



Comhairle Contae Thiobraid Árann
Tipperary County Council

Candidate Information Booklet

PLEASE READ CAREFULLY

Competition Reference: RT/833

Closing Date: 4:00 p.m. on Friday, 30th January, 2026

Tipperary County Council is an Equal Opportunities Employer

Tourism Development Officer

Contents

Heading	Page
General Information	3
Introduction	4
Duties	4
Qualifications	6
Salary	8
Probation	8
Superannuation	8
Hours of Work	10
Annual Leave	10
Residence	10
Drivers License	10
Code of Conduct/Organisational Policies	10
Training	10
Location of assignment/appointment	10
Commencement	11
Reporting Arrangements	11
Health & Safety	11
The Application Process	11
The Selection Process	12
Key Competencies	13
Feedback	15
Panel Formation	15
Deeming of candidature to be withdrawn	15
References	15
Verification of Educational Qualifications	15
Pre-Employment Medical	16
Garda Vetting	16
Canvassing	16
Confidentiality	16
General Data Protection Regulation	16

Tipperary County Council is one of 31 Local Authorities in the Republic of Ireland. The Council has responsibility for the delivery of a wide range of services which are necessary to the physical, economic, social and cultural life of County Tipperary, with a focus on making County Tipperary an attractive place to live, work and invest.

The following comprises the areas of service delivery in Tipperary County Council:

Community, Economic Development & Tourism	Fire & Emergency Services – Civil Defence
Local Enterprise	Environment & Climate Action
Planning & Development	Finance
Cultural & Recreational Services	Information Systems
Roads & Transportation	Corporate Services & Human Resources
	Library Services
Housing	Local Authorities Waters Programme

This competition presents an opportunity to gain employment with Tipperary County Council in the role of **Tourism Development Officer**.

Tipperary County Council is committed to a policy of open and fair recruitment, in line with good practice, recruitment & selection standards, employment legislation and relevant circulars from the Department of Housing, Local Government & Heritage.

This Candidate Information Booklet is intended to provide information on the post of **Tourism Development Officer** and the selection process and candidates are advised to familiarize themselves with the detailed information in advance of submitting their application.

Candidates should satisfy themselves that they are eligible under the Qualifications to apply for the post of **Tourism Development Officer**.

Where a candidate provides false or misleading information or has deliberately omitted relevant information on their application form this may result in their disqualification from the competition.

Tourism Development Officer

ROLE & DUTIES OF THE POST

Project Description:

The Tourism Development Officer will lead a highly motivated and experienced tourism team assisting with the delivery of the Tipperary Tourism Roadmap 2025-2030, 'Growing Tourism in Tipperary' and the Transforming Tourism Product Development Plan 2020 -2030. Established in 2014, the Tourism Section leads the development of Tipperary as a tourism destination by collaborating with tourism providers, communities, and local and national agencies. The role of the section is to support, implement, and deliver tourism development across the county; lead on tourism product development; and collaboratively market Tipperary as an authentic, immersive tourism destination to domestic and international markets.

The Tourism Development Officer will work as part of the Directorate's senior management team, overseeing the implementation of the tourism strategic plans and projects and substantively supporting engagement with the wider public authority environment and key tourism stakeholders across the county.

Tourism Development Officer: Role, Responsibilities and Duties:

The Tourism Development Officer will report directly to and support the Senior Executive Officer in the Economic, Community and Rural Development Directorate of Tipperary County Council.

The main purpose of this role is to lead the development of Tipperary as a tourism destination and to support market and product development. Central to the role is the implementation of strategic tourism priorities that align with the growth of the brand *Tipperary*, *Time for Tipperary*, development of tourism networks and development and implementation of tourism projects.

This is a permanent position.

This role is based in Ballingarrane, Clonmel, Co. Tipperary but will require regular travel in the region.

Key duties & responsibilities:

- Support and deliver the implementation of the Tipperary Tourism Roadmap 'Growing the value of tourism in Tipperary' 2025-2030
- Support and implement the Transforming Tourism Product Development Plan 2020 -2030
- The servicing of Tipperary Tourism CLG and Tipperary Tourism Working Groups as assigned.
- Creation and implementation of the annual Tipperary Tourism Membership Scheme.
- Develop and manage tourism development in Tipperary Ancient East, and Ireland's Hidden Heartlands brands.

- Develop, manage and promote www.tipperary.com and all associated strategic marketing plans.
- Identify potential opportunities for additional funding, both from governmental and non-governmental agencies and sources.
- Preparation, submission and management of funding applications.
- Managing the internal tourism affairs of the Council within the framework of the Corporate Plan and Management Team Objectives.
- Managing external relationships across a broad range of business activities, i.e. Tipperary Tourism, Fáilte Ireland, Tourism Ireland, the relevant State and semi-state Agencies, local tourism interests, other stakeholders, etc.
- Developing and nurturing high-functioning clusters of tourism SMEs and experienced providers who can elevate the visibility and promotion of the destination now and into the future;
- Ensure compliance with all required local authority financial, management and governance reporting requirements;
- Communicate principles of sustainable and regenerative tourism across the tourism industry within the county.
- Act as a progressive advocate for the region and the development of the Tipperary tourism brands, particularly promoting the importance of tourism to business and stakeholders in the region.
- Preparation and delivery of regular progress reports to Tipperary Tourism and Tipperary County Council and others as required.
- Procurement and budget management.
- Setting up and attending exhibitions and consumer shows;
- Organising events – both online and in person;
- Devising and planning familiarisation trips, and arranging itineraries;
- Liaising with local operators, the media, designers and printers;
- Managing the internal tourism affairs of the Council within the framework of the Corporate Plan and Management Team Objectives.
- To lead and direct the resources of the Tourism Department staff team to deliver their work programme.
- To manage and supervise staff up to the position/grade of Senior Staff Officer and analogous grades, and to ensure the training and development of such staff.
- To identify and agree work programmes, targets and deadlines and ensure their subsequent implementation.
- To build effective teams, develop motivation and commitment and maintain sound employee relations and morale as relevant, in accordance with good employment practice and relevant legislation.
- To achieve and maintain the productive association between elected representatives and the executive delivery of the service.
- Work closely and seek to foster and maintain relationships with key industry groups, partner organisations, local authorities and individuals in the region to ensure commitment to the Tipperary brands.
- Procurement and budgets management.
- Administration of funding.
- Constructing and maintaining business databases;
- Support to Community Tourism Groups
- To arrange and ensure that capacity building is provided to stakeholders and businesses are fully aware of Tipperary Tourism Brand and Fáilte Ireland initiatives.

- Create realistic and achievable KPIs to ensure that all tasks are completed to a high standard and in a timely fashion, and to demonstrate the valuable contribution to tourism makes to the local economy.
- Providing funding and business advice and sending e-newsletters to local businesses;
- Flexibility on working hours will be required as evening and weekend working will be an essential part of the job.
- Any other duties.

These duties are indicative rather than exhaustive and are carried out under general guidance.

Persons employed will be required to work in any location within the Tipperary County Council administrative area.

Qualifications:

Citizenship

Candidates must, by the date of any job offer, be:

- a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- b) A citizen of the United Kingdom (UK); or
- c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- d) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or
- e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa; or
- f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa.
- g) Non- EEA citizens with a valid work permit.

Character

Candidates shall be of good character

Health

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

Education, Training, Experience, etc.

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

- Hold a third level qualification in culture, business or tourism with a minimum of 5 years relevant post-graduate experience in tourism development.
- Previous relevant experience in the tourism industry.
- Possess knowledge of a wide range of tourism business development techniques and concepts.
- Excellent IT skills are required, particularly in the area of website management, all social media platforms, and Google Analytics for monitoring trends online and identifying targets.
- Superior knowledge of tourism development and marketing and how it can be used to develop and promote the Tipperary brand.
- Strong competency in finance, budgeting and marketing.
- Proven track record of developing business plans, funding applications and strategic tourism development plans.
- Experience with event organisation is a distinct advantage, both online and in person.
- Good understanding and knowledge of local government and role in developing and promoting tourism.
- Full valid driving license and access to own transport
- Strong understanding of tourism offerings in Tipperary, Tipperary Tourism, Horse Country, Lough Derg, Munster Vales, Ireland's Ancient East and Ireland's Hidden Heartlands regions of Ireland
- Project management skills are essential, and the ability to complete multiple tasks simultaneously and to a high standard.
- A creative and innovative mindset is required.
- The ideal candidate will be flexible in order to achieve targets and complete projects.
- The successful candidate will be self-motivated, a self-starter and results-driven.
- Excellent planning and organisation skills and the ability to use resources effectively and efficiently.
- Excellent time management skills.
- Excellent communication and presentation skills both written and oral.
- The ability to build and maintain relationships and networks is essential for this role.

Proven ability to;

- Work in a customer-focused environment
- Work well with others as part of a team
- Learn new tasks and adapt quickly to new work practices in a team environment
- Be open and receptive to new information and be comfortable with change.

Desirable:

- Demonstration of interagency work to add value to tourism projects, for example, with County Councils, Failte Ireland, Local Enterprise Boards, etc.

Salary:

Current Salary Scale: €60,011- €78,015 (2nd LSI).

The salary shall be fully inclusive and shall be as determined from time to time. The employee shall pay to the local authority any fees or other monies (other than his/her inclusive salary) payable to or received by him/her by virtue of his/her employment or in respect of services which he/she is required by or under any enactment to perform.

Entry point of this scale will be determined in accordance with Circulars issued by the by the Department of Housing, Local Government & Heritage. In accordance with Departmental Circular letter EL 02/2011, a person who is not a serving local authority employee on or after 1st January 2011, will enter the scale for the position at the minimum point currently €60,011.

Remuneration is paid fortnightly by PayPath directly to the employee's nominated bank account. The current wage pay cycle may be revised during the period of employment.

Remuneration is subject to all statutory deductions, e.g. P.A.Y.E. and P.R.S.I. Increments are paid annually subject to satisfactory attendance, conduct and performance and national agreements. Increments may be withheld if performance, attendance and/or conduct are not satisfactory.

Under the Public Service Stability Agreement 2013, the working hours for newly appointed/promoted staff are 35 hours per week. All posts will be offered on the basis of the candidate working wholetime.

Probation:

Where a person who is not already a permanent officer of Tipperary County Council is appointed, the following provisions shall apply:-

- (a) there shall be a period after such appointment takes effect, during which such person shall hold office on probation;
- (b) the maximum period shall generally be one year for permanent contracts and such other period as may be required in relation to temporary or fixed term/purpose contracts as set out in the council's probationary policy. No probationary period shall exceed 12 months in duration;
- (c) such a person shall cease to hold office at the end of the period of probation, unless during such period, the Chief Executive has certified that the service of such person is satisfactory.

Superannuation:

The relevant Superannuation Scheme will apply.

The provisions of the Local Government (Superannuation) (Consolidation) Scheme 1998 may apply.

Persons who become pensionable officers who are liable to pay the Class A rate of PRSI contribution will be required, in respect of their superannuation contribution, to contribute to the local authority as follows:

1.5% of their pensionable remuneration

plus

3.5% of net pensionable remuneration (pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependent or qualified children).

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

The provisions of the Spouses and Children's/Widows and Orphans Contributory Pension Scheme will continue to apply.

New entrants will be admitted to the Single Public Service Pension Scheme with effect from the date of appointment. The scheme is contributory and provides pension, retirement gratuity, death gratuity and survivors benefits. To qualify for a pension the successful candidate must have served a minimum of two years employment in a Local Authority.

Retirement Age

There is no mandatory retirement age for new entrants to the public service as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004.

Anyone who is not a new entrant to the public service, as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004, is subject to a compulsory retirement age of 70 years or as determined in accordance with Department Circulars and in line with Government Policy.

The maximum retirement age for new entrants as defined by the Public Service Pensions (Single Scheme and other Provisions) Act 2012 is 70 years.

The Council may refer staff to a medical advisor at any time to determine fitness for carrying out the duties to which they have been assigned.

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 debarred from applying for another position in the same employment or the same sector.

Therefore, such retirees may not apply for this position.

Hours of Work:

The normal working hours are 35 hours per week. Flexible working arrangements apply. All hours worked are subject to and recorded in accordance with the provisions of the Organisation of Working Time Act, 1997, and the Organisation of Working Time Regulations, 2001. Tipperary County Council requires employees to record their hours using the CORE/TDS Clocking system.

Annual Leave:

The annual leave entitlement for the grade is 30 days per annum.

The Chief Executive of Tipperary County Council retains autonomy with regard to office closures, (e.g. Christmas Office Closure); any days arising from such closure will be reserved from the employee's annual leave entitlement. Proposed office closure days will be reviewed and advised to all employees each year.

Residence:

The successful candidate shall reside in the district in which his/her duties are to be performed, or within a reasonable distance thereof.

Drivers Licence:

Tipperary County Council employees may on occasion be required to use their car on official business. In such situations the employee must hold a current clean driver's licence and have available adequate means of transport.

It is the responsibility of the employee to arrange the appropriate car insurance for business use and to indemnify Tipperary County Council with the indemnity specified on the insurance certificate under the heading "Persons or classes of person who are covered". Documentation to confirm the appropriate insurance cover will be required to be supplied to the Council on an annual basis.

Code of Conduct/Organisational Policies:

Employees are required to adhere to all current and future Tipperary County Council codes of practice including Code of Conduct of Employees and all current and future organisational policies including, but not limited to Health and Safety, Communications, Data Protection, Equality, Staff Mobility, Attendance Management and Use of Electronic Equipment. A full list of relevant policies is contained on the council Intranet.

Training:

Employees are required to attend and participate fully in training programmes as may be decided by the Council from time to time and to apply their learning in the course of their daily working activities.

Location & assignment/appointment:

Tipperary County Council reserves the right to assign the successful candidate to any premises in use by the Council, now or in the future.

The person appointed will be required to report to their place of work by their own means of transport and at their own expense.

Tipperary County Council also reserves the right to, at any stage, reassign the successful candidate to a comparable grade within the local authority.

Commencement:

Tipperary County Council shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month (subject to notice requirements) and if they fail to take up the appointment within such period or such other longer period as the Council in its absolute discretion may determine, Tipperary County Council shall not appoint them.

Reporting Arrangements:

Tourism Development Officer will report directly to the appropriate Senior Executive Officer in the Section or to any other employee of Tipperary County Council as the Chief Executive, Director of Services or other appropriate employee may designate for this purpose.

A system of regular appraisal (PMDS) will be operated during employment, which will involve discussions between the employee and the line manager regarding performance and conduct.

Health & Safety:

Tipperary County Council as an Employer is obliged to ensure, in so far as it is reasonably practicable the Safety, Health and Welfare at Work of all of its employees. Under the Safety, Health and Welfare at Work Act 2005, the County Council has a legal duty to exercise all due care and take all protective and preventative measures to protect the Safety, Health and Welfare of its employees.

All employees also have a legal obligation under Safety and Health legislation to co-operate with management and not engage in any improper conduct or behaviour or do anything, which would place themselves or others at risk.

Employees must not be under the influence of an intoxicant at the place of work. Employees must comply with all Safety and Health rules and regulations and attend all required Safety and Health Training.

Tipperary County Council operates under ISO 45001 accreditation. All employees are required to cooperate with the implementation of any and all measures necessary to achieve and sustain same.

The Application Process:

Once fully completed, application forms will be accepted.

Please ensure that:

- a) You complete the application form online via the advert link or through www.tipperarycoco.ie (Note: a written application form/C.V. **will not** be accepted as an application or as part of an application).
- b) Applicants are required to submit their applications electronically and all sections of the application form must be fully completed, with relevant, detailed and accurate information. ***Note: any offer of employment is subject to the information given on your application form being true. False/misleading information or deliberate omissions may result in termination of employment.***
- c) Your employment history section includes **all periods of employment and unemployment (if applicable)** and are accurately recorded and accounted for.
- d) Copies of your educational certificates and relevant qualifications are attached with your application.
- e) Your application is submitted electronically along with all required documentation on or before **4.00 p.m. on Friday, 30th January, 2026.** Applications submitted after the closing date will not be accepted.

Note: No amendments can be made once a fully completed application, supported by the required proof of qualifications and eligibility, has been submitted. Applicants should retain a copy of their application form for personal reference.

The admission of a person to this competition, or an invitation to attend for interview is not to be taken as implying that Tipperary County Council is satisfied that such person fulfills the requirements.

Tipperary County Council may need to contact you during the selection process. It is important that your contact details (phone number, postal and email address) as given on your application form are correct and are accessible by you at all times.

Tipperary County Council accepts no responsibility for communication not accessed or received by the applicant.

The Selection Process:

Tipperary County Council reserves the right to shortlist applications if required.

This is not to suggest that any candidate may be unsuitable or incapable of undertaking the duties of the post advertised, but rather that there may be candidates who have demonstrated that they are better qualified and/or have more relevant experience.

Step 1: Initial Screening

In the first instance, all applications received by the latest date/time for receipt of completed applications are screened for eligibility in accordance with the Qualifications for the post as set out in this booklet.

Step 2: Shortlisting

Each candidate's application may be assessed against pre-determined criteria based on the requirements of the position as outlined in this booklet. It is the sole responsibility of the applicant to provide a detailed and accurate account of their qualifications and/or experience in their application form and to outline the relevance of their application.

Step 3: Interview

Candidates who are successful in the shortlisting process will be invited to attend for interview(s).

Tipperary County Council will endeavour to give sufficient notice of the scheduled interview time and date to shortlisted candidates. Thereafter, it is the responsibility of the candidate to make themselves available on time and on the date advised. Candidates who do not attend for interview on the date and time advised will be deemed to have withdrawn their application from the competition. Expenses incurred by candidates in attending for interview, will be at the candidates own expense.

An independent interview board will be established by the Chief Executive of Tipperary County Council to assess the candidates shortlisted for interview.

The Interview board will generally comprise a Chairperson and two other members, who will have expert knowledge in the relevant field. The objective of the interview board is to identify candidates who best meet the objective criteria and competencies required for the position and to place them in order of merit. Candidates who are successful in the interview will be qualified in order of merit for appointment to the post of Tourism Development Officer and placed on a panel.

It should be noted that placement on a panel may not necessarily lead to a job offer. The selection process is not concluded until such time as references have been sought and clearance checks, i.e. Garda vetting, occupational health, verification of education qualifications, etc, have been carried out to the satisfaction of the Council.

Key Competencies:

At interview, candidates will be assessed under the following competencies using some/all of the indicators listed **in addition to** local Government knowledge and understanding:

Management & Change

- Displays the ability to think and act strategically in the context of both regional tourism development. Thinks long term. Can translate organisational mission and vision into clear, specific and achievable tourism-related objectives. Demonstrates innovation and creativity to secure successful strategic outcomes.
- Has a clear understanding of the political reality and context of the organisation. Has knowledge and understanding of local government structure, including service requirements.

- Develops and maintains positive and mutually beneficial relationships. Builds networks of technical and professional contacts. Promotes and sustains an appropriate, positive, and cohesive image for the organisation it represents.
- Effectively introduces change, fosters a culture of creativity in employees and overcomes resistance to change.
- Demonstrates flexibility and an openness to change.

Problem Solving & Decision Making

- Gathers and analyses information from relevant sources, whether financial, numerical or otherwise weighing up a range of critical factors.
- Makes timely informed and effective decisions and shows good judgement and balance in making decisions or recommendations.
- Takes account of broader issues, agendas, sensitivities and related implications when making decisions.
- Promotes the achievement of quality outcomes in delivering services. Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating employees and by managing resources effectively.
- Uses previous knowledge and experience in order to guide decisions.
- Uses judgement to make sound decisions with a well reasoned rationale and stands by these.
- Puts forward solutions to address problems.

Managing Resources

- Takes responsibility and is accountable for the delivery of agreed objectives.
- Successfully manages a range of different projects and work activities at the same time.
- Structures and organises their own work and others work effectively.
- Is logical and pragmatic in approach, delivering the best possible results with the resources available.
- Delegates work effectively, providing clear information and evidence as to what is required.
- Proactively identifies areas for improvement and develops practical suggestions for their implementation.
- Applies appropriate systems/processes to enable quality checking of all activities and outputs.
- Practices and promotes a strong focus on delivering a high quality customer service, for internal and external customers.

Personal Effectiveness

- Is self-motivated and maintains a positive constructive and enthusiastic attitude to their role.
- Keeps up to date with current developments, trends and best practice in their area of responsibility. Demonstrates the required specialist knowledge, understanding and training for the role
- Manages time and workload effectively with particular reference to statutory obligations and timeframes.
- Demonstrates the required specialist technical knowledge, understanding and training for the role.

- Personal Motivation, Initiative and Achievement; is enthusiastic about the role and sets challenging goals to achieve high quality outcomes.
- Behaves in an honest, trustworthy and respectful manner and is transparent, fair and consistent in dealing with others.

Feedback:

Candidates shall be notified of the outcome of each stage of the selection process at the earliest possible date.

If, following the interview, a candidate is placed on a panel they shall be informed of their position on the panel. Details of marks attained in the interview process will be provided upon receipt of written request.

Panel Formation:

A panel will be created from this competition from which both permanent and temporary assignments may be made.

Deeming of candidature to be withdrawn:

Candidates who do not attend for interview or other test when and where required by the Tipperary County Council, or who do not, when requested, furnish such evidence as required by Tipperary County Council within the specified timeframe with regard to any matter relevant to their candidature, will be deemed to have withdrawn their application from the competition.

Should a candidate decline an offer of employment, or having accepted an offer of employment relinquish it prior to commencing in the post, they will be deemed to have withdrawn their application from the competition.

References:

Applicants are required to advise the names of two responsible persons to whom they are well known but not related (at least one of the referees should be an existing or former employer).

In advance of any offer of employment, Tipperary County Council reserves the right to seek both written and verbal references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The Council reserves the right to determine the merit, appropriateness and relevance of such references and referees.

Verification of Educational Qualifications:

Prior to appointment the candidate will be required to present within a specified timeframe, the original parchment of their certificate, diploma and/or degree, and any other supporting documentation required by the Council*, to the Human Resources department in order to verify their qualifications.

** Non Irish Qualifications must be accompanied by a determination from Quality and Qualifications Ireland (QQI) to establish their comparability against the Irish National Framework of Qualifications, overseas qualifications must also be accompanied by a translation document.*

Pre-Employment Medical:

Prior to appointment the candidate may be required to complete a Health Declaration and will be required to undergo a medical examination by a qualified medical practitioner nominated by the Council. Where for any reason the cost of the medical examination is borne by the applicant it shall be refunded on appointment. In all other cases the Council will incur the cost of the pre-employment medical.

Garda Vetting:

Garda Vetting may be sought in accordance the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 and the applicant will be required to fully cooperate with this process.

Canvassing:

Any attempt by a candidate, or by any person(s) acting at the candidate's instigation, directly or indirectly, by means of written communication or otherwise influence in the candidate's favour, any member or employee of the Council or person nominated by the County Council to interview or examine applicants, will automatically disqualify the candidate for the position being sought.

Confidentiality:

Tipperary County Council, in its recruitment and selection procedures, has appropriate measures in place to protect the confidentiality of all applicants. All enquiries, applications and other aspects that form part of the recruitment formalities are treated as confidential and are not disclosed to anyone, outside of those directly involved in the recruitment process - subject to the provisions of the Freedom of Information Acts, 1997-2014.

Records created, maintained and stored by Tipperary County Council as part of the recruitment and selection process are subject to a range of legislation, including Freedom of Information and Data Protection. Tipperary County Council shall comply with the National Records Retention Policy (2001) and any other relevant records retention policies.

General Data Protection Regulation:

Tipperary County Council is committed to protecting your personal data and we comply with our obligations under the Data Protection Acts, 1988 – 2018, (once enacted) and the General Data Protection Regulation.

Basis for Processing your Personal Information

The basis for processing your personal data is to process your application for the position you have applied for with Tipperary County Council under the Terms of

the Employment (Information) Act 1994 and Human Resources Department policies and procedures.

Personal data sought for the purpose of recruitment will include your name, your contact details including email address and mobile number, particulars of education, details regarding your record of employment, details of referees and confirmation of if you require an employment permit/visa/ or work authorisation.

When your application form is received, we create a computer record in your name, which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. You are entitled to obtain at any time, a copy of information about you, which is kept on computer.

Sharing of Information

Outside of the relevant recruitment team, the information provided in your application form will only be shared for progressing the competition for which you have applied for, with a designated short-listing and/or interview board.

If, following the competition, you are placed on a Panel and offered a position, the information provided in your application form will form part of your Personnel File and may be used for deciding the post to which you are assigned.

Furthermore, should you be offered a position and subsequently confirm your interest in the position, the information provided on your application form will be used to request service records, employment references and/or character references as required.

Storage period

Your application will be retained for one year from the date a panel for this 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 (usually a further one year, rarely two years). You will be notified if the panel has been extended after one year and the new expiry date of the panel.

Applications which are unsuccessful at interview stage will be retained for one year. Applications that are not progressed to interview stage will be destroyed post competition.

If you do not furnish the personal data requested, Tipperary County Council will not be able to progress your application form for the competition for which you are applying.

Important Notice

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 successful candidates.



Comhairle Contae Thiobraid Árann
Tipperary County Council

