**An Garda Síochána**

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**APPLICATION FORM**



Open Competition for Appointment to the position of

**Facilities Manager (Assistant Principal)**

**in The Garda College, Templemore**

**An Garda Síochána**

An Garda Síochána is committed to a policy of equal opportunity.

This competition will be run in compliance with the Codes of Practice prepared by the Commission for Public Service Appointments (CPSA) – available on [www.cpsa.ie](http://www.cpsa.ie)

CONTACT: An Garda Síochána HR Directorate Athlumney House, Johnstown, Navan, Co. Meath C15 ND62. Phone: 046 903 6376/7/5 or [HRPD.StaffCompetitions@garda.ie](mailto:HRPD.StaffCompetitions@garda.ie)



**SECTION A: Application Form – Applicant’s Details**

**Please type or write clearly using black ink:**

**Name:**

**Home/mobile No:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**\*Email address:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Home Address:**

**Correspondence address:**

**(if different from above)**

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Do you require any special facilities to assist with your participation in any stage of this competition? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Yes/No)

(If “Yes”, please specify)

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**\* Candidates should note that all communications relating to this competition from An Garda Síochána, including the provision of results, will issue to the email address provided.**

**IMPORTANT NOTE:**

Candidates should note that the information presented in this application form will play a central part of any short-listing process.

**Section B**

**Educational Qualifications**

List each qualification and year attained. **Start with most recent** **qualification.**

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| --- | --- | --- | --- | --- |
| **Qualification** | **Year** | **School/College** | **Grade obtained** *(e.g. Pass; Honour; 2.2; 2.1; 1; etc.)* | **Qualification Level on the Irish NFQ (or equivalent)** |
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**SECTION C: Career History**

*Give below, in date order, full particulars of all employment (most recent details first)*

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| --- | --- | --- | --- |
| **Date From** | **Date to** | **Title/ Grade of post held** | **Name and Address of**  **Employer** |
|  |  |  |  |
| **Description of duties and responsibilities** | | | |
|  | | | |
| **Date From** | **Date to** | **Title/ Grade of post held** | **Name and Address of**  **Employer** |
|  |  |  |  |
| **Description of duties and responsibilities** | | | |
|  | | | |
| **Date From** | **Date to** | **Title/ Grade of post held** | **Name and Address of**  **Employer** |
|  |  |  |  |
| **Description of duties and responsibilities** | | | |
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**Any other relevant information in support of your application.**

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**Section D**

1. Experience

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| **For each work area listed below, indicate your level of experience (tick)** | | | |
|  | **Extensive** | **Occasional** | **None** |
| Management and Leadership Skills |  |  |  |
| Statutory Inspections |  |  |  |
| Building Services |  |  |  |
| Implementation of Health and Safety |  |  |  |
| Implementation of Fire Safety Controls |  |  |  |
| Implementation and Oversight of Security Controls |  |  |  |
| IT Skills |  |  |  |

1. **Knowledge**

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| --- | --- | --- | --- |
| **For each work area listed below, indicate your level of knowledge (tick)** | | | |
|  | **Extensive** | **Occasional** | **None** |
| Knowledge of principles and practices of project management |  |  |  |
| Knowledge of principles and practices of business administration |  |  |  |
| Knowledge of financial principles and practices |  |  |  |
| Knowledge of human resource management principles and practices |  |  |  |
| Knowledge of tendering, procurement and contracts |  |  |  |

**Section E**

**Competencies for the grade of Facilities Manager (AP)**

Applicants should have all the attributes required of an Facilities Manager (AP) and in particular they must demonstrate, by reference to specific examples from their career to date, that they possess or have the capacity to acquire the qualities, skills and knowledge as identified in the competencies below. For each competency, briefly set out what you consider to be a good example of how you demonstrated key strengths and skills in these areas. Your example should include a brief description of the nature of the task/problem, your specific involvement, and the outcome. *(Maximum of 300 words per competency)*

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| 1. **Specialist Knowledge, Facility Operational Activities**   Ability to effectively run day-to-day operations/services of a facility including: Accommodation, Catering, Reception, Waste Disposal, Security and Cleaning. Optimises the workplace environment including the activities involving, space management, energy management, service management, waste recycling initiatives, building maintenance, security services and refurbishment projects. Has a clear understanding of the role, objectives and targets of self and the team and how they fit into the work of the unit and Department/Organisation. Develops and manages the procurement of all projects, addressing client requirements, developing supplier chains, managing complaints and providing customer service. Manoeuvres through complex business obstacles effectively by planning his/her approach appropriately. Implements quality and efficient management systems. Has a vast knowledge base about the industry including services, financial and legislative requirements. | |
|  | |
| 1. **Strategic Thinking and Risk Management**   Formulates and communicates facilities policies. Looks for new or alternative ideas from a wide range of sources; monitors developments and looks for applications to support current and future business needs and opportunities. Anticipates future consequences and trends accurately; has broad knowledge and perspective; verbalises and projects credible possibilities likelihoods and outcomes. Creates competitive and breakthrough purchasing & contract strategies and plans. Adopts a proactive approach to the management of future uncertainty, allowing for identification of methods for handling risks, which may endanger people, property, resources or credibility. Reacts positively and quickly towards emergencies like fire, safety and health hazards.  Implements effective Health and Safety policy and emergency procedures. | |
|  | |
| 1. **Leadership**   Actively contributes to the development of the strategies and policies of the Department/Organisation. Brings a focus and drive to building and sustaining high levels of performance, addressing any performance issues as they arise. Leads and maximises the contribution of the team as a whole. Considers the effectiveness of outcomes in terms wider than own immediate area. Clearly defines objectives/goals & delegates effectively, encouraging ownership and responsibility for tasks. Develops capability of others through feedback, coaching & creating opportunities for skills development. Identifies and takes opportunities to exploit new and innovative service delivery channels. | |
|  | |
| 1. **Judgement, Analysis and Decision Making**   Researches issues thoroughly, consulting appropriately to gather all information needed on an issue. Understands complex issues quickly, accurately absorbing and evaluating data (including numerical data). Integrates diverse strands of information, identifying inter-relationships and linkages. Makes clear, timely and well-grounded decisions on important issues. Considers the wider implications of decisions on a range of stakeholders. Takes a firm position on issues s/he considers important. | |
|  | |
| 1. **Management and Delivery of Results**   Takes responsibility for challenging tasks, delivers on time and to a high standard. Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances. Ensures quality and efficient customer service is central to the work. Looks critically at issues to see how things can be done better. Is open to new ideas, initiatives and creative solutions to problems. Ensures controls and performance measures are in place to deliver efficient and high value services. Effectively manages multiple projects. | |
|  | |
| 1. **Interpersonal and Communication Skills**   Presents information in a confident, logical and convincing manner, verbally and in writing. Encourages open and constructive discussions around work issues. Promotes teamwork and works effectively on projects across Departments/Sectors. Maintains poise and control when working to influence others. Develops and maintains a network of contacts to facilitate problem solving or information sharing. Engages effectively with a range of stakeholders, including members of the public and Public Service Colleagues. | |
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**SECTION F: Candidate Declaration**

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| **Open Competition for Appointment to the position of**  **Facilities Manager (Assistant Principal) in**  **An Garda Síochána**  **CANDIDATE DECLARATION**  I wish to apply for the post of Facilities Manager (Assistant Principal) in An Garda Síochána.  I declare that the information contained in this application form is true and complete. I understand that if it is subsequently discovered that any statement is false or misleading I could be disqualified from the selection process.  I have read and fully understand the eligibility criteria and confirm that I satisfy all requirements.  Signature:  Print Name:  Date:  All parts of the application form must be completed in **Word document format** and submitted by **17:00** Friday 10th February 2023 by way of email to [HRPD.StaffCompetitions@garda.ie](mailto:HRPD.StaffCompetitions@garda.ie) with subject heading:  **Facilities Manager (Assistant Principal)** |

**General Data Protection Regulation (GDPR) & Data Protection Act, 2018.**

Personal data provided by candidates shall only be processed for the purposes specified in this document, and within a clearly defined lawful basis under the (EU) General Data Protection Regulation (GDPR) ((EU)2016/679) and the Data Protection Acts 1988/2018.

All necessary measures will be put in place to ensure personal data is kept safe and secure, and only relevant personal data will be processed. Personal data will be retained for no longer than is necessary to achieve the purpose for which it has been obtained.