

**Community Education Facilitator  
(Fixed Term Contract until 19.05.2028)  
Initial Assignment: City of Dublin FET College Crumlin,  
Captain's Road, Southwest Campus  
Ref: CEFFT26**

City of Dublin Education and Training Board (City of Dublin ETB) was established on 1st July 2013 under the Education and Training Boards Act, 2013. City of Dublin ETB has 3,000 employees and an annual budget of €580m. It is the state education and training authority for Dublin city and serves the area covered by Dublin City Council. This provision is delivered to over 48,000 learners (20,000 full-time and 28,000 part-time) and is supported by a range of services including a psychological service, a curriculum development unit, a buildings maintenance unit and Head Office staff in Ballsbridge. It also has statutory responsibility for supporting the provision, coordination, administration and assessment of youth work services in Dublin city and is the lead partner for Music Generation Dublin City. City of Dublin ETB is also responsible for the national awarding authority for student grants in Ireland, Student Universal Support Ireland (SUSI).

<b>Proposed Timeframe</b>	Shortlisting will begin week commencing: 20 <sup>th</sup> July 2026 Interviews will take place week beginning: 27 <sup>th</sup> July 2026  <i>*All dates are subject to change and are for guidance only</i>
<b>Location of Position</b>	The position will be based in the City of Dublin FET College, Crumlin, Captains Rd and the City of Dublin FET College, Ballyfermot, Civic Centre.
<b>Salary</b>	For persons entering public service for the first time, starting pay will be at the minimum point of the CEF salary scale, €48,911. This is not negotiable. An incremental salary scale applies thereafter.  Previous public sector experience may be eligible for incremental credit, to be determined upon appointment.
<b>Annual Leave</b>	35 working days per annum (pro rata)
<b>Hours of Work</b>	35 hours per week (calendar year) with evening or occasional weekend work involved. A time in lieu system will operate as necessary.
<b>Summary of Position</b>	The position of Community Education Facilitator (CEF) is part of City of Dublin ETB's strategy to provide for the education needs of adults in Dublin City. Community Education is an integral part of the wider Adult Education Service which includes adult literacy, English for speakers of other languages (ESOL), adult education guidance, BTEI and basic education programmes in the workplace. Community Education provides a wide range of accredited and non-accredited programmes within City of Dublin ETB buildings and in many community-based organisations across the city of Dublin. The successful candidate will report to the Adult Education Officer (AEO) for the area based in the City of Dublin FET College, Crumlin, Captains Rd
<b>Essential Requirements</b>	<ul style="list-style-type: none"> <li>• A third level qualification of at least National Certificate standard in the field of education, training, youthwork, community development or social science <b>Or</b> A teaching qualification as specified under Teaching Council Registration regulations.</li> <li>• Minimum of three years working in Adult or Community Education or training, youthwork or community development.</li> <li>• Participation in Adult Education in-service training or other equivalent education / training experience in adult, youth or community work.</li> </ul>
<b>Desirable Requirements</b>	<ul style="list-style-type: none"> <li>• Have strong people management and organisational skills.</li> <li>• Be a visionary and have experience in delivering projects through team work.</li> </ul>

	<ul style="list-style-type: none"> <li>• Have a strong understanding of community development and the community sector.</li> <li>• Be a leader committed to the highest standards of education provision, administration and governance.</li> </ul>
<p><b>Principal Duties and Responsibilities</b></p>	<p>The general duties and responsibilities listed below are not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned from time to time and to contribute to the development of the post while in office:</p> <ul style="list-style-type: none"> <li>• Maintain an ethos appropriate to adult learning.</li> <li>• Management of tutors and other staff employed in the Adult Education Service</li> <li>• Assisting the planning, development and management of the local community education service under the direction of the CE / Director / AEO in accordance with the overall plan for the service</li> <li>• Promoting the development and nurturing of new community-based learning groups.</li> <li>• Developing and encouraging partnerships and links between community education and statutory and other providers.</li> <li>• Initiating and facilitating community education programmes and initiatives in out centres.</li> <li>• Liaising on quality assurance, accreditation and certification issues.</li> <li>• Sharing good practice from the sector and supporting the mainstreaming of relevant lessons into national policy and practice.</li> <li>• Monitoring initiatives, reporting to the CE / Director / AEO on developments and provision, and informing the work of the National Adult Learning Council.</li> <li>• Acting in a representative capacity, if required, on matters relating to community education.</li> <li>• Assisting in the management of resources , e.g. financial, premises, materials, personnel, etc., as appropriate, relevant to the needs of the local programme.</li> <li>• Keeping records and preparing reports and submission in consultation with the CE / Director / AE as appropriate.</li> <li>• Any other duties appropriate to the needs of the local scheme as may be assigned by the CE / Director / AEO for the effective and efficient management of resources.</li> </ul>
<p><b>Competencies</b></p>	<p><b><i>Team Leadership</i></b></p> <ul style="list-style-type: none"> <li>• Works with and leads teams and working groups to facilitate high performance, developing clear and realistic objectives and addressing performance issues if they arise.</li> <li>• Provides clear information and advice as to what is required.</li> <li>• Strives to develop and implement new ways of working effectively to meet objectives.</li> <li>• Leads the team by example, coaching and supporting individuals as required.</li> <li>• Places high importance on staff development, training and maximising skills &amp; capacity of team.</li> <li>• Is flexible and willing to adapt, positively contributing to the implementation of change.</li> </ul> <p><b><i>Analysis &amp; Decision Making</i></b></p> <ul style="list-style-type: none"> <li>• Gathers and analyses information from relevant sources, whether financial, numerical or otherwise weighing up a range of critical factors.</li> <li>• Takes account of any broader issues and related implications when making decisions.</li> <li>• Uses previous knowledge and experience in order to guide decisions.</li> <li>• Makes sound decisions with a well-reasoned rationale and stands by these.</li> <li>• Puts forward solutions to address problems.</li> </ul>

### ***Management & Delivery of Results***

- 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 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.
- Demonstrates enthusiasm for new developments/changing work practices and strives to implement these changes effectively.
- Applies appropriate systems/processes to enable quality checking of all activities and outputs.
- Practices and promotes a strong focus on delivering high quality customer service, for internal and external customers.

### ***Interpersonal & Communication Skills***

- Builds relationships internally and externally; keeps all stakeholders involved; is professional and discreet across all relationships; willingly supports and assists others
- Encourage open and constructive discussions around work issues.
- Projects conviction, gaining buy-in by outlining relevant information and selling the benefits.
- Collaborative; anticipates impact on others; listens to gain complete understanding; sensitive to views and feelings of others;
- Treats others with diplomacy, tact, courtesy and respect, even in challenging circumstances.
- Acts as an effective link between staff and senior management.
- Presents information clearly, concisely and confidently when speaking and in writing.

### ***Specialist Knowledge, Expertise and Self Development***

- Has a clear understanding of the roles, objectives and targets of self and team and how they fit into the work of the unit and Department / Organisation and effectively communicates this to others.
- Has high levels of expertise and broad Public Sector knowledge relevant to his/her area of work.
- Focuses on self-development, striving to improve performance.

### ***Drive & Commitment to Public Service Values***

- Strives to perform at a high level, investing significant energy to achieve agreed objectives.
- Demonstrates resilience in the face of challenging circumstances and high demands.
- Is personally trustworthy and can be relied upon.
- Ensures that customers are at the heart of all services provided.
- Upholds high standards of honesty, ethics and integrity.

***Candidates should note that questions relating to the above competencies will form part or all of the interview.***

**Note:** Having read the competencies and thought about the demands of the role, for each of the above competencies candidates will be asked, on the application form, to demonstrate a specific example which illustrates how you have developed the relevant competency during your career to date which clearly demonstrates your suitability for this position, within your application form.

	<p>Ideally you should include all elements of the STAR competency framework which is outlined as follows:</p> <table border="1" data-bbox="481 174 1439 322"> <tr> <td data-bbox="481 174 737 210">Situation</td> <td data-bbox="737 174 1439 210">Present a challenging situation you found yourself in.</td> </tr> <tr> <td data-bbox="481 210 737 246">Task</td> <td data-bbox="737 210 1439 246">What did you need to achieve from the situation?</td> </tr> <tr> <td data-bbox="481 246 737 282">Action</td> <td data-bbox="737 246 1439 282">What action did you personally take to achieve this?</td> </tr> <tr> <td data-bbox="481 282 737 318">Result</td> <td data-bbox="737 282 1439 318">What was the result of your action?</td> </tr> </table>	Situation	Present a challenging situation you found yourself in.	Task	What did you need to achieve from the situation?	Action	What action did you personally take to achieve this?	Result	What was the result of your action?
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<p><b>Terms &amp; Conditions of Appointment</b></p>	<ul style="list-style-type: none"> <li>• The appointment will be subject to the sanction of the Chief Executive.</li> <li>• Any offer will be subject to the receipt of two satisfactory references.</li> <li>• The appointment will have a probationary period, details of which will be stipulated in the contract of employment.</li> <li>• Appointment is to City of Dublin ETB as a whole. City of Dublin ETB reserves the right to transfer staff as the needs of the organisation dictate.</li> <li>• The person appointed to the post will be required to contribute to the relevant Superannuation Scheme.</li> <li>• For the purposes of satisfying the requirements as to health it will be necessary for the successful candidate before they are appointed, to undergo at City of Dublin ETB's expense, a medical examination by a qualified practitioner nominated by City of Dublin ETB.</li> <li>• Extern work may not be undertaken without the prior consent of City of Dublin ETB.</li> </ul>								
<p><b>Citizenship Requirements</b></p>	<p>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. Swiss citizens under EU agreement may also apply. Please visit the link below for updates to these requirements:  <a href="#">Coming to Work in Ireland - Workplace Relations Commission</a></p> <p>Please note that upon appointment the successful candidate must have valid right to work status.</p>								
<p><b>Termination</b></p>	<p>The appointment will be terminated by one month's notice in writing on either side.</p>								
<p><b>Garda Vetting</b></p>	<p>City of Dublin ETB is registered with the National Vetting Unit (NVU) which provides a disclosure service for organisations who have staff positions which may involve regular unsupervised access to children and vulnerable adults. As part of the organisation's recruitment and selection process, offers of employment will be subject to NVU disclosures, where applicable.</p> <p>City of Dublin ETB reserves the right to re-vet all staff employed in positions that entail working with children and vulnerable adults at any time during their employment.</p>								
<p><b>Sick Leave and Special Leave</b></p>	<p>Sick leave and special leave may be allowed in accordance with the conditions in force for the time being for Officers employed under the Schemes of Education and Training Boards.</p>								
<p><b>Superannuation &amp; Retirement</b></p>	<p>The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Public Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at <a href="http://www.singlepensionscheme.gov.ie">www.singlepensionscheme.gov.ie</a>.</p> <p>Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay, different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>								

	<ul style="list-style-type: none"> <li>• Pensionable Age: The minimum age at which pension is payable is 66 (retirement age is linked to State Pension Age).</li> <li>• Retirement Age: Scheme members must retire on reaching the age of 70.</li> <li>• Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).</li> <li>• Post retirement, pension increases are linked to CPI.</li> </ul>
<p><b>Pension Abatement</b></p>	<p>If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension <b>will be subject to abatement</b> in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. <b>Please note: In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.</b></p> <p>However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community &amp; Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.</p>
<p><b>Department of Education Early Retirement Scheme for Teachers Circular 102/2007</b></p>	<p>The Department of Education introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).</p>
<p><b>Exclusions</b></p>	<p>Candidates should note that persons who have taken part in Public Service early retirement schemes including the following are not eligible to take part in this competition:</p> <p><b>Incentivised Scheme for Early Retirement (ISER):</b> It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in the Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the <b>same employment or the same sector</b>. Therefore, such retirees may not apply for this position;</p> <p><b>Department of Health and Children Circular (7/2010):</b> The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public funds. The same prohibition on re-employment applies under the VRS, except that the prohibition is a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. Persons who availed of either of these schemes are not eligible to take part in this competition.</p>

	<p>People who availed of VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).</p> <p><b>Department of Environment, Community &amp; Local Government (Circular Letter LG (P) 06/2013:</b> The Department of Environment, Community &amp; Local Government Circular Letter LG (PP) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the Collective Agreement: Redundancy Payments to Public Servants dated 28 June 2012 as detailed below, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 - 2011 and the Public Service Pensions (single Scheme and other Provisions) Act 2012) for a period of two years from their date of departure under this Scheme. These conditions also apply in the case of engagement / employment on a contract for service basis (either as a contractor or as an employee of a contractor).</p> <p><b>Collective Agreement Redundancy Payments to Public Servants:</b> The Department of Public Expenditure and Reform letter dated 28<sup>th</sup> June 2012 to Personnel officers introduced, with effect from 1<sup>st</sup> June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payment to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public interests Acts 2009 – 2011) for a period of two years from termination of the employment. People who have availed of this scheme a who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).</p>
<b>Ill Health Retirement</b>	<p>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.</p>
<b>Pension Accrual</b>	<p>A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.</p>
<b>Additional Superannuation Contribution</b>	<p>Please note that an Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017 is payable for this employment.</p>
<b>Declaration</b>	<p>Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement, including schemes not specifically mentioned above. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.</p>
<b>Referees</b>	<p>Candidates must supply details of two referees on their application form, please note that these referees should have knowledge of you and your work to whom professional reference can be made. One of which should be your current or most recent employer.</p> <p>Referees may be contacted pre or post interview directly by City of Dublin ETB at its convenience and without further notice to candidates.</p>

**Notes:**

- Applicants must create a profile in order to apply for positions via our online system, The Hire Lab.
- Creating a profile is NOT applying for a position.
- After a profile is created only then can positions be applied for. The system will generate an email advising that a position has been applied for, and will provide the reference number, if you do not receive this confirmation you have not applied for the position.
- Applicants with queries should contact [applications@cdetb.ie](mailto:applications@cdetb.ie) for assistance quoting the reference number, however applicants with technical queries should use the help function available at the login area.
- Please note that it is the responsibility of the applicant to ensure that all applications are received on time. Any technical difficulties encountered by the sender when forwarding applications are not the responsibility of City of Dublin ETB. Therefore, candidates are strongly advised to submit applications well before the 12 Noon deadline on the specified closing date.
- Your application will be assessed on the information you submit. Please ensure all sections are completed fully and accurately, giving clear evidence of qualifications, skills and experience. Incomplete applications may not be considered.
- All enquiries regarding your application should be made to [applications@cdetb.ie](mailto:applications@cdetb.ie). You must use the post reference in the subject line of the email.
- Providing incorrect information or deliberately concealing any relevant facts may result in disqualification from the selection process or, where discovery is made after appointment, in summary dismissal.
- Selection will be by the way of a competitive interview which will focus on the key skills and duties of the role and the competencies associated with roles at this level.
- Any travel or other expenses incurred by candidates whilst undertaking or attending any elements of the selection process will not be refunded by City of Dublin ETB.

Completed online applications should be submitted no later than:

**12 noon on Friday 17<sup>th</sup> July 2026**

***Late applications will not be accepted. Shortlisting may take place.***

***Canvassing will disqualify.***

***City of Dublin Education and Training Board is an equal opportunities employer.***

**Dr. Christy Duffy,  
Chief Executive.**