



## **Candidate Campaign Information Pack**

### **Regional Chief Officer, South East Region**

Dear Candidate,

Thank you for your interest in the post of – Regional Chief Officer, South East Region.

This Candidate Pack includes the following information:

1. Full and detailed Job Specification and important dates to note
2. Recruitment Process detail and important dates to note
3. Candidate General Declaration

Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process.

For any informal enquiries regarding the position and job specification please contact:

Appointment in Confidence to Gerry Hone, National Director of Services and Integration, Interim, via Magdalena Basinska, Recruitment Operations Manager, Interim, [magdalena.basinska@tusla.ie](mailto:magdalena.basinska@tusla.ie) 0871517513 or

Elaine McGrane, Head of Recruitment and Talent Management, Interim via [elaine.mcgrane@tusla.ie](mailto:elaine.mcgrane@tusla.ie) 087 2260177

Should you have any specific queries in relation to the recruitment process please contact Magdalena Basinska, Recruitment Operations Manager, Interim, [magdalena.basinska@tusla.ie](mailto:magdalena.basinska@tusla.ie) or

Elaine McGrane, Head of Recruitment and Talent Management, Interim via [elaine.mcgrane@tusla.ie](mailto:elaine.mcgrane@tusla.ie) 087 2260177

Kind Regards,

Tusla Recruit

## Regional Chief Officer- South East

<b>Job Title</b>	<b>Regional Chief Officer, South East Region</b>
<b>Campaign Reference Approval Code</b>	RCOSE2025
<b>Application Process</b>	<p>Applications are invited by CV, together with a personal statement clearly stating suitability for the role as linked to the stated competencies (250 words max) to <a href="mailto:Elaine.mcgrane@tusla.ie">Elaine.mcgrane@tusla.ie</a> by 12:00 midday 18th August 2025.</p> <p>This application process is fully outlined from page 10 / section 2 of the 'recruitment process' section of this Candidate Information Pack. Please take note of the guidance given relating to CV, personal statement and also the provision of an organisation chart indicating your current (or most recent) position within the Senior Management team in your organisation/company.</p>
<b>Opening Date for Applications</b>	17 <sup>th</sup> July 2025
<b>Closing Date for Applications</b>	12:00 midday, 18 <sup>th</sup> August 2025
<b>Proposed Preliminary Interview date/s</b>	<p>September 2025</p> <p><i>Interviews are expected to be in person.</i></p>
<b>Informal Enquiries</b>	<p>Appointment in Confidence to Gerry Hone, National Director of Services and Integration, Interim, via Magdalena Basinska, Recruitment Operations Manager, Interim, <a href="mailto:magdalena.basinska@tusla.ie">magdalena.basinska@tusla.ie</a> 0871517513</p> <p>or</p> <p>Elaine McGrane, Head of Recruitment and Talent Management, Interim via <a href="mailto:elaine.mcgrane@tusla.ie">elaine.mcgrane@tusla.ie</a> 087 2260177</p>
<b>Location of Post</b>	<p>The vacancy is located in Tusla South East Region.</p> <p>Location within the region is negotiable.</p>

<b>Organisational Details</b>	<p>The Child and Family Agency was established on 1<sup>st</sup> January 2014 and is responsible for a range of statutory functions including provision of child protection, alternative care, specified regulatory services and a range of family support services. The Agency has commenced a major improvement programme with significant focus on Practice, Culture and Structure.</p> <p>The Agency currently has responsibility for a budget of circa €1.2billion and delivers its services through over 5,500 people in 259 locations across the Country.</p> <p>The Child and Family Agency has responsibility for the following range of services:</p> <ul style="list-style-type: none"> <li>• Child Protection and Welfare</li> <li>• Parenting, Family Support and Early Help Services</li> <li>• Alternative Care</li> <li>• Birth Information &amp; Tracing and Adoption</li> <li>• Tusla Education Support Services (TESS)</li> <li>• Children's Service Regulation</li> <li>• Counselling and Therapeutic Supports</li> </ul> <p>Further information is available on <a href="http://www.tusla.ie">www.tusla.ie</a></p>
<b>Reporting Relationship</b>	<p>National Director of Services &amp; Integration</p>
<b>Scope and Purpose of the Post</b>	<p>Working in line with nationally agreed frameworks and reporting arrangements, the Regional Chief Officer will have full responsibility and devolved accountability for the delivery of all specified Tusla services and functions within the Region.</p> <p>The Regional Chief Officer is responsible for providing governance, leadership and developing operational capacity to ensure the delivery of an integrated service that addresses the needs of local communities.</p> <p>The Regional Chief Officer fulfills the functions of the CEO and / or the National Director of Services and Integration within the Region as delegated and is the most senior accountable officer in the Region.</p>
<b>Reports</b>	<p>Pending further organizational design (Structure Part 2) it is intended that the key direct reports to the Regional Chief Officer will include, Area Managers, Specified Function Managers across a range of corporate services &amp; supports, specified managers in devolving national services in Adoption &amp; Commissioning (not exhaustive).</p>

<b>Key Accountabilities</b>	<p>The core duties and responsibilities for this post are set out as follows (applicants should note the list is not exhaustive and includes a clear understanding that the scope of the role is at the discretion of the CEO)</p> <p><b><u>Leadership and Direction</u></b></p> <ul style="list-style-type: none"> <li>● Lead on behalf of and represent the agency on all matters within and relevant to the region. This includes the integration of any service or function which does not report at Regional level.</li> <li>● Lead the Regional Management Team in the development and implementation of a fully integrated model of service delivery based on national standardised models, including the devolution of national services into local regional management.</li> <li>● Assist the CEO and the EMT in the overall external engagement of the Agency including media and parliamentary processes as relevant to the function and Region. The Chief Officer will be a key spokesperson for the Agency on a range of Regional and National issues.</li> <li>● Produce an Annual Business Plan for the Region consistent with the national Business Plan for the Agency and the performance statement of the Minister. The Regional Business Plan will include integration of all Tusla operations in the Region regardless of their reporting arrangements.</li> <li>● The Chief Officer will have prescribed national frameworks within which to work (consistency) and will also have local initiative frameworks within which to determine enhancements to a particular location or service.</li> <li>● The Chief Officer will be the key point of internal and external integration for the Agency within the specified Region and will exercise the functions of the CEO and National Director of Services and Integration in that respect (by delegation).</li> </ul> <p><b><u>Operational Excellence - Managing and Delivery Results / Performance</u></b></p> <ul style="list-style-type: none"> <li>● Lead the commissioning and delivery of high-quality services to meet the needs of the population of the Region in line with national policies, standards and protocols.</li> <li>● In line with national policy and the delegated framework, lead all Agency operations in the defined geographic region.</li> <li>● Lead the implementation of a service delivery performance management process that uses established management techniques including logistics management, operations management and analytics to optimise the performance of departments and services within the Region and meet national performance management requirements.</li> <li>● Organise at a strategic and operational level the necessary people and other resources as agreed nationally, across a complex network of services to meet budget, quality and timescales.</li> <li>● Manage local internal and external stakeholders of all component dependencies of the Agency in the Region.</li> </ul>
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	<ul style="list-style-type: none"> <li>● Manage and participate in the management of national imperatives as arise and as required.</li> <li>● Deputise for the National Director of Services &amp; Integration as required.</li> </ul> <p><b><u>Financial Management</u></b></p> <ul style="list-style-type: none"> <li>● Hold full budgetary responsibility and accountability for the Region and be accountable for ensuring that relevant services operate within agreed service levels and budget and are delivered to the highest best-practice standards.</li> </ul> <p><b><u>People Management</u></b></p> <ul style="list-style-type: none"> <li>● Provide people leadership across the Region and be a role model for the Agency's Mission and Values.</li> <li>● Manage all HR dependencies and deliverables including employee engagement.</li> </ul> <p><b><u>Corporate Accountability Management</u></b></p> <ul style="list-style-type: none"> <li>● The Chief Officer will oversee and produce annual certification of Internal Controls and Controls Assurance for the Region.</li> <li>● The Chief Officer will have overall responsibility for the fulfillment by the Agency of 'Public Sector Duty' &amp; 'Code of Governance'.</li> <li>● The Chief Officer will be the named person or delegated authority to sub sub-delegate on behalf of the provider/Agency in respect of any formal regulatory or legal 'ownership' requirements.</li> <li>● The Chief Officer will be responsible for the compliance of the Agency (within the Region) with all regulatory requirements in Services (HIQA), Data Protection Commission, Health &amp; Safety Authority, Ombudsman, Ombudsman for Children, Information Commissioner (not exhaustive).</li> <li>● The Chief Officer will participate with the CEO / National Director of Services and Integration in the accountability of the Agency to the Oireachtas Committees of Children and Public Accounts (as required).</li> <li>● The Chief Officer will in conjunction with the National Director produce regular performance reports on all aspects of the functions of the Agency within the Region for the purpose of assisting the CEO in reporting to the Board.</li> <li>● The Chief Officer will be one of three Chief Officer colleagues to be assigned to be a member of the senior management leads for the sub committees of the Board of the Agency. E.g. Chief Officer 1 will be assigned with the Director of Quality and Regulation and the Director of Finance and Corporate Services to be the management lead for the Audit and Risk Committee of the Board.</li> <li>● The Chief Officer will participate in specified performance and development meetings conducted by the Executive Management Team in respect of the</li> </ul>
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	<p>performance and development of the individual Region (envisaged to be individual quarterly meetings).</p> <p><b><u>Organisation Change and Development</u></b></p> <ul style="list-style-type: none"> <li>• Lead, organise and motivate staff to function effectively in times of rapid change including the embedding of effective performance management by way of an accountability framework for all staff in the Region.</li> <li>• Lead on the development and implementation of the new Performance Conference model at Regional Level ensuring effective cohesion with national Agency and Department reporting and oversight processes.</li> <li>• Lead the completion of Structure Part 2 Reform for the Agency within the Region.</li> <li>• Lead the implementation of new Practice models as specified with a particular emphasis on capacity building.</li> <li>• Lead the development and implementation of a Regional Workforce Development Plan as a component of the national Plan.</li> <li>• Lead on the major organisation plans for Structure, Practice &amp; Culture within the Region.</li> </ul>
<p><b>Eligibility Criteria Qualifications and / or Experience</b></p>	<p>Applicants must by the closing date of application possess the following:</p> <ul style="list-style-type: none"> <li>• Hold a professional qualification (third level) in a Health &amp; Social Care Professions and / or management related discipline.</li> <li>• Have 5 years' senior management experience in a comparable size and type (service) of organization.</li> <li>• Have demonstrated operational management excellence in delivering services of significant scale and complexity.</li> <li>• Have demonstrated experience of strategic planning and effectively implementing change and improving services.</li> </ul> <p><b>Health</b> A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b> Each candidate for and any person holding the office must be of good Character.</p> <p><b>Age</b></p>

	<p>Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant within the meaning of the Public Services Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</p> <p><b>Restrictions to eligibility</b> Persons who availed of the Incentivised Scheme for Early Retirement (ISER) in the Public Service or the Voluntary Early Retirement Scheme or Voluntary Redundancy Scheme in the Public Health Sector are not eligible to apply for this position in line with the terms and conditions of the schemes.</p>
<p><b>Skills, competencies and/or knowledge</b></p>	<p><b><u><a href="#">Tusla Leadership Competency Framework</a></u></b></p> <p>The <b><u><a href="#">Tusla Leadership Competency Framework</a></u></b> describes the behaviours that are key to Tusla colleagues being effective in the execution of their role at all levels within the Agency. The competencies and associated behavioural descriptors, capture the transversal knowledge, skills, abilities and other characteristics that will enable colleagues, regardless of role or rank, to be effective in their work.</p> <p>The Tusla Leader Framework relevant for this role is <b><u><a href="#">Leading Service</a></u></b></p> <p>Please access this <b><u><a href="#">Leading Service</a></u></b> link to fully familiarize yourself with the impact of this <b><u><a href="#">Leading Service</a></u></b> proficiency for Tusla.</p> <p><b>The Following Competencies are specifically linked to the duties, responsibilities and criteria for this role and will also be assessed as described below within this recruitment and selection process:</b></p> <p><b>Operational Excellence</b></p> <ul style="list-style-type: none"> <li>• Manages and Directs resources to achieve stated objectives.</li> <li>• Manages through appropriate delegation and supervision of senior personnel.</li> <li>• Manages through focus on performance in a complex and fast moving personal social services environment.</li> </ul> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Leads on the management of people</li> <li>• Focus on results and positive outcomes in the public interest</li> <li>• Leads Integration of current complex organisational structure and culture</li> <li>• Assists in the progressing of reform and critical change.</li> </ul> <p><b>Analysis &amp; Decision Making</b></p> <ul style="list-style-type: none"> <li>• Analyses information from multiple sources to inform effective decision making.</li> <li>• Uses evidence approach to plan future service provision</li> </ul> <p><b>Managing Relationships</b></p> <ul style="list-style-type: none"> <li>• Manages internal &amp; external relationships for the purpose of achieving objectives with a particular focus on integration.</li> <li>• Communication and Influencing and Media management</li> </ul>

	<p><b>Personal Drive for Results</b></p> <ul style="list-style-type: none"> <li>• Results Orientated Approach</li> <li>• Professional Integrity</li> <li>• Organisational Skills and Personal Effectiveness</li> </ul>
<b>Other requirements of the role</b>	Access to transport is a necessary requirement, as this post will involve travel.
<b>Campaign Specific Selection Process</b>	<p>Applications are invited by CV, together with a personal statement clearly stating suitability for the role as linked to the stated competencies (250 words max) to <a href="mailto:Elaine.mcgrane@tusla.ie">Elaine.mcgrane@tusla.ie</a> by 12:00 midday 18th August 2025.</p> <p>This application process is fully outlined from page 12 / section 2 of the 'recruitment process' section of this Candidate Information Pack. Please take note of the guidance given relating to CV, personal statement and also the provision of an organisation chart indicating your current (or most recent) position within the Senior Management team in your organisation/company.</p> <p>Assessment of Applications will commence on the closing date and will be based on the written submissions.</p> <p>AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process.</p> <p>Short listing where relevant will be carried out on the basis of information supplied in your cover letter as linked to the stated competencies. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p> <p>Those successful at the shortlisting stage of this process (where applied) will be called forward to interview in person.</p> <p>The selection process may also involve additional assessments, for example:</p> <ul style="list-style-type: none"> <li>○ Online and/or paper- based assessment/ tests/questionnaire(s)</li> <li>○ A qualifying preliminary interview – competency based</li> <li>○ Work sample/role play/ media exercise</li> <li>○ A competency-based interview which may include a presentation and any other tests or exercises that may be deemed appropriate. Applicants deemed</li> </ul>



	eligible, will be notified of these additional stages if applicable and may be required to attend additional assessments and interview.
<b>Code of Practice</b>	<p>The Recruitment Service Child and Family Agency will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).</p> <p>The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of practice are published by the CPSA and are available on <a href="http://www.cpsa.ie">www.cpsa.ie</a>.</p> <p>Tusla Child and Family Agency is an Equal Opportunities Employer.</p> <p>Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 -2018 and the Freedom of Information Act 2014</p>
<p>Tusla Child and Family Agency Transformation Programme may impact on this role and as structures change the job description may be reviewed.</p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p> <p><b>Tusla values individual's rights and freedoms in respect of privacy and fully complies with the requirements of the Data Protection Act 2018.</b></p> <p><b>All roles within Tusla carry responsibility towards the protection of personal and sensitive data.</b></p>	

### **Terms and Conditions of Employment**

#### **Regional Chief Officer Child & Family Agency (Tusla)**

Tenure	The position is permanent whole-time, and the officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict in any way with the position.
Location	The vacancy is located in <b>Tusla South East Region</b>  Location within the region is negotiable.
Remuneration	The Salary for this post is (as at 01/03/2025)  €124,956 €130,511 €136,065 €141,616 €147,172 €152,732
Working Week	Hours of attendance will be fixed from time to time but will amount to not less than 41 hours gross per week. The holder will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable in the salary covers any extra attendance liability that may arise from time to time.
Annual Leave	The annual leave associated with the post is 30 days per annum.
Superannuation	The service is reckonable within the terms of the scheme of the successful candidate.

Performance Management	Performance will be reviewed by the National Director of Services and Integration against stated targets and objectives.
<p>Ethics in Public Office 1995 and 2001</p> <p>Positions remunerated at or above the minimum point of the Grade VIII salary scale</p>	<p>Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below.</p> <p>A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive not later than 31<sup>st</sup> January in the following year.</p> <p>B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of Tusla and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive.</p> <p>C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website <a href="http://www.sipo.gov.ie/">http://www.sipo.gov.ie/</a></p>

**This document contains important information regarding this campaign. We recommend that you read this document before making application. In this document we lay out the regulations by which the campaign will be run, and we explain the recruitment and selection process. This document outlines what we require from you and in what format it is required. This is to ensure we have the same information from all candidates and that candidates are treated in the same manner.**

### **Recruitment Process**

#### **1. Who should apply?**

We are very interested to receive applications from all suitably qualified individuals who are interested in working with Tusla – Child and Family Agency.

For each post there are criteria that apply to applicants which will determine if you are eligible or ineligible. Eligibility criteria are detailed on the Job Specification for each post.

#### **If I have a disability, can I still apply?**

The Disability Act 2005 sets out a legal obligation on public service bodies to take all reasonable measures to promote and support, in so far as possible, the employment of persons with a disability.

Tusla Recruit has a key role to play in attracting candidates from all sectors of society, ensuring that routes to career opportunities are accessible to all who are interested. We are committed to equality of opportunity for all candidates.

If you have a disability or need reasonable accommodations made during the selection process, we strongly encourage you to share this with us so that we can ensure you get the support you need. Reasonable accommodation in our selection process refers to adjustments and practical changes which would enable a disabled candidate to have an equal opportunity for any competition.

Please be assured that having a disability or requiring adjustments will not impact on your progress in the selection process; you will not be at a disadvantage if you disclose your disability or requirements to us. Your disability and/or adjustments will be kept entirely confidential.

If you would like to talk about your application or any accommodations that may be of benefit during the recruitment process, please contact our Accessibility Champion, Magda Basinska on [magdalena.basinska@tusla.ie](mailto:magdalena.basinska@tusla.ie)

*Tusla Recruit still expects that any person appointed to a position will have demonstrated an ability to effectively carry out the duties and responsibilities of the role.*

**Further eligibility information is available on the appendices detailed below:**

- For information on “Non-European Economic Area Applicants” please see **Appendix 1**.
- For information on Security Clearance please see **Appendix 2**.
- Please note information regarding applicants who are in receipt of pensions from particular superannuation schemes, please see **Appendix 3** for more information on this.

<b>2 .      How do I apply for this post?</b>
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- You must complete the Tusla Recruit application process relevant for this post and as outlined within this Candidate Information Pack and Job Specification. Please ensure that you have completed your application in full and you are happy that the information you have provided is accurate.
- Your CV should be no longer than 3 pages in length and should clearly state your relevant achievements and experience in your career to date.

- For each position you outline within your CV, please ensure you clearly indicate your Management Level, the Budget you were responsible for and the Number of Staff reporting to you.
- Your personal statement should very clearly state your suitability for the role as linked to the stated competencies within this Job specification as and below:
  - **Operational Excellence**
  - **Leadership**
  - **Analysis & Decision Making**
  - **Managing Relationships**
  - **Personal Drive for Results**
- We would appreciate it if you would forward a copy of an organisation chart indicating your current (or most recent) position within the Senior Management team in your organisation/company. This will assist the selection panel to help them understand your level with your current/most recent organisation. If you are an Independent or have not been part of an organisation recently, a chart is not necessary.
- As we require the same information from all candidates in order to make fair decisions on their applications, we will not be able to process applications by any method other than that specified within this document.
- Tusla Recruit can only accept complete applications received by the closing date and time specified on the Job Specification.
- You are required to submit all information asked of you within the application process and provide specific dates and details as requested. If you omit information pertinent to your eligibility in the questions asked it may result in your application being deemed ineligible and subsequently not called forward to interview. Information must be clear and outlined in format requested. The onus is on the candidate to provide all information requested in format required.
- **AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process.**

- We will contact you mainly by mobile phone and emails. Therefore, we recommend you specify in your application your personal mobile number. It is your responsibility to ensure you have access to your mobile voice mails, text messages and your Tusla Recruit Profile if applicable. If you choose to use your work mobile and you do not have access to email you may receive communications that have a time deadline requirement while working away or on leave.

### **3. How will the selection process be run?**

- You must complete the official application process in full and on time. If you do not complete the application form in full your application may not be submitted to the selection board for consideration and subsequent interview (if applicable).
- A selection panel of senior managers will assess your application form against the eligibility criteria to see how your experience and skills match the needs of the post. The criteria for the selection exercise are based on the requirements of the post as outlined in the job specification. Therefore, it is very important that you think about your experience in light of those requirements and provide the detail requested.
  - There may be a number of stages of selection and short-listing or a ranking exercise may take place. Applicants who meet the eligibility criteria may be shortlisted for interview based on information supplied in the application form at the closing date or in other specified assessment process. Criteria for short listing are based on the requirements of the post as outlined in the post specific requirements, duties, skills, competencies and/or knowledge sections of the job specification and the information supplied in the competency based application form or eligibility questions, whichever is used. It is therefore very important that you think about your experience in light of those requirements and that you provide a detailed and accurate account of your qualifications and experience in your application. Please provide dates and details as requested.

- While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Tusla Recruit may decide that a number only will be called to interview. In this respect, Tusla Recruit provide for the employment of a short listing process to select a group for interview who, based on an examination of the application forms, appear to be the most suitable for the position. An expert panel will examine the application forms against a predetermined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience on the application form.
- ***It is noted that this recruitment process includes the request of a personal statement stating suitability for the role. Failure to include information clearly stating your suitability for this role as relevant to the requirements outlined with the eligibility criteria and skills, competencies and/or knowledge section of this job specification may result in you not being called forward to any further stage of the selection process.***
- Any applicant who did not meet the eligibility criteria/ was not shortlisted will be informed of that decision and the reason why.
- Any candidate invited to interview will be given more details regarding the interview or other additional assessment stages at a later date.
- The selection process may involve additional assessments, for example:
- Short listing of candidates on the basis of the information contained in their application
- Online and/or paper- based assessment/ tests/questionnaire(s)
- A qualifying preliminary interview – competency based



- Work sample/role play/ media exercise
  - A competency- based interview which may include a presentation and any other tests or exercises that may be deemed appropriate. Applicants deemed eligible, will be notified of these additional stages if applicable and may be required to attend additional assessments and interview.
- Candidates who are successful at interview may be placed on a panel (Talent Pool) in order of merit.
  - We will offer the posts to the candidates with the highest scores on the panel (Talent Pool).
  - Weighting may take place in situations whereby 2 or more candidates are placed in the same position on a panel (Talent Pool). The candidate with the highest score in professional knowledge will be ranked highest.
  - If a candidate declines the post, we will offer it to the next highest scoring candidate etc.
  - Tusla Recruit must be satisfied that it has a full and comprehensive suite of references which assures it that the applicant's past performance and behaviours are appropriate to the post. Tusla Recruit determines the merit, appropriateness and relevance of references. Tusla Recruit reserves the right to remove candidates from specific recruitment panels (Talent Pools) and retract job offers if satisfactory clearances (e.g. past /current employment references, security clearances) cannot be obtained or are unsatisfactory. All previous employers may be contacted for reference purposes. Please note Tusla Recruit may retract a job offer if sufficient satisfactory references cannot be obtained in a time frame congruent with service need. Tusla Recruit reserves the right to retract a job offer should the successful candidate be unable to fulfil the provisions / criteria of the specific post in line with service need.

**Please note:**

**Where Qualifications are deemed essential within the eligibility criteria, unless otherwise stated on the job specification all qualifications essential are to be in full**

and complete. Any documents provided during the pre-employment compliance checks are subject to validation and verification process.

Qualifications/eligibility may not be confirmed until the final stage of the process, therefore, those candidates who do not possess the essential requirements, on the date specified within the Job Specification/Candidate Information Pack, and proceed with their application are putting themselves to unnecessary effort/expense and will not be offered a position from this campaign.

Please note that, given the volume of applications, Tusla Recruit is not in a position to consider or offer advice on the qualifications/eligibility of individuals unless they come under consideration. The onus is on the candidate to ensure they fulfil the eligibility requirements set out above. Tusla Recruit reserves the right to deem an applicant ineligible at any stage if it is apparent that the candidate does not hold the required eligibility/qualifications e.g. from the submitted application form. Candidates who come under consideration following the final selection stage will be required to provide documentary evidence of their eligibility, including qualifications.

Candidates who are unable to show that they hold the required qualifications may be withdrawn from the campaign at any stage.

An invitation to tests, interview or any element of the selection process is not acceptance of eligibility.

Where QQI is referred to within the essential criteria further detail can be found here:

<https://www.qqi.ie/>

#### **4. Acceptance / Declination of a Job Offer**

The time lines and panel (Talent Pool) management rules (i.e. how posts are offered) for each individual post will be included in the email communication sent to you for each individual post which arises and is relevant to your order of merit on the panel (Talent Pool).

#### **5. Campaign Time Scales**

The Closing date for this position is as stated in the Job Specification.

It is anticipated that interviews will be scheduled on the dates as specified in the Job Specification. Therefore, we advise that you note these dates in your diary now as due to the limited availability of the interview board it is unlikely that an alternative interview date and time can be offered. Interviews will be held in person only; therefore, candidates must be available to present for interview.

## 6. Security Clearance

Our office will seek Garda Vetting for all of your residences in the Republic of Ireland and Northern Ireland.

All appointments will require satisfactory security clearances. If you lived in any country for 6 months or more other than the Republic of Ireland or Northern Ireland, you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated **AFTER** you left that country and cover the entire period of your residence. Seeking security clearances from other countries (e.g. UK, USA etc) are the responsibility of the candidate. It is a process which can take an amount of time. Therefore if you are interested in pursuing a career with Tusla we would strongly advise that you commence seeking international security clearances now. Please see **Appendix 2** for more information on international clearances.

Please note if you require overseas security clearance and are unable to produce it at the time of job offer then the job offer may be withdrawn.

## 7. Commission for Public Service Appointments – Codes of Practice

Appointments in Tusla are made under a recruitment license and are subject to Codes of Practice established by the Commission for Public Service Appointments (CPSA). Under the Codes of Practice candidates are entitled to request a review of any part of the appointment process or make a complaint regarding any part of the process that they feel is unfair or has been applied unfairly to them.

Candidates are entitled to one of two forms of review procedure which are mutually exclusive - a Section 7 review **or** a Section 8 complaint. Before submitting a request for review candidates should determine which procedure is appropriate to their particular circumstances.

The procedures allow for matters to be resolved on an informal basis and candidates are advised to avail of the informal process before making use of the formal review procedure.

Candidates should in the first instance make an informal request for review to the Tusla Recruit Campaign Manager via [tuslarecruit@tusla.ie](mailto:tuslarecruit@tusla.ie). Please note that informal reviews prior to interview must be requested within 2 working days of receipt of a decision. Informal appeals after interview must be requested within 5 working days of notification of a decision.

**Please note:**

**A Candidate who is simply seeking clarification on the basis for the decision reached about their candidature should obtain this feedback from the Tusla Recruit Campaign Manager. They do not need to invoke any of the procedures referred to above. Such feedback will be properly managed by the Tusla Recruit Campaign Manager as an integral part of the appointment process.**

In addition, The Public Services Management (Recruitment and Selection) Act 2004 makes very specific provisions in relation to the responsibilities placed on candidates who participate in recruitment campaigns, and these are detailed in Section 5 and Section 9 of the Code of Practise under the Act.

These obligations are as follows:

**Section 5**

Any canvassing by or on behalf of candidates shall result in disqualification and exclusion from the recruitment process. Candidates shall not:

- Knowingly or recklessly make a false or a misleading application
- Knowingly or recklessly provide false information or documentation
- Canvass any person with or without inducements
- Impersonate a candidate at any stage of the process
- Knowingly or maliciously obstruct or interfere with the recruitment process
- Knowingly and without lawful authority take any action that could result in the compromising of any test material or any evaluation of it
- Interfere with or compromise the process in any way

Any person who contravenes the above provisions, or who assists another person in contravening the above provisions, shall be guilty of an offence and it is the policy of Tusla to report any such above contraventions to An Garda Siochana.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment/selection process, then, in accordance with the Public Services Management (Recruitment and Selection) Act 2004:

- Where s/he has not been appointed to a post, s/he shall be disqualified as a candidate and;
- Where s/he has been appointed as a result of that process, s/he shall forfeit that appointment.

### Section 9

Any unreasonable conduct by the candidate may result in their contact being restricted.

Candidates shall not display the following types of behaviour which the Commission considers

‘Unreasonable Conduct’:

- Unreasonable persistence
- Unreasonable lack of cooperation
- Unreasonable arguments
- Unreasonable behaviour

Examples of Unreasonable Conduct include:

- Insisting that an issue be reviewed again by another officer.
- Expecting immediate responses to requests or communications.
- Insisting their version of events be accepted as fact where there is no objective evidence to support this.
- Impolite or aggressive conduct.

The decision to restrict access may include:

- Requesting the individual make contact in a particular form, for example by letter only.
- Requiring contact to take place with a named officer only.
- Restricting telephone calls from the individual to specified days and timeframes.
- Restricting access to the offices of an organisation.
- Asking the customer to enter into an agreement about their future conduct.
- Refusal to pursue a complaint or request for a review.
- Terminating all contact with the complainant.

We encourage you to visit [www.cpsa.ie](http://www.cpsa.ie) for further information on the Code of Practice.

## Appendix 1

- **EEA Nationals**

EEA nationals who do not require work permits / visas / authorizations are nationals of the following countries: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom, Iceland, Liechtenstein, Norway and Switzerland.

- **NON-EUROPEAN ECONOMIC AREA APPLICANTS WHO RESIDE WITHIN THE STATE**

In order that we can process your application it will be necessary for you to submit the following scanned documentation:

A scanned copy of your passport showing your identification i.e. the first page of your passport showing your photograph and personal details and current immigration stamp showing you have permission to be in this State.

**And**

A scanned copy of your current Certificate of Registration (GNIB card/IRP Card) showing Stamp 1, Stamp 4/ 4EUfam, Stamp 5

**Or**

A scanned copy of your current Certificate of Registration (GNIB card/IRP Card) showing Stamp 3 and scanned copies of the following:

Marriage/Civil Partnership Certificate

**And**

Spouse's passport showing their identification and current immigration stamp **and** their current GNIB card/IRP card showing Stamp 1, 4 or 5

**Or**

If your spouse holds a Stamp 2 for the purposes of **PhD study**, please include a copy of their passport showing their identification and current immigration stamp **and** their current GNIB card/IRP card showing Stamp 2 **and** documentary evidence from the relevant educational institution showing that they are a **PhD** student.

**Applications that are not accompanied by the above documents where necessary will be considered incomplete and will not be processed any further.**

This means that your application will not be submitted for the ranking exercise and subsequent invitation to interview.

For more details on EEA countries please see visit the Department of Business, Enterprise and Innovation website [www.dbei.ie](http://www.dbei.ie)

**Please note:**

Tusla Recruit welcomes applications from suitably qualified Non-EEA Nationals that have refugee status. We would be grateful if such applicants would provide documentary evidence confirming their status.

**Appendix 2**

All appointments will require satisfactory security clearances. Please note if you require overseas security clearance and are unable to produce it at the time of job offer then the job offer may be withdrawn.

If you lived in any country for 6 months or more other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries (e.g. UK, USA etc) are the responsibility of the candidate. It is a process which can take an amount of time. Therefore if you are interested in pursuing a career with Tusla we would strongly advise that you commence seeking international security clearances now.

All applicants will need to apply for a vetting disclosure from the National Vetting Bureau.

If you have resided in countries outside of the Republic of Ireland and Northern Ireland for a period of 6 months or more, it will be mandatory for you to furnish this department with a Police Clearance Certificate from those countries stating that you have no convictions recorded against you while residing there. You will need to provide a separate Police Clearance Certificate for each country you have resided in. Clearance must be dated after the date you left the country/countries.

Note: Candidates who studied outside of Ireland e.g. in the UK, please pay particular attention to this. You will require UK disclosure to cover the entire period you were in the UK. Clearance must be dated after you left the UK.

The following websites may be of assistance to you in this regard:

### **United Kingdom**

London:

<http://content.met.police.uk/Site/infomationaboutyourself>

[Metropolitan Police Service - Your right to information](#)

[www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk)

<http://www.south-wales.police.uk/more-about-us/your-right-to-information/data-protection/>

[www.north-wales.police.uk](http://www.north-wales.police.uk)

The <http://www.police.uk/forces/> website will provide you with a link to each police force site in the UK. Click on the relevant force covering the area where you resided. A search under Data Protection or Data Access Request or Subject Access Request will bring you to the relevant section of that Police Forces website.

<https://www.gov.uk/browse/working/finding-job> (This website will provide you with a list of registered agencies to contact in the UK who may process your request for UK clearance with the Criminal Records Bureau).

### **Australia**

[www.afp.gov.au](http://www.afp.gov.au) This website will provide you with information on obtaining a national police clearance certificate for Australia

### **New Zealand**

[www.courts.govt.nz](http://www.courts.govt.nz) This website will provide you with information on obtaining police clearance in New Zealand.

### **United States of America**

Please note that valid Security/Overseas Clearance from the USA must be obtained from the **FBI only**,

**<https://www.fbi.gov/about-us/cjis/identity-history-summary-checks>**

FBI Clearance is valid for all of the United States and convictions / remarks occurring anywhere in the United States would be noted. Individual US State Clearance (e.g.,



New York State Clearance) is not acceptable as it is valid for that State alone and convictions / remarks occurring in other States may or may not be noted.

### **Other Countries**

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

Candidates please do not send us your overseas clearance or any other documentation unless we request it from you. Candidates who receive job offers will have 5 working days in which to produce the required documentation; otherwise the job offer will be withdrawn. When requested, a copy of your overseas Clearance will be retained on file and the original returned to you by post.

**Note: Any costs incurred in this process will be borne by the candidate.**

### **Appendix 3**

#### **Persons in receipt of a pension from specified Superannuation Schemes**

Former health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have

previously availed of Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension Schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility to be employed by Tusla, Child & Family Agency before applying for posts to be filled through this recruitment campaign.

#### **Abatement of Pension (Section 52 of Public Service Pensions Act 20120)**

Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new posts, exceeds the updated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective whether the relevant pension was accrued in the same Pension Scheme which applied to the new appointment, or in another Public Pension Scheme.

#### **Appendix 4**

##### **General Data Protection Regulation for Tusla Recruit**

Contact details for the Data Protection Office are as follows:

Our Data Protection Officer can be contacted by email at [datacontroller@tusla.ie](mailto:datacontroller@tusla.ie) or by telephone on +353 1 771 8500 or by post at Brunel Building, Heuston South Quarter, Dublin 8.

The basis for processing your personal data is to process your application for the position you have applied for with Tusla Child and Family Agency.

The basis for processing your personal data is to process your application for the position you have applied for with Tusla Child and Family Agency and in line with Tusla Recruit Data Protection Notice: <https://www.tusla.ie/about/careers-in-tusla/tusla-recruit-data-protection-notice/>

Storage period – your application will be retained for one year from the date a panel for the position is formed. In exceptional circumstances panels can be extended for an additional year and your personal data will be kept until the extension has expired (Panels in some cases may be extended for a further one year or two years).

You have a right to make a data access request to Tusla Child and Family Agency and this can be done in writing to [datacontroller@tusla.ie](mailto:datacontroller@tusla.ie)

## **Appendix 5**

### **Incremental Credit**

Incremental credit may be given on appointment for certain types of relevant previous experience in administrative, allied health professional and associated grades, nursing and non-nursing grades.

### **Social Worker Grades**

Relevant service in public and private social work services is reckonable for incremental service, if it is deemed that role required the candidate to hold the same qualification and the duties and responsibilities are deemed 'like for like'. Job specifications may be referred to for role clarity on verification of service.

### **Social Care Worker Grades**

Relevant service in public and private social care services is reckonable for incremental service, if it is deemed that role required the candidate to hold the same qualification and the duties and responsibilities are deemed 'like for like'. Job specifications may be referred to for role clarity on verification of service.

### **Nursing Grades**

All relevant service in public and private healthcare is reckonable for incremental service.

### **Management/ Administrative Grades**

Incremental credit is granted for all relevant Public/Civil Service (Ireland or abroad). Private Service is not reckonable service for Management/ Administrative Grades.

Relevant public/civil service is reckonable for incremental purposes, if it is deemed that role required the candidate to carry out the same duties and responsibilities (deemed 'like for like') at same or equivalent grade. Job specifications may be referred to for role clarity on verification of service.

### **EWO Grades**

Relevant service in public and private sectors is reckonable for incremental purposes if it is deemed that the previous role required the candidate to hold the same qualification and the duties and responsibilities are deemed 'like for like'. Job specifications may be referred to for role clarity on verification of service.

Relevant previous experience must be in one of the following areas:

- Youth Work
- Social Care
- Social Work
- Community Development
- School Completion Programme
- Teaching at primary or secondary school level
- Home School Community Liaison
- Garda Diversion Project
- NGO associated with families and children

The onus is on the candidate to claim incremental credit for previous service. Candidates claiming credit for previous service will be required to give comprehensive and accurate information in support of their claim. Credit for previous service will not be awarded until the employing department has satisfactorily completed such measures as it considers appropriate to authenticate the claim.

- All Verification of Service forms received should be stamped and signed by the relevant organisation.

- Where part-time or agency is stated as employment or it is unclear what the weekly hours worked were, confirmation of hours per week should be sought to ensure that they have worked more than 4 hours per week.
- Where it is not clear that the grade and the duties are at the same or equivalent grade a job description should be sought so a comparison of the duties and required qualifications can be made before awarding incremental credit.
- When calculating incremental credit, the dates of service should not overlap.

### General Declaration

It is important that you read this Declaration carefully and then sign it in the space below.

#### Part 1:

Obligations Placed on Candidates who participate in The Recruitment Process.

The Public Services Management (Recruitment and Selection) Act 2004 makes very specific provisions in relation to the responsibilities placed on candidates who participate in recruitment campaigns and these are detailed in Section 5 and Section 9 of the Code of Practice under the Act.

These obligations are as follows:

#### Section 5

Any canvassing by or on behalf of candidates shall result in disqualification and exclusion from the recruitment process. Candidates shall not:

- Knowingly or recklessly make a false or a misleading application
- Knowingly or recklessly provide false information or documentation
- Canvass any person with or without inducements
- Impersonate a candidate at any stage of the process
- Knowingly or maliciously obstruct or interfere with the recruitment process
- Knowingly and without lawful authority take any action that could result in the compromising of any test material or any evaluation of it
- Interfere with or compromise the process in any way

Any person who contravenes the above provisions, or who assists another person in contravening the above provisions, shall be guilty of an offence.

It is the policy of Tusla to report any such above contraventions to An Garda Siochana.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment/selection process, then, in accordance with the Public Services Management (Recruitment and Selection) Act 2004:

- Where s/he has not been appointed to a post, s/he shall be disqualified as a candidate and;
- Where s/he has been appointed as a result of that process, s/he shall forfeit that appointment

### **Section 9**

Any unreasonable conduct by the candidate may result in their contact being restricted.

Candidates shall not display the following types of behaviour which the Commission considers

‘Unreasonable Conduct’:

- Unreasonable persistence
- Unreasonable lack of cooperation
- Unreasonable arguments
- Unreasonable behaviour

Part 2:

Declaration: ‘I declare that to the best of my knowledge and belief there is nothing in relation to my conduct, character or personal background of any nature that would adversely affect the position of trust in which I would be placed by virtue of my appointment to this position. I hereby confirm my irrevocable consent to the Child and Family Agency to the making of such enquiries, as the Child and Family Agency deems necessary in respect of my suitability for the post in respect of which this application is made.

I hereby accept and confirm the entitlement of the Child and Family Agency to reject my application or terminate my employment (in the event of a contract of employment having been entered into) if I have omitted to furnish the Child and Family Agency with any information relevant to my application or to my continued employment with the Child and Family Agency or where I have made any false statement or

misrepresentation relevant to this application or my continuing employment with the Health Service.

Furthermore, I hereby declare that all the particulars furnished in connection with this application are true, and that I am aware of the qualifications and particulars for this position. I understand that I may be required to submit documentary evidence in support of any particulars given by me on my Application Form. I understand that any false or misleading information submitted by me will render me liable to automatic disqualification or render me liable to dismissal, if employed.'

Failure to sign application will render it invalid.\*

Signed:\_\_\_\_\_

(Candidate Name) Date:\_\_\_\_\_

**\*Important: If you are submitting your application via Tusla Recruit online we will accept the Declaration unsigned once you have confirmed understanding of the document via the system process but you will be required to sign the Declaration at interview should you be invited to attend.**