Information Guide

General Operative
Initial Assignment: City of Dublin FET College Parnell
Permanent Position – 25 hours per week
Ref: GOPTP26

City of Dublin ETB is the state education and training authority for Dublin city with over 3,000 staff who provide education and training opportunities for over 34,000 people.
We do this through running Community National Schools, Community Special Schools, Community Hospital Schools and 11 Community Colleges across the city. Our City of Dublin FET College operates across four campuses with 9 faculties in the city, providing Post Leaving Certificate courses, apprenticeships, traineeships and a range of further education and training opportunities for adults. We also provide education services in seven prisons and fund a range of Community Training Centres and Local Training Initiatives.
City of Dublin ETB supports the provision, coordination, administration and assessment of youth work in Dublin city, and is the lead partner in Music Generation Dublin City. City of Dublin ETB is also responsible for Student Universal Support Ireland (SUSI), the national awarding authority for student grants in Ireland.
Our provision is supported by the Head Office administrative staff in Ballsbridge. Other support services include a psychological service, a curriculum development unit, a learner support and engagement service, an employer engagement service, a data and strategic planning unit and a buildings maintenance unit.

Please note that a panel may be formed from this competition by which part-time permanent, fixed term and specific purpose vacancies that arise may be filled.

Proposed Timeframe	Shortlisting will take place on: 15th December 2026 Interviewing to commence week beginning: 14th December 2026 ***All dates are subject to change and are for guidance only***
Salary	For persons entering public service for the first time, starting pay will be at the minimum point of the General Operative Salary Scale (Full time) €683.40 per week / €35,660 per annum. Staff not working full-time will be paid on a pro-rata basis. This is not negotiable. An incremental salary scale applies thereafter. Previous public sector experience in an analogous grade may be eligible for incremental credit, which will be determined upon appointment. Salary is paid fortnightly by Electronic Funds Transfer.
Annual Leave	Annual leave is calculated in accordance with the Organisation of Working Time Act, 1997. Annual leave is exclusive of the usual public holidays and requests for leave must be approved in advance by your supervisor on the online self-service portal. The annual leave entitlement for this position is 22 days and the annual leave year runs from September to August each year. Annual leave where possible must be taken during school closures.
Hours of Work	25 hours per week.
Location of Position	This position will initially be based in City of Dublin FET College Parnell, Central Campus, 1 Parnell Square East, Dublin 1, D11 YK4H. Should a panel be established positions may be based throughout the organisation, in our schools / colleges and various centres. Please see www.cityofdublinetb.ie for a full listing.
Summary of Position	City of Dublin ETB provides a broad and comprehensive range of high-quality educational services in our schools, colleges and centres. Our maintenance staff play a key role within the organisations support structure working with school, college and centre management to maintain the highest standards of cleaning, upkeep and stewarding to assist in the running of the scheme.

	The purpose of this recruitment campaign is to fill permanent and fixed-term General Operative contract vacancies as they arise within the organisation. Details and types of service are available on www.cityofdublinetb.ie. Full details of individual positions will be provided to those applicants successful at interview when being offered a post.
Essential Requirements	Previous relevant experience of not less than two years' experience in a relevant post.
Duties and Responsibilities	The duties and responsibilities include but are not limited to the following: • Cleaning, washing and dusting of all operational areas within College/School and Centres including toilets, offices, corridors, stairs, windows / glass and external areas including gardens, etc. Must be cognisant of COVID 19 regulations. • Gardening, including grass cutting. • Removing rubbish and waste materials and the safe storing of same pending removal from the premises. • Moving furniture, equipment as directed. • Carrying out messages and errands within the premises and to other centres as required, including collecting, distributing and delivering post. • Assisting porters, tradesmen and other maintenance staff as required. • Manning and controlling entrances / exits. • Stewarding and other sundry duties. • Operating all appropriate machinery relating to the grade. • Performing such other appropriate duties of a similar nature as may be instructed from time to time by City of Dublin ETB, Chief Executive, Principal or any other authorised officer.
Terms & Conditions of Appointment	• The appointment will be subject to the sanction of the Chief Executive. • The appointment will be subject to a probationary period, details of which will be stipulated in the contract of employment. • Any offer will be subject to the receipt of two satisfactory references. • Any offer will be subject to valid right to work status. • Appointment is to the organisation as a whole and will be initially assigned to a college or centre but may be transferred to another centre to meet the needs of the organisation. • External work may not be undertaken without the prior consent of City of Dublin ETB. • Persons appointed will be required to contribute to the Single Public Service Pension Superannuation Scheme. • For the purposes of satisfying the health requirements 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.
Citizenship Requirements	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: Coming to Work in Ireland - Workplace Relations Commission Please note that upon appointment the successful candidate must have valid right to work status.
Termination	The appointment will be terminated by one month's notice in writing on either side.
Garda Vetting	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 organisations recruitment and selection process, offers of employment will be subject to NVU disclosures, where applicable.

	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.
Sick Leave and Special Leave	Sick leave and special leave may be allowed in accordance with the conditions in force for the time being for staff employed under the Schemes of Education and Training Boards.
Superannuation & Retirement	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: www.singlepensionscheme.gov.ie Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history. Key provisions attaching to membership of the Single Scheme are as follows: • Pensionable Age: The minimum age at which pension is payable is 66 (retirement age is linked to state pension age). • Retirement Age: Scheme members must retire on reaching the age of 70. • Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-dated each year by reference to CPI). • Post retirement pension increases are linked to CPI.
Pension Abatement	If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012**. 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.** 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 & 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.
Department of Education Early Retirement Scheme for Teachers Circular 102/2007	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).
Exclusions	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:

	Incentivised Scheme for Early Retirement (ISER): 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 ***same employment or the same sector***. Therefore, such retirees may not apply for this position. **Department of Health and Children Circular (7/2010)**: The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public 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. 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). **Department of Environment, Community & Local Government (Circular Letter LG (P) 06/2013:** The Department of Environment, Community & 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). **Collective Agreement Redundancy Payments to Public Servants:** The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy 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).
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.
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 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.
Additional Superannuation Contribution	This appointment is subject to ASC (Additional Superannuation Contribution) in accordance with the Public Service Pay and Pensions Act 2017.
Declaration	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.
Referees	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. Referees may be contacted pre or post interview directly by City of Dublin ETB at its convenience and without further notice to candidates.

Notes:

- Applicants must create a profile in order to apply for positions via our online system, which can be done through the link application link.
- 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.
- Candidates with queries should contact applications@cdetb.ie for assistance quoting the reference number, however candidates with technical queries should use the help function available at the login area in the first instance.
- 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. 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 Tuesday 15th December 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.