

**Head of Research, Knowledge
Management & Legal Training
(Principal Officer)
Competition 2024**

**We are delighted to launch our new Head of Research, Knowledge Management
Legal Training (Principal Officer) Competition 2024**

 Closing Date: **21 June 2024**  Closing Time: **3:30pm**

Candidate Information Booklet

Please read carefully

The Office of the Director of Public Prosecutions is committed to a policy of equal opportunity and encourages applications from candidates with diverse backgrounds and experience. Further information on specific diversities is included in the “How to Apply” section.

<https://www.dppireland.ie/working-with-us>

The Office of the Director of Public Prosecutions will run this competition in compliance with the Code of Practice for Appointments to Positions in the Civil Service and Public Service prepared by the Commission for Public Service Appointments (CPSA).

Codes of practice are published by the CPSA and are available on www.cpsa.ie

CONTACT for all matters relating to this campaign:

Recruitment@dppireland.ie

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Head of Research, Knowledge Management & Legal Training in the Office of the Director of Public Prosecutions

The Office of the Director of Public Prosecutions (ODPP) requires a senior leader to fill the permanent position of Head of Research, Knowledge Management & Legal Training. This is an opportunity for a suitably experienced lawyer to play a key strategic leadership role in developing the functions of Knowledge Management, Legal Training and Research within the Office of the DPP. The role will require the design and implementation of an ambitious Strategy for Knowledge Management, Legal training and Research in a dynamic and expanding prosecution service.

It is envisaged that this new role will sit in the Policy Unit of the Office which already has well developed capacity relating to research and Knowledge Management. There is an appetite to further build and enhance this – taking account of the needs of staff and also the potential to influence and benefit the wider criminal justice sector. It is also envisaged that the Head of Research, Knowledge Management & Legal Training will build the capacity within the unit to support an extensive programme of legal training and learning. This is fundamental to a continuing high standard of service and expertise which is expected of the ODPP. Finally, there will be the opportunity to grow the Office’s research function.

The Office

The Office of the Director of Public Prosecutions was established by the Prosecution of Offences Act, 1974. Our mission is to provide a Prosecution Service that is independent, fair and effective. The Director is independent in the performance of her functions.

The Director enforces the criminal law in the courts on behalf of the People of Ireland; directs and supervises public prosecutions on indictment in the courts; and gives general direction and advice to the Garda Síochána in relation to summary cases and specific direction in such cases where requested.

The Office of the Director of Public Prosecutions has four divisions:

1. The **Directing & Specialist Units Division** is responsible for the overall direction of serious criminal proceedings. The two specialised Units within this Division focus on serious and sexual offences and financial crime: The Sexual and Serious Offences Unit and the Special Financial Crime Unit.
2. The **Prosecution Support Services Division** is responsible for supporting the criminal prosecution work in the areas of international law, victims liaison and policy and research.
3. The **Solicitors Division** is responsible for providing the solicitor service in Dublin to the Director and oversight of the State Solicitor service nationally.
4. The **Corporate Services Division** is responsible for enabling and contributing to the Office’s overall objectives through the implementation of the range of corporate support functions.

Each Division of the Office is overseen by a member of the Senior Management Team (SMT). The Units and Sections in each Division are managed by members of the Management Board and staffed with people with different skills and backgrounds. A detailed description of the work of each of the divisions of the Office is available at <https://www.dppireland.ie/about-us/our-organisation>.

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The Director of Public Prosecution also relies on state solicitors in 31 locations and panels of barristers to represent her in cases that are prosecuted on indictment in the higher courts. All summary matters that are prosecuted by the Gardaí in the District Court are prosecuted in the name of the Director. The State solicitor service, Counsel and An Garda Síochána are therefore important partners in the provision of a prosecution service.

The Office of the DPP is an inclusive and progressive employer that is responsive to the needs and preferences of its workforce through its employment policies and practices. As an employer, we want to attract and retain good people. This means taking care of our employees. A rewarding and challenging career is just one of a number of benefits you'll enjoy if you join our Office. We have a number of flexible and family friendly working policies including Worksharing, Shorter Working Year, Remote Working (operated on a 'blended' basis), etc.

We are a learning organisation with a strong commitment to Continuous Professional Development. We offer a range of learning and knowledge sharing opportunities to enable this including in-house traineeships, third-level education and participation in cross divisional and external working groups in the Criminal Justice Sector.

To ensure that we can further develop our people and give them rewarding career opportunities, we have a Mobility Scheme. This provides the opportunity to move across Divisions and Units. It allows for a broad range of experience to be developed and helps foster collaboration and collegiality.

Further details can be found at: [Working With Us](#).

Our Values

OUR MISSION:
To deliver a fair, independent and effective prosecution service on behalf of all the people of Ireland

 Integrity <ul style="list-style-type: none">Acting honestly, fairly, consistently and objectively, in accordance with the Code of EthicsMaking fair and right decisions based on evidenceProviding accurate information	 Independence <ul style="list-style-type: none">Upholding the independence of the Office of the DPPActing impartially without fear, favour, bias or prejudice, in line with the Guidelines for Prosecutors and Code of EthicsRemaining unaffected by individual or sectional interests and public or media pressure, having regard only to the public interest	 Excellence <ul style="list-style-type: none">Delivering fair, independent, professional services to the highest standardsContinuously improving our service, responding proactively to changing needs, challenges, opportunitiesInfluencing and shaping improvements in the criminal justice system	 Respect <ul style="list-style-type: none">Treating everyone with fairness, respect and dignityListening to the perspective of stakeholders	 Collegiality <ul style="list-style-type: none">Valuing the contributions of everyone in the delivery of the prosecution service.Building strong relationships and working collaboratively with stakeholders, national and internationalSharing our knowledge and expertise with others
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The Role

The Head of Research, Knowledge Management & Legal Training (Head of R, KM & LT) will lead the existing Legal Knowledge Management and Research (LKMR) functions to include leading on the design, implementation and oversight of the Office's Knowledge Management Strategy. The successful candidate will drive the further development of the Office's system and processes for knowledge management and knowledge sharing, working in collaboration with colleagues in other Units/ Divisions and collaborating also with other criminal justice agencies to ensure prioritisation and focus on issues with systemic impact on delivery of excellent prosecution service.

The Successful candidate will be responsible for oversight of quality assurance standards across the research and library services. In addition to the promotion of a learning culture within the ODPP, the role will require the development of an enhanced capacity for system-wide research, necessitating strategic engagement with other criminal justice stakeholders to build understanding of how best the expertise and data within the Office can be used to contribute to evidence-based policy making.

The Head of R, KM & LT will also build capacity within the Unit to provide support and strategic direction in relation to an extensive programme of internal legal training provided within the ODPP. ODPP staff currently provide extensive training to key external stakeholders, in particular to members of An Garda Síochána. It is intended that the successful candidate will ensure that there is better oversight of this training so that it aligns with the strategic goals of the Office so that ODPP resources are being used to the maximum benefit of both this Office and recipient agencies. It is also intended that there should be good oversight of this external training including systems for quality assurance.

The main duties of and responsibilities of the role will include:

- i. **Lead knowledge management initiatives:** Spearhead efforts to establish and execute strategies aimed at promoting knowledge sharing throughout the organisation and strategic collaboration across the system. This involves creating frameworks and guidelines to ensure that valuable information is shared effectively across departments and teams.
- ii. **Develop and maintain the existing ODPP knowledge management system:** Enhance existing systems to manage organisational knowledge to meet a strong appetite for learning and knowledge sharing within the organisation. Lead the development and management of the Office's library systems. These systems ensure that knowledge is not only generated and captured but also organised, increased, and shared in a consistent and accessible manner.
- iii. **Identify strategic research needs:** Ensure strong systems of quality assurance for internal research are developed and embedded. Assess the external landscape to identify areas where additional research is required to support the ODPP's objectives and operations. Build capacity to support the development of publicly available research. Focus on external issues of interest to the broader criminal justice system. Build strong relationships with universities, providing bursaries and support to students/ academics to increase prosecution topics of interest. This involves staying abreast of

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legal developments, trends, and emerging issues that may impact upon the organisation's work and developing strong networking opportunities.

- iv. **Oversee knowledge audits and strategic initiatives:** Conduct audits to assess the organisation's knowledge resources (e.g. books, courses, partners etc.), information flows, and skills gaps. Based on these audits, develop strategies and initiatives to address areas of improvement and capitalise on strengths, ultimately enhancing organisational effectiveness.
- v. **Develop a strategic approach to external legal training:** Work collaboratively with internal stakeholders to develop a comprehensive integrated programme, whilst liaising with legal education bodies and universities to implement new initiatives and programmes/ courses/ modules which are aligned to criminal prosecution services.
- vi. **Support the Legal Training Steering Group:** Work collaboratively with the Legal Training Steering Group and the HR-OD Unit to enhance internal legal L&D programmes, ensuring that legal L&D is based on skills requirements, and has clear learning objectives. Develop and oversee knowledge sharing fora and communities of practice to assist with learning and development needs of a growing office.
- vii. **Develop the capability and capacity of the team:** Implement a strong culture of collaboration and business partnering with other teams and managers across the Unit/ Division and organisation, focussing on continuous improvement and efficiencies.

These detailed points encompass various aspects of knowledge management, quality assurance, strategic oversight, and collaboration within the organisation, highlighting the multifaceted responsibilities of the role.

Requirement: Expertise & Competencies

Essential

- i. Candidates must have practiced law for a minimum of 5 years and have significant experience of a knowledge management, legal research and/ or legal training components to the role.
- ii. A proven track record in the development or implementation of strategies and solutions for the management and sharing of legal knowledge.
- iii. Experience in leading and managing a team.

Candidates must also demonstrate the key competencies for effective performance at this level which are detailed at **Appendix 2**.

Desirable

- i. Strong relationship skills with the ability to fully engage with a range of stakeholders.
- ii. The ability to initiate, manage and evaluate projects.
- iii. Experience in implementing legal learning and development initiatives and/ or oversight of legal training.

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- iv. Understanding of criminal law, the criminal justice system in Ireland including the role of the DPP; and of domestic and international prosecution principles
- v. Experience in more than one organisation.

Candidates should note that admission to the competition does not imply that they meet the eligibility criteria. Therefore, candidates should satisfy themselves that they meet the eligibility criteria for this competition.

Principal Conditions of Service – Head of R, KM & LT (Principal Officer)

General

The appointment is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

Pay

The salary for the position is as follows:

PPC (Personal Pension Contribution)¹ Pay Scale with effect from 1 June 2024:

€101,894 €106,218 €110,508 €114,830 €118,476 €122,258(LSI1) €126,035(LSI2)

Long service increments may be payable after 3(LSI1) and 6(LSI2) years satisfactory service at the maximum of the scale.

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.

Subject to satisfactory performance increments may be payable in line with current Government Policy.

You will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members/Former Staff Members/Pensioners.

Tenure and Probation

The appointment from this competition is to a permanent position on a probationary contract in the Civil Service. The probationary contract for this permanent position will be for a period of one year from the date specified on the contract.

During the period of your probationary contract, your performance will be subject to review by your supervisor(s) to determine whether you:

- i) Have performed in a satisfactory manner;
- ii) Have been satisfactory in general conduct; and
- iii) Are suitable from the point of view of health with particular regard to sick leave.

Prior to the completion of the probationary contract a decision will be made as to whether or not you will be retained pursuant to Section 5A (2) Civil Service Regulation Acts 1956 – 2005. This decision will be based on your performance assessed against the criteria set out in (i) to (iii) above. The detail of the probationary

¹ The PPC rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme or the Additional Superannuation Contributions (ASC). A different rate will apply where the appointee is a civil or public servant recruited before 6 April 1995 and who is **not required** to make a Personal Pension Contribution.

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process will be explained to you by the Office of the Director of Public Prosecutions and you will be given a copy of the Department of Public Expenditure and Reform's Guidelines on Probation.

Notwithstanding the preceding paragraphs in this section, the probationary contract may be terminated at any time prior to the expiry of the term of the contract by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

In the following circumstances your contract may be extended and your probation period suspended.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave.
- In relation to an employee absent on Parental Leave or Carers Leave, the employer may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation, and
- Any other statutory provision providing that probation shall -
 - (i) stand suspended during an employee's absence from work, and
 - (ii) be completed by the employee on the employees return from work after such absence.

Where probation is suspended the employer should notify the employee of the circumstances relating to the suspension.

If an appointee who fails to satisfy the conditions of probation has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an officer will return to a vacancy in their former grade in their former Department.

Unfair Dismissals Acts 1977-2015

The Unfair Dismissals Acts 1977-2015 will not apply to the termination of the employment by reason only of the expiry of the fixed term contract without it being renewed.

Duties

The officer will be required to perform any duties appropriate to the position which may be assigned from time to time. The officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict in any way with the position to which the candidate is appointed.

Location

The Office is in Dublin. Due to the nature of the work of the ODPP employees will be required to attend official business in locations outside of Dublin. When absent from home and headquarters on official duty, appropriate travelling expenses and subsistence allowances will be paid in line with Civil Service Regulations.

Hours of attendance

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours and 15 minutes' gross per week or 35 hours' net per week. The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of their duties

subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual Leave

The annual leave allowance will be 30 working days. This allowance, which is subject to the usual conditions regarding the granting of annual leave, is on the basis of a five-day week and is exclusive of the usual public holidays.

Sick Leave

Pay during properly certified sick absence, provided there is no evidence of permanent disability for service, will apply on a pro-rata basis, in accordance with the Public Service Management (Sick Leave) Regulations (SI 124 of 2014), the Public Service Management (Sick Leave) (Amendment) Regulations 2015 (SI 384 of 2015), the Public Service Management (Sick Leave) (Amendment) Regulations 2023 (SI 407 of 2023), and any relevant circular.

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

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil 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:

- i) Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- ii) Retirement Age: Scheme members must retire on reaching the age of 70.
- iii) 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).
- iv) 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 their 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 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 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).
- **Ill-Health-Retirement**
Please note any person who previously retired on ill health grounds under the terms of a superannuation scheme are required to declare, at the initial application phase, that they are in receipt of such a pension to the organisation administering the recruitment competition.

Applicants will be required to attend the CMO's office to assess their ability to provide regular and effective service taking account of the condition which qualified them for IHR.

Appointment post Ill-health retirement from Civil Service

If successful in their application through the competition, the applicant should be aware of the following:

- i) If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
- ii) If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to same.
- iii) The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Please note more detailed information in relation to pension implications for those in receipt of a civil or public service ill-health pension is available [via this link](#) or upon request to the Office of the Director of Public Prosecutions.

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 the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017. **Note;** ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

For further information in relation to the Single Public Service Pension Scheme please see the following website: www.singlepensionscheme.gov.ie

Secrecy, Confidentiality and Standards of Behaviour: Official Secrecy and Integrity:

An officer will be subject to the Provisions of the [Official Secrets Act, 1963](#), as amended by the [Freedom of Information Acts 2014](#). The officer will agree not to disclose to unauthorised third parties any confidential information either during or subsequent to the period of employment.

Civil Service Code of Standards and Behaviour:

The appointee will be subject to the [Civil Service Code of Standards and Behaviour](#).

Ethics in Public Office Acts:

The [Ethics in Public Office Acts](#) will apply, where appropriate, to this appointment.

Prior approval of publications:

An appointee will agree not to publish material related to their official duties without prior approval by the Director or by another appropriate authorised member of the senior management team.

Political Activity:

During the term of employment, the officer will be subject to the rules governing public servants and politics.

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 probation contract to be agreed with the successful candidate.

APPLICATION AND SELECTION PROCESS

How to Apply

Please submit your application by email to Recruitment@dppireland.ie with the following:

1. A comprehensive CV (not to exceed 3 pages – to include Education Details and Work History in chronological order)
2. Competency Application form - candidates must use the application form which is provided for in this competition advertisement, applications received in any other format will not be accepted and will be null and void. All sections of the form must be fully completed.

Please note that omission of any or part of the two requested documents, set out above, will render the application incomplete. Incomplete applications will not be considered for the next stage of the selection process. The onus is on the applicant to ensure they are aware of the deadline for submitting their application as applications will not be accepted after the time of the closing time/date which is provided below.

Closing Date

Your CV and application form must be submitted by e-mail not later than **3:30 pm, 21 June 2024**. If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please contact: Shane Breen (01-8588446) Traci Peake (01-8588446) or Recruitment@dppireland.ie

The onus is on each applicant to ensure that they comply with the application process in full and are in receipt of all communication from the Office of the Director of Public Prosecutions. The Office accepts no responsibility for communication not accessed or received by an applicant. It is the candidate's responsibility to make sure that the contact details specified on the CV and application form are accurate. It is also the candidate's responsibility to ensure that all relevant folders are checked for emails which might have been caught up in spam/ security checks.

Selection Process

The Selection Process may include the following:

- i) Submission of CV and Application form
- ii) Shortlisting of candidates based on the information contained in their Application
- iii) Initial/preliminary interview
- iv) Presentation or other exercises
- v) A final competitive interview
- vi) Any other tests or exercises that may be deemed appropriate

Membership of the selection boards may be different at the various stages of the Selection Process.

Applicants should carefully consider the information provided in this Candidate Information Booklet relating to the role. It is in each applicant's interest to ensure that their CV and application form provides a detailed and accurate account of experience, competencies, achievements and qualifications.

The information provided in the CV and application form will be considered during the different stages of the selection process as follows:

Determination of Eligibility

Applications will be checked to determine if the eligibility requirements set out in the Candidate Information Booklet have been met.

Shortlisting

Only applications which are fully complete and within deadline will be considered for shortlisting. Candidates CV and application form will be assessed against the requirements/ criteria and competencies which are set out in this booklet. It is not always possible to shortlist all eligible candidates for interview due to high volume of applications. The Shortlisting Board will shortlist an appropriate number of candidates for interview. The Shortlisting Boards will select the candidates that they feel have best demonstrated the Essential and Desirable requirements/ criteria and Competencies for the role which are set out in this Booklet. This is not to suggest that 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.

Interview

An Interview Board will comprise of members from the Office of the Director of Public Prosecutions and external member(s). The Interview Board may question candidates about their knowledge and experience relevant to any of the competencies or essential or desirable requirements and about any information provided in their application.

Interviews for this competition will be conducted in person will last 45 minutes approximately. Candidates should make themselves available on the date(s) specified by the Office of the Director of Public Prosecutions.

Reasonable accommodation will be made at all stages of the selection process for people with disabilities. Please email our recruitment team via Recruitment@dppireland.ie and a member of the team will be happy to assist you.

Confidentiality

Subject to the provisions of the Freedom of Information Act, 1997 and 2003 applications will be treated in strict confidence.

Security Clearance

Should you come under consideration for appointment, you will be required to complete and return a Garda eVetting form. This form will be forwarded to An Garda Síochána for security checks on all Irish and Northern Irish addresses at which you resided. Please note that security clearance can take up to 8 weeks and in some cases may take longer. In the case that your application for the competition be unsuccessful, this form will be destroyed and no record will be kept by the Office.

If you have resided in countries outside of the Republic of Ireland for a period of 6 months or more, it is mandatory for you to furnish a Police Clearance Certificate from those countries stating that you have no convictions recorded against you while residing there. A separate Police Clearance Certificate for each country you have resided in is required. Clearance must be dated after the date you left the country. It is your responsibility to seek any security clearances for other jurisdictions (if applicable) in a timely fashion as they can take some time. You cannot be appointed without this information being provided and being in order.

Candidates should be aware that any information obtained in the Security Clearance process can be made available to the employing authority.

References and Qualifications

It would be useful if you would begin to consider names of people who would be suitable referees, including your current employer and that we might consult (2 names and contact details). The referees should be able to provide relatively recent information on your performance and behaviour in a work context. You may wish to select referees that can provide such information from different perspectives or in different work contexts. Please be assured that we will only contact referees immediately before offering you appointment, should you come under consideration for appointment.

We may also request proof of qualifications as listed in the essential criteria for the role.

Other important information

The Office of the Director of Public Prosecutions will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that the Office of the Director of Public Prosecutions is satisfied that such person fulfils the requirements of the competition 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.

Prior to appointment of a candidate as an employee, the Office of the Director of Public Prosecutions will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process including security clearance 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 Office of the Director of Public Prosecutions will consider requests for review in accordance with the provisions of the Codes of Practice published by the CPSA. The Codes of Practice are available [here](#) and further information is available on the website of the [Commission for Public Service Appointments](http://www.cpsa.ie/) <http://www.cpsa.ie/>

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Where a candidate is unhappy with an action or decision in relation to an application, they can seek an informal or formal review under Section 7 of the code of practice: -

- The candidate must address their concerns in relation to the process in writing, clearly outlining the reasons why they believe the selection process was unfair in their case. This must be sent to the Head of Recruitment, The Office of the Director of Public Prosecutions, within 5 working days of notification of the selection decision. The informal review will usually be completed by a member of the HR-OD Team.
- A complaint or request for a formal review must be made within 5 working days of the notification of the initial decision or within 5 working days of the outcome of the informal review stage, if availed of. This must be sent to the Head of Recruitment, The Office of the Director of Public Prosecutions. The formal review will be completed by someone who is independent of the selection process.

Where a candidate believes that an aspect of the process breached the CPSA's code of practice, they can have it investigated under Section 8 of the code by the CPSA.

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 these 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 they have not been appointed to a post, they will be disqualified as a candidate; and
- where they have been appointed subsequently to the recruitment process in question, they shall forfeit that appointment.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview or other test when and where required by the Office of the Director of Public Prosecutions, or who do not, when requested, furnish such evidence as the Office of Public Prosecutions requires in regard to any matter relevant to their candidature, will have no further claim to consideration.

Feedback

Feedback will be provided on written request.

Data Protection Acts

When your CV and application form 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. Such information held is subject to the rights and obligations set out in the Data Protection Acts. To make a request under the Data Protection Acts, please submit your request in writing to: **The Data Protection Officer, The Office of the Director of Public Prosecutions, Infirmary Road, Dublin 7**, ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record.

Appendix 1: ELIGIBILITY TO COMPETE AND CERTAIN RESTRICTIONS ON ELIGIBILITY

Citizenship Requirements

Eligible candidates must 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 has a stamp 4 visa² or a stamp 5 visa.

To qualify candidates must be eligible by the date of any job offer.

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 Payments 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 Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

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 not eligible to apply 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 moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER scheme are not eligible to compete in this competition. People who availed of the 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(P) 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 above, it is a specific

² Please note that a 50 TEU visa, which is a replacement for Stamp 4EUFAM after Brexit is acceptable as a Stamp 4 equivalent.

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 2 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).

Declaration:

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. 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.

Appendix 2: Competencies

The successful candidate will have the relevant knowledge, experience, skill, achievement or aptitude which clearly demonstrates their suitability to meet the challenges of a Head of R, KM & LT in the Office of the Director of Public Prosecutions.

Legal Knowledge, Specialist Expertise and Self Development

- Develops and maintains skills and expertise across a number of areas that are relevant to their field and recognised by people internal and external to the Office;
- Keeps up to date with sectoral, national and international policies and social trends that affect the role;
- Is proactive in keeping up to date on issues and key developments both domestically and internationally that may impact on own area;
- Maintains a strong focus on self-development, seeking feedback and opportunities for growth.

Judgement and Decision Making Skills

- Initiates and takes personal responsibility for delivering results / services in own area;
- Balances strategy and operational detail to meet business needs;
- Manages multiple agendas and tasks and reallocates resources to manage changes in focus;
- Makes optimum use of resources and implements performance measures to deliver on objectives;
- Ensures the optimal use of ICT and new delivery models;
- Critically reviews projects and activities to ensure their effectiveness and that they meet Organisational requirements;
- Instils the importance of efficiencies, value for money and meeting corporate governance requirements;
- Ensures team are focused and act on Business plans priorities, even when faced with pressure.

Management and Delivery of Results

- Initiates and takes personal responsibility for delivering results / services in own area;
- Balances strategy and operational detail to meet business needs;
- Manages multiple agendas and tasks and reallocates resources to manage changes in focus;
- Makes optimum use of resources and implements performance measures to deliver on objectives;
- Ensures the optimal use of ICT and new delivery models;
- Critically reviews projects and activities to ensure their effectiveness and that they meet Organisational requirements;
- Instils the importance of efficiencies, value for money and meeting corporate governance requirements;
- Ensures team are focused and act on Business plans priorities, even when faced with pressure

Leadership & Strategic Direction

Head of Research, Knowledge Management & Legal Training (Principal Officer) in the Office of the DPP

- Leads the team, setting high standards, tackling any performance problems & facilitating high performance;
- Facilitates an open exchange of ideas and fosters an atmosphere of open communication;
- Contributes to the shaping of Office and sectoral strategy and policy;
- Develops capability and capacity across the team through effective delegation;
- Develops a culture of learning & development, offering coaching and constructive / supportive feedback;
- Leads on preparing for and implementing significant change and reform;
- Anticipates and responds quickly to developments in the sector / broader environment;
- Actively collaborates with other Offices, Organisations and Agencies.

Building Relationships and Communication

- Speaks and writes in a clear, articulate and impactful manner;
- Actively listens, seeking to understand the perspective and position of others;
- Manages and resolves conflicts / disagreements in a positive and constructive manner;
- Works effectively within the criminal justice system, recognising & managing tensions arising from different stakeholder's perspectives;
- Persuades others; builds consensus, gains co-operation from others to obtain information and accomplish goals;
- Proactively engages with colleagues at all levels of the organisation and across other Departments/ Organisations and builds strong professional networks;
- Makes opinions known when they feels it is right to do so.

Drive and Commitment

- Consistently strives to perform at a high level;
- Demonstrates personal commitment to the role, maintaining determination and persistence while maintaining a sense of balance and perspective in relation to work issues;
- Contributes positively to the corporate agenda;
- Is personally trustworthy, honest and respectful, delivering on promises and commitments;
- Is resilient, maintaining composure even in adverse or challenging situations;
- Promotes a culture that fosters the highest standards of ethics and integrity.