



**An Chomhairle Oidhreachta
The Heritage Council**

Candidate Information Booklet

Shared Island Heritage Networks Higher Executive Officer

Two-year fixed term contract

**The Heritage Council is committed to a policy of equal
opportunity.**

Closing Date for Applications

29th April 2026

(Late applications will not be considered)



The Organisation

Established under The Heritage Act 1995, The Heritage Council is a public body whose mission is to develop a wide understanding of the vital contribution that our heritage makes to our social, environmental & economic well-being. For further details visit [The Heritage Council website](#).

The Heritage Council in Kilkenny has grown significantly in recent years as its role in protecting, promoting, and supporting Ireland's heritage has expanded. With increasing responsibilities across areas such as conservation, community engagement, research, and heritage education, the organisation has become a central driver of heritage initiatives at both local and national levels. As demand for its programmes and services continues to rise, the need for additional staff has become increasingly important to ensure the Council can effectively manage its growing workload and continue delivering high-quality support to communities and heritage projects throughout the country.

The Heritage Council in delivering a recruitment campaign across several sections within the organisation. This campaign reflects the continued growth and expanding remit of the Heritage Council and aims to attract skilled professionals to support its work in heritage conservation, community engagement, policy development, and programme delivery.

The Position

The Heritage Council is establishing a new all-island professional network for local authority heritage, building on the existing Heritage Officer model and extending it into a structured, sustained relationship with Northern Ireland district councils for the first time. The Programme Manager will lead that work.

The role sits at the intersection of heritage practice, place-based community work and complex cross-jurisdictional partnership. It requires someone who understands how local authorities operate north and south, can build relationships with partners working in different governance and funding environments, and has the programme management experience to lead a substantial initiative from design through to delivery.



The Shared Island Local Heritage Networks programme is funded through the Irish Government's Shared Island initiative and runs from 2026 to 2030, with a total budget of €3 million. The Programme Manager will have primary responsibility for all-island and cross-border elements: engaging Northern Ireland district councils, establishing and running the Shared Island Heritage Officer Forum, managing a collaborative funding mechanism, and shaping a new all-island approach to training and professional development.

The role works closely with the Local Authority Liaison Officer, who leads the Heritage Council's Ceangal programme in Ireland, and is supported by a dedicated Executive Officer who provides operational and logistical support across both programme strands.

Principal Responsibilities

Programme Leadership and Governance

Lead planning and delivery of the programme across all workstreams, from pilot activity through to full roll-out. Develop and maintain work programmes, risk registers and resource plans in line with Shared Island funding requirements. Establish and service the Advisory Working Group. Manage budgets and contracts in line with Heritage Council procedures. Prepare progress reports for the Head of Climate Change, SMT, The Heritage Council Board, and external funders, including the Department of Housing, Local Government and Heritage (DHLGH) and the Shared Island Unit.

Cross-border Engagement and Partnership Development

Build and maintain working relationships with officials in Northern Ireland district councils and act as the principal operational contact for NI partners. Support councils to identify and strengthen heritage functions within their organisations. Engage with representative bodies including CCMA and SOLACE NI. Maintain liaison with the Shared Island Unit and DHLGH.



The Shared Island Heritage Officer Forum, training and professional development

Map the existing professional landscape north and south. Establish the Shared Island Heritage Officer Forum, develop its governance and hold the inaugural meeting. Convene all-island network events and meetings on a regular basis. Lead on NI engagement and cross-border content for the Annual All-Island Heritage Professionals Conference, in collaboration with the Local Authority Liaison Officer.

In 2026, provide detailed input to the development of the Ceangal Training Strategy, which will incorporate training and network development objectives for the Shared Island programme. A consultant will lead the drafting and conduct the training needs analysis; the Programme Manager will shape the all-island dimension and ensure Northern Ireland perspectives and needs are reflected. From 2027, the Strategy provides the framework for training delivery across the network.

Oversee delivery of training to the all-island cohort and, progressively, to the wider cohort of Biodiversity Officers, Archivists and Architectural Conservation Officers. Review training quality annually and update content in response to evaluation findings.

Local authority funding programme and digital repository

Manage and develop the collaborative heritage funding programme, overseeing the review of pilot activity, scheme refinement and wider roll-out from 2027 across all eligible local authorities north and south. Manage the digital repository consultancy, provide programme input on data and metadata requirements, and take forward implementation from 2027 in collaboration with the Communications Team and Head of Research, Learning and Cultural Heritage.



Monitoring, evaluation and communications

Establish baseline data across all KPI indicators and develop the evaluation framework.
Coordinate annual data collection and reporting to the Shared Island Unit and Board.
Commission the mid-term evaluation (2028) and final evaluation (2030).

Work with an external consultant to develop the Shared Island communications strategy in 2026. The consultant will lead the substantive work; the Programme Manager will provide programme knowledge, steer the all-island framing, and take primary responsibility for implementing the agreed strategy from that point forward in coordination with the Heritage Council Communications Team. Produce the end-of-project report and sustainability assessment.

And other duties as may be assigned by the line manager or CEO.

The responsibilities outlined in this job description should not be regarded as comprehensive in scope and may be added to or altered as required, in line with the requirements of The Heritage Council.

Education, Training and Experience

Essential Criteria

Each candidate must, on the latest date for receipt of completed applications have:

- relevant third-level qualification or a minimum of three years' experience in a comparable role.
- A background in, or working knowledge of, heritage, local authority community development, environmental practice, or a closely related field.
- Significant experience in public sector, local government or related programme delivery.
- Experience managing complex, multi-stakeholder programmes, including financial oversight and risk management.



- Experience of partnership working across organisations and, ideally, across jurisdictions.
- A strong working knowledge of local authority structures and the role of built, natural and cultural heritage within them.
- Excellent written and oral communication skills, including the ability to prepare concise briefing material for senior audiences.
- Competence in Microsoft Office and digital collaboration tools.
- Demonstrated commitment to public service values and inclusive practice.
- Full unendorsed category B driving licence and full-time access to a car, or for candidates who are unable to drive, full time access to transport.

Desirable Criteria

It would be an advantage to demonstrate:

- Experience of Shared Island or other all-island or cross-border programmes.
- Direct experience working with local authorities in Ireland and/or Northern Ireland.
- Experience establishing or developing professional networks or peer-learning initiatives.
- Experience working with uneven institutional capacity or emerging heritage roles within organisations.
- Familiarity with digital knowledge-sharing platforms or heritage data systems.
- Irish language skills, or a working knowledge of relevant cultural and political contexts in Northern Ireland.

Reporting

The successful candidate will report to the Head of Climate Change or any other person as may be determined from time to time by the CEO.



Competencies for the Role

- Team leadership
- Judgement, analysis and decision-making
- Management and delivery of results
- Interpersonal and communication skills
- Specialist knowledge, expertise and self-development
- Drive and commitment to public service values

Citizenship Requirements

Eligible candidates must be, on the latest date for receipt of completed application forms;

(a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or

(b) A citizen of the United Kingdom (UK); or

(c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or

(d) A non-EEA citizen who is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or

(e) A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa; or

(f) A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 visa.

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

Conditions of Service

Tenure

The post is a two year fixed term contract position



Salary

The position is analogous to the Civil Service Grade of Higher Executive Officer. The (PPC) salary scale, including the required pension contribution, is set out below.

Point 1	Point 2	Point 3	Point 4	Point 5	Point 6
€59,435	€61,173	€62,908	€64,640	€66,380	€68,111
Point 7	Point 8				
€69,849	€72,353				

***Long Service Increment 1 €72,353**

****Long Service Increment 2 €75,788**

*After three years' service at Point 8. **After three years' service at Long Service Increment 1. (Pay scale as of **1st February 2026**)

Candidates should note that **entry will be at the minimum of the salary scale** and the rate of remuneration, including incremental progression, will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if you are currently a serving civil or public servant. The salary shall be fully inclusive and shall be as determined from time to time. Holders of the post shall pay to The Heritage Council any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their employment or in respect of services which they are required by or under any enactment to perform. An allowance may also be payable in respect of travel expenses and subsistence.

It is the individual responsibility of former public or civil servant candidates to ensure their eligibility to apply. In particular, potential candidates who participated in a voluntary severance/redundancy or early retirement programmes, received a redundancy payment or are in receipt of a public sector pension, should familiarize themselves with their individual conditions pertaining to public sector re-employment and declare same if applying.

Annual Leave

The annual leave entitlement for this role (based on a full-time role) is 29 days, rising to 30 days after 5 years.



Place of Work

The place of work will be The Heritage Council headquarters, Áras na hOidhreachta, Church Lane, Kilkenny.

Blended Working

The Heritage Council is pleased to offer a blended working model that supports both collaboration and flexibility.

Flexible Working

The Heritage Council is committed to providing a supportive and modern working environment and is pleased to offer flexible working arrangements as part of this recruitment campaign. Recognising the importance of work life balance, the organisation supports a range of flexible options, including blended working, flexible start and finish times.

Hours of Attendance

The standard working week is 35 hours.

The successful candidate will be required to work additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations.

Probation

There shall be a period after appointment takes effect during which the appointed person shall hold such employment on probation. Such period shall be six months, but the Chief Executive may, at her discretion, extend such period. A person may cease to hold such employment at the end of this period at the discretion of the CEO.

Retirement / Superannuation

The appointee will be offered the appropriate superannuation terms and conditions as prevailing in at the time of being offered an appointment.



Effective from 1st January 2013, The Single Public Service Scheme applies to all first-time new entrants to the public service, as well as to former public servants returning to the public service after a break of more than 26 weeks.

All new entrants to pensionable public service employment on or after 1 January 2013 are members of the Single Scheme.

Retirement Age will be determined by the terms of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004. The Act introduces new retirement provisions for new entrants to the public service appointed on or after 1st April 2004.

The above represents the principal conditions of employment and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in a detailed employment contract to be agreed with the successful candidate.

Application Process

Selection Methods

The selection process may include any or all the following:

- Shortlisting of candidates. The number of candidates to be invited for interview shall be determined by The Heritage Council. The shortlisting will be carried out by or on behalf of The Heritage Council against criteria specified for the position and only on the basis of the information contained in the candidate's application form.
- An interview which may include a presentation by the candidate.
- A second interview which may also include a presentation or other exercise.
- The Heritage Council may create a panel from which future vacancies at the specified grade may filled.

It is the intention to hold interviews at the offices of The Heritage Council. The Heritage Council may hold interviews via remote technologies. It is the responsibility of the interviewee to ensure that he/she has access to adequate facilities to enable them to



participate in online interviews. The Heritage Council will not be responsible for any expense a candidate may incur in attending for interview.

How to Apply

To apply, please email a cover letter (no more than two pages) to Kayleigh Greene at Kayleigh@excelrecruitment.com, with the role title in the subject line, outlining why you are interested in the opportunity and where you believe your skills, knowledge and experience meet the requirements of the role. Additionally, please attach a comprehensive curriculum vitae (C.V.) clearly showing the relevant achievements and experience in your career to date.

Candidates with Disabilities

The Heritage Council is committed to equal opportunities for all candidates. If you have a disability or require reasonable accommodations during the recruitment process, we encourage you to let us know to ensure that you receive the support that you need. Requiring adjustments or reasonable accommodation will not have any impact on the selection process and all information disclosed will be treated in the strictest confidence.

Closing Date

Please note the latest receipt for applications is 29 April 2026. Any applications received after the closing date and time will not be considered.

Deeming of Candidature to be withdrawn

Candidates who do not attend for interview when and where required by The Heritage Council, or who do not, when requested, furnish such evidence as the Council requires regarding any matter relevant to their candidature, will have no further claim to consideration.

Period of Acceptance

The Heritage Council will require the person to whom appointment is offered to take up the appointment within a period of not more than one month and if he/she fails to take up the



appointment within such period or such longer period as or such longer period as the Council in its absolute discretion may determine, the Council shall not appoint her/him.

Canvassing

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

Garda Vetting

Garda vetting may be sought in respect of individuals who come under consideration for appointment. The applicant will be required to complete and return a Garda Vetting form should they come under consideration for appointment. This form will be forwarded to An Garda Síochána for security checks on all addresses at which they have resided.

Health

Candidates shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. For the purpose of satisfying the requirement as to health it may be necessary for the successful candidate, before they are appointed, to undergo a medical examination by a qualified medical practitioner to be nominated by the Council.

Enquiries/Further Information

If you require additional information or to arrange a confidential discussion in relation to the opportunity, please email Kayleigh@excelrecruitment.com.



General Information

Legal Compliance

The Heritage Council are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2015, the Employment (Miscellaneous Provisions) Act 2018, the Data Protection Acts 1988 - 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.

GDPR Compliance

The Heritage Council collects, processes, and stores personal data, as provided by applicants when applying for the role available. The data provided by applicants is collected, recorded, stored, retained, and destroyed in compliance with the Data Protection Acts 1988 - 2018.

Use of Recording Devices

The use of recording equipment is prohibited during the application and interview process.

Candidate Obligations

Candidates must not knowingly provide false or misleading information.

Candidates must not interfere or compromise the competition process in any way.

