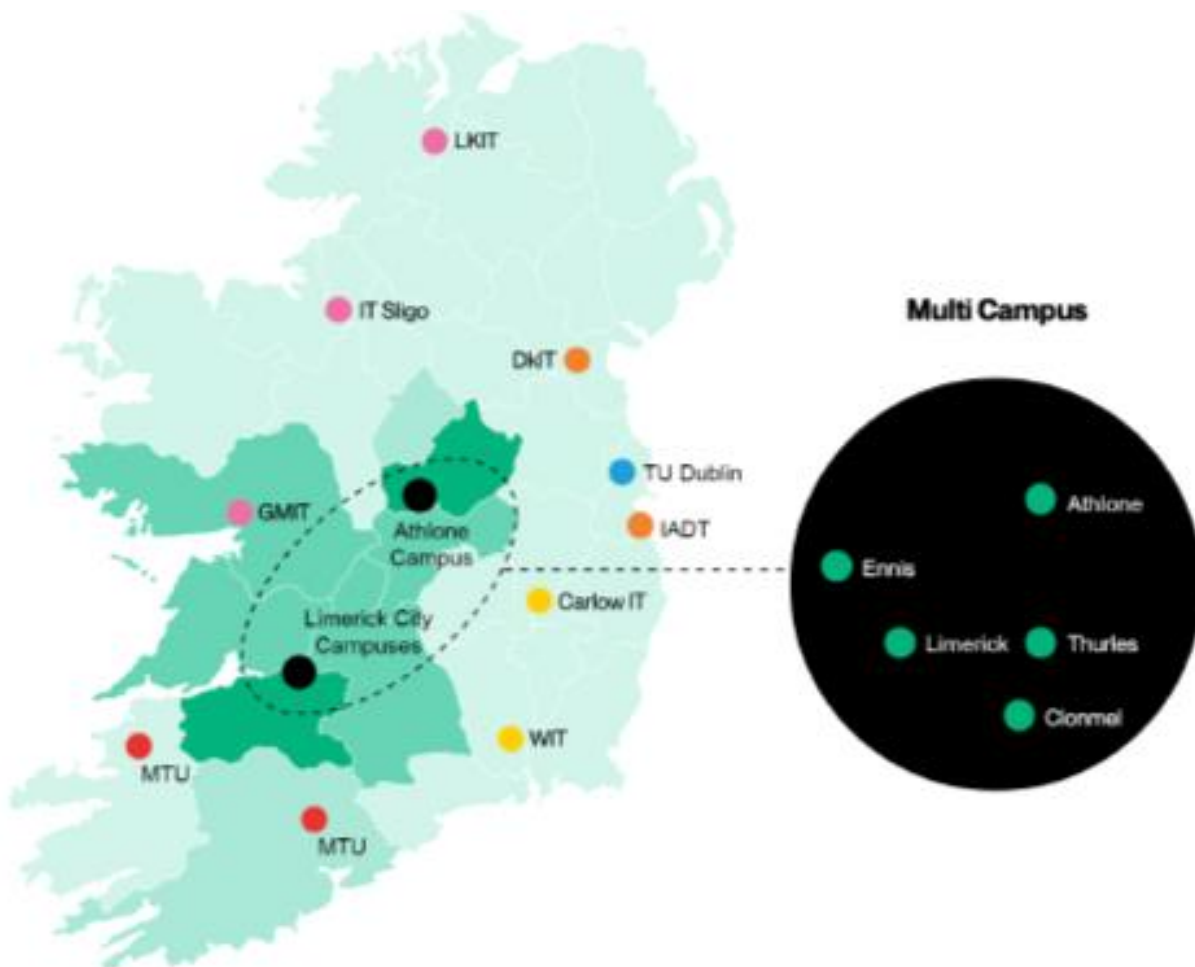
The Thurles Enterprise Centre is located on the campus, while the Tipperary Technology Park is adjacent, creating an integrated ecosystem to support new enterprise development.

The Midlands and Midwest Regions

The Sphere of Influence of the Technological University of the Shannon: Midlands Midwest, embraces both the Midland region of Longford, Westmeath, Offaly and Laois, and the Midwest region of Clare, Limerick and Tipperary. In addition, as Athlone is located on the western rim of the Midland region, its catchment also extends westwards incorporating parts of counties Roscommon and Galway.

Athlone is located in the centre of Ireland in County Westmeath and is the largest town in the Midlands Region. It is just over an hour by car to the other main campus in Limerick and is approximately an hour to Dublin on the East coast and Galway on West. Athlone also has an excellent and frequent rail service, serving a hinterland of almost half a million people.

There is a rich mix of attractions in the area, as well as excellent career opportunities. Attractions such as Athlone Castle and Clonmacnoise, or activities like the Old Rail Trail or boat trips on Ireland’s longest river, the Shannon, give plenty of options for activities. Athlone is also a proud sporting area, home to Buccaneers Rugby Club, Athlone Town FC, and Athlone GAA Club – while there are also swimming centres, basketball teams, a tennis club and more. Athlone and the surrounding area of the Midlands is home to companies from around the globe with 35 multinational



companies operating in the Midlands employing over 4,000 people. Due to its ideal location and transport links, the Midlands has attracted organisations across several industries to base operations here – from information technology companies to medical devices manufacturers and medtech and pharma multinationals.

The Midwest region has a population of 473,269 and extends from the shores of Galway Bay in North Clare, to the Galtee Mountains in the South Tipperary, Ireland’s highest inland mountain range.

Limerick City is the main urban centre in the region. The third largest city in Ireland (after Dublin and Cork) with a population of 94,192 in the urban area and 104,952 in the metropolitan district, (2016 CSO census). The city has an overall student population in excess of 21,000, while its three HEIs produce 6,000 graduates annually. Fifty per cent of Limerick’s population is under 35 years of age and it was awarded European City of the Future award by the Financial Times in 2018.

The economy of the region is concentrated around the greater Limerick area, and includes medical technology, ICT, aerospace, tourism, agribusiness and logistics. It is the home of some of the world’s most pioneering and/or established international businesses, including Uber, Dell, Northern Trust, Johnson & Johnson, Analog, General Motors, Regeneron and Viagogo. Troy Studios, Ireland’s largest studio facility is located in Limerick and has productions contracted to Netflix/NBC and Apple and includes 350,000 square feet under one roof.

Limerick is easily accessible internationally and domestically. Key transport includes direct air links to the UK, Europe and North America, deep sea Atlantic ports, and extensive road and rail networks. It is a walkable, family friendly city, with accessible shopping, food, nightlife, art, music and sport.



How to Apply

Mazars have been retained by the TUS: Midlands Midwest to oversee the campaign management for the appointment of the role of President.

Mazars, on behalf of TUS: Midlands Midwest, invites applications from suitably qualified candidates both nationally and internationally, and will be undertaking a comprehensive recruitment process as part of this recruitment campaign.

Mazars will be managing all aspects of this recruitment project on behalf of TUS: Midlands Midwest. No enquiries or canvassing should be made directly to TUS: Midlands Midwest.

Applications should be submitted online to www.mazars.ie/Home/Services/Consulting/Management-consulting/People-consulting and must include:

1. A cover letter (max. two A4 pages) outlining why you wish to be considered for the role, why it is of interest and where you believe your skills and experience meet the requirements of the role;
2. A comprehensive CV clearly showing your relevant academic and professional qualifications and experience and achievements in your career to date.

For more information, contact the Mazars Executive Recruitment Team on +353 (1) 449 4400.

Only applications fully submitted online will be accepted into the campaign.

TUS: Midlands Midwest is an equal opportunities employer and welcomes applications from people from diverse backgrounds and under-represented groups including ethnic minority and people with disabilities.

Closing Date

Deadline for application: Monday 28th June 2021 at 12noon GMT.

Applications will not be accepted after the closing date/time.

An acknowledgement email will be issued for all applications received. If you do not receive acknowledgement of your application within two working days of submission, please contact the Mazars Executive Recruitment Team by email (execrecruit@mazars.ie) to ensure your application has been received.

Selection Process

Mazars will be supporting the Search and Selection committees in undertaking a competency-based selection process in identifying suitable candidates for the role of President. The selection process may include shortlisting of candidates, on the basis of the information contained in their application, a competitive preliminary interview and/or a second-round competitive interview which may include a presentation.

Psychometric testing may be required for candidates who are successful in the initial screening process, prior to or post being invited forward for interview.

An interview process will be held with a selection board comprised in accordance with the TU arrangements for posts at this level. Please note interviews may be held remotely using Video-Conferencing software or other tools.

Throughout such processes, Mazars will support the appointed Search and Selection committees.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview or other test when and where required, or who do not, when requested, furnish such evidence as the TU / Mazars require regarding any matter relevant to their candidature, will have no further claim to consideration.

Feedback

Feedback will be provided to applicants on written request.

Conditions of Service

Tenure

This position is a full time position being offered on a ten year fixed term contract basis, after such time continuation will be offered on a permanent basis within the University at Dean level or equivalent.

A probationary period of at least twelve months will normally apply to this post and termination of employment will be in accordance with the provisions of the Institutes of Technology Act, 1992 to 2006 and any subsequent Acts replacing or amending these Acts.

The President may not hold any other office or position without the consent of the Governing Body.

Remuneration

The current scale for this position effective 1st October 2021 is €183,882 per annum.

Candidates should note that the rate of remuneration, including incremental progression, will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if the appointee is a currently serving civil or public servant.

Payment will be made monthly by Electronic Fund Transfer (EFT) into a bank account of the staff members choice. Payment cannot be made until a bank account number and bank sort code has been supplied to TU. Statutory deductions from salary will be made as appropriate.

A staff member appointed will agree that any overpayment of salary or of travel and subsistence may be deducted from future salary payments due in accordance with the Payment of Wages Act 1991. In accordance with that Act, TU will advise the staff member in writing of the amount and details of such overpayment and give at least one week's notice of the deduction to take place and will deduct the overpayment, at an amount that is fair and reasonable having regard to all the circumstances, within six months of such notice in accordance with the Act.

A staff member will be required to pay to the TU any fees or other monies (other than salary) payable to or received by them by virtue of their post or in respect of services, which they are required by or under any enactment to perform.

Location

The President's role will be distributed across all six of TUS: Midlands Midwest's campuses, but will have two primary locations, one in Athlone and one in Moylish, Limerick.

Working Week

Hours of attendance will be as fixed from time to time but will amount, on average, to not less than 43 hours and 15 minutes per week.

No additional payment will be made for extra attendance (over and above 43 hours and 15 minutes per week) as the rate of remuneration payable covers any exceptional extra attendance liability that may arise from time to time.

Annual Leave

The annual leave allowance will be 30 working days a year. This allowance is subject to the usual conditions regarding the granting of annual leave and it is on the basis of a five-day week and is exclusive of the usual public holidays.

Outside Employment

The role of President is a whole-time, and the appointee must avoid involvement in outside employment/business interests in conflict or in potential conflict with the business of the TU. Clarification must be sought where any doubt arises.

The Organisation of Working Time Act, 1997

The terms of the Organisation of Working Time Act, 1997 will apply, where appropriate, to this appointment. Further information on the conditions of employment will be outlined in the contract of employment for the successful candidate.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at www.singlepensionscheme.gov.ie

Where the appointee has 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 special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established 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. 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.

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.

If the appointee was previously employed in the Civil Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular Letter LG (P) 06/2013 which, as indicated above, renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the

date of reappointment. Special arrangements will, 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.

Ill-Health Retirement

For an individual who 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.

Pension Treatment of Existing Public Servants

While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However, the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case, such a candidate would instead, where applicable, be offered membership of the TU Staff Superannuation Scheme and its associated Spouses' and Children's Pension Scheme. This would mean that the abatement provisions above would apply, and in addition there are implications in respect of pension accrual as outlined below:

Pension Accrual

The Public Service Pensions (Single Scheme and other Provisions) Act 2012 introduced 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.

Additional Superannuation Contribution

The appointment is subject to the deduction of Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017.

Eligibility to Compete

Candidates should note that eligibility to compete is open to citizens of the European Economic Area (EEA). The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway

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 12/09 that retirees, under that Scheme, are excluded from applying for another position in the same employment or the same sector. Therefore, such retirees cannot apply while the above restrictions continue in force.

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, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition while the above restrictions apply.

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. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-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) and the Minister's consent will have to be secured prior to employment by any public service body.

Department of Environment, Community & Local Government (6/2013)

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 Service 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).

Declaration

Applicants will be required to declare whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. 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.

Other Conditions of Employment

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the appointee.

General Information

Reference checks

Please note that any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of academic and professional qualifications.

Security clearances

Please note that Garda Clearance may be required for this position. If you have resided / studied in countries outside of the Republic of Ireland for a period of 6 months or more, you must furnish a separate Police Clearance Certificate from each country stating that you have no convictions recorded against you while residing there.

It is your responsibility to seek security clearances in a timely fashion. The successful candidate cannot be appointed without this information being provided and being in order. The following websites may be of assistance to you in this regard:

- www.disclosurescotland.co.uk
- www.migrationint.com.au/office.asp (countries other than UK/NI)
- www.afp.gov.au (Australia)
- www.courts.govt.nz (New Zealand)

For other countries not listed above you may find it helpful to contact the relevant embassies that could provide you with information on seeking Police Clearance.

Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process.

Applicants should however note that all application material will be made available to those with direct responsibility for the recruitment process within the TU.

Please note information provided by you as part of your application may be used as part of our diversity, equality and inclusion metrics in relation to this campaign.

Legal compliance

Mazars and the TU are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2015, the Employment (Miscellaneous Provisions) Act 2018, the Data Protection Acts 1988 - 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.

GDPR compliance

Mazars collects, processes and stores personal data, as provided by applicants when applying for the role available. The data provided by applicants is collected, recorded, stored, retained and destroyed in compliance with the Data Protection Acts 1988 - 2018.

Expenses

Mazars and/ or the TU will not be responsible for any expense, including travelling expenses, candidates may incur in connection with their candidature.

Canvassing

Canvassing will result in disqualification from the competition.