**Candidate Information Booklet**

The National Disability Authority is committed to a policy of equal opportunity. The National Disability Authority will run this campaign in alignment with best practice as set out in the Code of Practice for Appointment to Positions in the Civil Service and Public Service, as prepared by [Commission for Public Service Appointments](http://www.cpsa.ie) (CPSA).

National Disability Authority

25 Clyde Road

Dublin D04 E409

[www.nda.ie](file:///C%3A%5CUsers%5Coreillysm%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CIE%5CDB228211%5Cwww.nda.ie)

Telephone: (353) 01 608 0400

Title of Position: Executive Officer – Permanent and Specified Purpose Panel

Grade: Executive Officer (Standard)

Reports to: Head of Department or Nominee

Employing Authority: National Disability Authority

Location: 25 Clyde Road, Dublin D04 E409

The National Disability Authority (NDA) is the independent statutory body that provides evidence-based advice to the Minister for Children, Equality, Disability, Integration and Youth on policy and practice relating to persons with disabilities. In practice, the NDA delivers on this role through advising officials in the Department of Children, Equality, Disability, Integration and Youth and in other Government Departments and key state agencies, as well as through direct advice to the Minister.

The NDA’s statutory functions include:

* to act as a central national body to assist the Minister in the co-ordination and development of disability policy
* to undertake, commission or collaborate in research projects and activities and to assist in the development of statistical information for the planning, delivery and monitoring of disability programmes and services
* to advise the Minister on standards for disability programmes and services, to prepare codes of practice and to monitor the implementation of standards and codes in this regard
* to monitor the employment of people with disabilities in the public sector, including the targets set out in the Disability Act 2005 and Assisted Decision Making (Capacity) (Amendment) Act 2022
* to promote, through the Centre of Excellence in Universal Design, accessibility and the principles of universal design in relation to the built and digital environments, services and systems.

Further information is available on the NDA’s website at <http://www.nda.ie> and on the Centre for Excellence in Universal Design website at <http://www.universaldesign.ie>

The Centre for Excellence in Universal Design (CEUD) was established with effect from 1 January 2007 as part of the NDA in accordance with the requirements in the Disability Act 2005.

The NDA wishes to form a panel of Executive Officers for appointment to current and future permanent and specified purposes contract roles within its three Departments which consist of; Corporate Services (CSD), Policy, Research and Public Affairs (PRPA), and the Centre for Universal Design Standards and Monitoring (CEUDSM). It is envisaged that this panel will be in operation for at least two years from the date of its establishment. Appointments from this proposed panel will be to permanent and specified purpose roles on a full-time and/or part-time basis depending on the requirements of the roles to be filled. Currently there is one full-time permanent vacancy.

The post-holder will initially report to the Head of Department or his/her nominee and may be redeployed, at Executive Officer level, as needs arise within the NDA.

The successful implementation of this role requires a number of key relationships to be fostered and developed. These will include relationships with colleagues and personnel from a range of agencies, including the public and private sectors and disability representative organisations. A high degree of flexibility and creativity will be required.

As a staff member, the holder of the post will be expected to actively contribute to and participate in the overall development of the NDA and to promote its policies at all times, to effectively represent the NDA, and to adhere to NDA values.

**Main Duties and Responsibilities**

The role of an Executive Officer in the NDA can vary, depending on the Department to which successful candidates are assigned. The three Departments in the NDA are; Corporate Services (CSD), Policy, Research and Public Affairs (PRPA), and the Centre for Universal Design Standards and Monitoring (CEUDSM).

The following provides an outline of the range of duties and responsibilities of Executive Officers across these Departments:

* Co-ordinating the day-to-day core business activities of the relevant department as required
* Contributing to the development and implementation of corporate strategies, projects and work plans in line with the NDA’s quality standards
* Liaising with service providers, and managing contracts and contractors to ensure the timely delivery of services, including the management of externally commissioned consultancy and services
* Developing, updating and implementing policies and protocols relevant to the work of the NDA
* Supporting the organisation of meetings, seminars, events and conferences including their promotion through the NDA website, social media and other channels
* Managing and coordinating data collection, data analysis and data checking for the NDA’s different functions, reports and requirements including where appropriate in relation to finances, internal/external audit and governance
* Support research activities and information management as appropriate
* Supporting the preparation of project proposals, progress reports and submissions
* Supporting monitoring and reporting on the development and implementation of standards, guidelines and Codes of Practice as applicable
* Advising and supporting the development of guidelines and tools to guide compliance by the public sector with their requirements
* Managing and providing appropriate guidance to relevant internal and external stakeholders
* Supporting cross-organisational collaboration in meeting the objectives of the NDA
* Planning and managing communication and engagement with NDA stakeholders
* Supporting consultation and research with relevant stakeholders, including persons with disabilities
* Managing performance and supervising staff where required
* Carrying out any other duties as directed
* Undertaking training and development as required.

Note: The duties and responsibilities set out in the above description should not be regarded as comprehensive in scope and may be added to or altered as required.

**Person Specification**

The following are considered **essential** to fulfil the role of Executive Officer:

* QQI Award at Level 4 or above
* a minimum of 3 years prior experience working to provide support in one or more of the following:
	+ Corporate Services
	+ Research or policy development activities
	+ Standards or monitoring activities
* Experience of process administration/project management, including the ability to deal with a wide range of information sources and investigate all relevant issues
* Excellent ICT skills, proficient in the use of key applications e.g. MS Outlook, Word, Excel, Power-point, Survey Monkey, with experience of or ability to quickly learn other relevant applications, e.g. data analysis tools, accounting packages or managing websites
* strong writing skills and proven ability to meet deadlines
* planning skills and high attention to detail and accuracy
* a proven ability to prepare and present high quality communications in multiple formats to diverse internal/external stakeholders
* experience of managing multiple priorities coupled with the ability to work on a varied range of projects
* experience of co-ordinating/implementing solutions to streamline processes and support organisational effectiveness
* experience in planning and delivery of events and internal/external stakeholder engagement such as meetings, seminars and conferences.

The following criteria are considered **desirable**for Executive Officer roles:

* have a good understanding of issues relevant to persons with disabilities
* experience or knowledge of the development, execution and delivery of projects and programmes
* experience of dealing with quantitative and qualitative data
* experience of website and social media content creation and management

**In applying for the post, applicants are strongly advised to clearly demonstrate how they fulfil the following essential requirements and competencies required in order to fulfil the role of Executive Officer.**

**The selection process may include short-listing of candidates on the basis of the information provided in the application form. It is therefore in your own interest to provide a detailed and accurate account of how you demonstrate, by reference to specific achievements in your career to date, that you possess the competencies required for the role of an Executive Officer.**

In addition to the above, the Key Competencies for effective performance at this level are detailed below.

**Competencies for role at Executive Officer Level:**

**Team Working / People Management**

1. Consults and encourages the full engagement of the team, encouraging open and constructive discussions around work issues
2. Gets the best out of individuals and the team, encouraging good performance and addressing any performance issues that may arise
3. Values and supports the development of others and the team
4. Encourages and supports new and more effective ways of working
5. Deals with tensions within the team in a constructive fashion
6. Encourages, listens to and acts on feedback from the team to make improvements
7. Actively shares information, knowledge and expertise to help the team to meet its objectives

**Analysis & Decision Making**

1. Effectively deals with a wide range of information sources, investigating all relevant issues
2. Understands the practical implication of information in relation to the broader context in which s/he works –procedures, divisional objectives etc.
3. Identifies and understands key issues and trends
4. Correctly extracts & interprets numerical information, conducting accurate numerical calculations
5. Draws accurate conclusions & makes balanced and fair recommendations backed up with evidence

**Delivery of Results**

1. Takes ownership of tasks and is determined to see them through to a satisfactory conclusion
2. Is logical and pragmatic in approach, setting objectives and delivering the best possible results with the resources available through effective prioritisation
3. Constructively challenges existing approaches to improve efficient customer service delivery
4. Accurately estimates time parameters for project, making contingencies to overcome obstacles
5. Minimises errors, reviewing learning and ensuring remedies are in place
6. Maximises the input of own team in ensuring effective delivery of results
7. Ensures proper service delivery procedures/protocols/reviews are in place and implemented

**Interpersonal & Communication Skills**

1. Modifies communication approach to suit the needs of a situation/ audience
2. Actively listens to the views of others
3. Liaises with other groups to gain co-operation
4. Negotiates, where necessary, in order to reach a satisfactory outcome
5. Maintains a focus on dealing with customers in an effective, efficient and respectful manner
6. Is assertive and professional when dealing with challenging issues
7. Expresses self in a clear and articulate manner when speaking and in writing

**Specialist Knowledge, Expertise and Self Development**

1. Displays high levels of skills/ expertise in own area and provides guidance to colleagues
2. Has a clear understanding of the role, objectives and targets and how they support the service delivered by the unit and Department/ Organisation and can communicate this to the team
3. Leads by example, demonstrating the importance of development by setting time aside for development initiatives for self and the team

**Drive & Commitment to Public Service Values**

1. Is committed to the role, consistently striving to perform at a high level
2. Demonstrates flexibility and openness to change
3. Is resilient and perseveres to obtain objectives despite obstacles or setbacks
4. Ensures that customer service is at the heart of own/team-work
5. Is personally honest and trustworthy
6. Acts with integrity and encourages this in others

# Selection Process

The Selection Process may include the following:

* Submission of application (Application form and cover letter)
* Shortlisting of candidates based on the information contained in their application
* Initial/preliminary interview
* Presentation or other exercises
* A final competitive interview
* Any other tests or exercises that may be deemed appropriate

## **How to Apply**

All candidates should download and complete the application form. Once the application form has been completed, please return it, along with a cover letter (max 2 pages), to recruitment2@nda.ie

Candidates should also indicate their interest with regard to full-time and/or part-time roles in their cover letter and application form.

Applications will not be accepted after the closing deadline of **Monday 9th October** **2023 at 11a.m.**

Due to current policy we are unable to accept hard copy applications submitted by post. All applications must be submitted by email for consideration.

If you do not receive an acknowledgement of receipt of your application within 24 hours of applying, please contact [recruitment2@nda.ie](file:///C%3A%5CUsers%5Coreillysm%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CIE%5CDB228211%5Crecruitment%40nda.ie).

The onus is on each applicant to ensure that they are in receipt of all communication from the NDA. Candidates are advised to check emails on a regular basis throughout the duration of the competition; in addition, being sure to check junk/spam folders should any emails be mistakenly filtered.

The NDA accepts no responsibility for communication not accessed or received by an applicant.

The NDA is an equal opportunities employer. Applications would be particularly welcome from persons with disabilities. Reasonable accommodations can be provided.

### **Shortlisting**

Normally the number of applications received for a position exceeds that required to fill existing and future vacancies to the position. While you 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, the NDA may decide that a smaller number of applicants will only be called to interview. In this respect, the National Disability Authority provide for the operation of a shortlisting 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 board will examine the application forms against a pre-determined 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 interests to provide a precise, detailed, accurate account of your qualifications/experience in your application.

**Interviews**

Candidates who are successful at the shortlisting stage will be invited to attend a competency based interview.

**Establishment of Panel**

It is intended to form a panel of successful candidates for appointment to Executive Officer for permanent and specified purpose roles following the outcome of the selection process. It is envisaged that this panel will be in operation for at least two years from the date of its establishment. Candidates who obtain a place on the panel may, within the lifetime of the panel, be considered for approved vacancies. The candidate who obtains first place on the panel will be the first candidate considered for a position, subject to satisfactory clearances, and so on in order of merit.

## **Confidentiality**

Subject to the provisions of the Freedom of Information Act 2014 applications will be treated in strictest confidence.

## **Other Important Information**

The National Disability Authority will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend interview, or a successful result notification, is not to be taken as implying that the NDA is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. It is important, therefore, for you to note that the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview. If you do not meet these essential entry requirements but nevertheless attend for interview you will be putting yourself to unnecessary expense.

Prior to recommending any candidate for appointment to this position the NDA will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

Should the person recommended for appointment decline, or having accepted it, relinquish it or if an additional vacancy arises the Board may, at its discretion, select and recommend another person for appointment on the results of this selection process.

## **Candidates' Rights - Review Procedures in relation to the Selection Process**

The NDA will consider requests for review in alignment with the provisions of the codes of practice published by the CPSA. The Codes of Practice are available on the website of the [Commission for Public Service Appointments](http://www.cpsa.ie).

Should a candidate be unhappy with an action or decision in relation to their application they can seek feedback. An initial review will be carried out internally by the NDA’s Corporate Services Department as to why their application was deemed unsuccessful. The outcome of this review will be sent to the candidate in written format.

* To request an initial review, a candidate must write to the NDA within 5 working days of receiving notification of the decision on their application. The NDA will carry out the initial review without delay. If the candidate is dissatisfied with the outcome, they may resort to the formal procedures within 2 working days of receiving notifications of the outcome of the initial review.
* The decision arbitrator will be a person unconnected with the selection process and he/she will adjudicate on requests for review. The decision of the decision arbitrator in relation to such matters is final.

## **Candidates’ Obligations**

Candidates should note that canvassing will disqualify and will result in their exclusion from the process.

## **Candidates must not**

* Knowingly or recklessly provide false information
* Canvass any person with or without inducements
* Interfere with or compromise the process in any way
* A third party must not personate a candidate at any stage of the process
* Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

* Where he/she has not been appointed to a post, he/she will be disqualified as a candidate; and
* Where he/she has been appointed subsequently to the recruitment process in question, he/she shall forfeit that appointment.

## **Specific candidate criteria**

In order to be offered an appointment from the panel, candidates must

* Be suitable on the grounds of character
* Have the knowledge and competence to discharge the duties of the post concerned
* Be available to undertake, and fully capable of undertaking, the duties attached to the post concerned
* Agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed
* Be passed as medically fit to take up the appointment.

## **Deeming of candidature to be withdrawn**

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

# Citizenship Requirement

Candidates should note that eligibility to compete for posts is open to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Under the Common Travel Area UK citizens may apply. Swiss citizens under EU agreements may also apply.

# Data Protection Act 2018

When your application is received, we create a record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature and as part of the recruitment process. Such information held by the NDA and the employing organisation is subject to the rights and obligations set out in the Data Protection Act 2018. For more information on how we retain and use your personal data, please review the [National Disability Authority’s Privacy Policy](http://nda.ie/Privacy-Policy/) which includes instructions on their right to withdraw consent at any point.

To make a subject access request under the Data Protection Act 2018, please submit your request in writing to: Data Protection Officer, National Disability Authority, 25 Clyde Road, Dublin D04 E409, or email dataprotection@nda.ie

Ensure that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record. Certain items of information, not specific to any individual, are extracted from records for general statistical purposes.

# Principal Conditions of Service

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

## **Salary**

Entry will be at the minimum of the Executive Officer Standard Salary Scale. The salary scale for the position is as follows:

Pay scale with effect from 1 March 2023 for established employees appointed on or after 6th April 1995 paying the Class A rate of PRSI contribution and making an employee contribution in respect of personal superannuation benefits (PPC):

**Executive Officer (PPC)**

€33,812, €35,714, €36,788, €38,884, €40,763, €42,580, €44,391, €46,164, €47,955, €49,696, €51,492, €52,692, €54,403¹, €56,127².

Non-Personal Pension Contribution Pay Scale with effect from 1 March 2023 (for those appointed before 6 April 1995):

**Executive Officer**

€32,267, €34,414, €35,264, €37,095, €38,876, €40,606, €42,324, €44,007, €45,708, €47,362, €49,064, €50,200, €51,807¹, €53,430².

Subject to satisfactory performance, increments may be payable in line with Government Policy. Long service increments may be payable after 3 (LSI-1) and 6 (LSI-2) years’ satisfactory service at the maximum of the scale.

Entry will be at the **first point** of the scale. Different terms and conditions may apply if you are a currently serving civil or public servant.

**Annual Leave**

The annual leave allowance for the position of Executive Officer will be as follows:

23 rising to 24 after 5 years´ service

25 after 10 years´ service

26 after 12 years´ service

27 after 14 years´ service

This allowance is subject to conditions regarding the granting of annual leave in the public sector and is based on a 5-day week, exclusive of public holidays.

## **Hours of Work**

Hours of attendance will be not less than 35 hours net per week. Your normal working hours are from 9am to 5pm, Monday to Friday.

## **Rest Periods**

The terms of the Organisation of Working Time Act, 1997 will apply to this appointment.

## **Place of work**

The National Disability Authority is currently located in 25 Clyde Road, Dublin D04 E409. The NDA is currently operating a hybrid working arrangement subject to business needs.

## **Tenure**

Permanent or Specific Purpose contract – full and/or part-time positions dependent on the corresponding vacancy. You will be required to undergo a probationary period.

## **Sick Leave**

Pay during sick absence will apply in accordance with the provisions of the Public Service Sick Leave Regulations.

## **PRSI**

Officers who pay Class A rate of PRSI will be required to sign a mandate authorising the Department of Employment Affairs and Social Protection to pay any benefits due under the Social Welfare Acts directly to the NDA. Payment during illness will be subject to the officer making the necessary claims for social insurance benefit to the Department of Employment Affairs and Social Protection within the required time limits.

## **Outside Employment**

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

## **Superannuation and retirement**

The successful candidate will be offered public service pension terms and retirement age conditions in accordance with pension arrangements in the NDA depending on the status of the successful appointee:

1. In general, an individual who has no prior pensionable Public Service history in the 26 weeks prior to appointment will be a member of the Single Public Service Pension Scheme (Single Scheme) which commenced from 1 January 2013 [Section 10 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 refers];
2. An individual who was a member of a “pre-existing public service pension scheme” as construed by the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 and who does not qualify for membership of the Single Scheme will have standard public service pension terms reflecting new entrant or non-new entrant status for the purposes of the Public Service Superannuation (Miscellaneous Provisions) Act 2004.

## **Appointee’s status for superannuation purposes**

Appointees will be required to disclose their full public service history. Details of the appropriate superannuation provisions will be provided upon determination of appointee’s status. The following points should be noted:

## **Pension Accrual**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme will apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. **This may have implications for any appointee who has acquired pension rights in a previous public service employment.**

## **Pension Abatement**

The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 extended pension abatement so that a retiree’s public service pension is liable to abatement on re-entering public service employment, even where the new employment is in a different area of the public service.

However, if the appointee was previously employed in the Civil Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivized Scheme of Early Retirement (ISER) or the Health Service Executive VER/VRS which render a person ineligible for the competition) the entitlement to payment of that pension will cease with effect from the date of reappointment.

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

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

## **Ill-Health Retirement**

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

## **Additional Superannuation Contribution (ASC)**

This appointment is subject to the Additional Superannuation Contribution (ASC) in accordance with Part 4 of the Public Service Pay and Pensions Act 2017. ASC is payable in addition to any contributions payable in respect of membership of your main superannuation scheme and/or spouse’s and children’s pension scheme.

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 contracts to be agreed with successful candidates.