

INFORMATION BOOKLET

Open competition for appointment to the position of
Environmental Team Lead

Closing date for receipt of completed applications:
Friday, 25th September 2026 at 3:00 p.m.

AN COIMISIÚN PLEANÁLA IS AN EQUAL OPPORTUNITIES EMPLOYER

September 2026

TITLE OF POSITION: Environmental Team Lead

NATURE OF POST: Permanent, full-time position

LOCATION: 64 Marlborough Street, Dublin 1, D01 V902

1.0 Background

An Coimisiún Pleanála is Ireland's national planning body with responsibility for making independent, timely, quasi-judicial decisions in relation to appeals arising out of planning authority decisions and direct applications relating to strategic infrastructure projects. We are also responsible for deciding on proposals for compulsory acquisition of land by local authorities amongst a range of other planning related functions.

An Coimisiún Pleanála operates under complex national and EU planning legislation and was formally established on 18 June 2025 under Part 17 of the Planning and Development Act 2024. The organisation was formerly An Bord Pleanála, established in 1977 under the Local Government (Planning and Development) Act 1976.

The wider and increased operational demands on An Coimisiún Pleanála requires a newly focused organisational approach to support effective operations across the Commission to enable it to deliver on its mandate and expectations of the public.

Further details on the role and work of An Coimisiún Pleanála can be found at www.pleanala.ie

Staff Structure and Reporting Relationships

An Coimisiún Pleanála currently has 310 employees including 13 Planning Commissioners. An organogram is included at the end of this booklet (**Appendix 1**).

Planning Operations is organised into (a) normal planning appeals and other types of appeals/cases and (b) direct applications, which includes strategic infrastructure cases, new functions under the marine, waste and roads etc. with a Director of Planning heading up each section.

Reporting to the Directors of Planning, the Environmental Team Lead (ETL) will be part of the senior management team of Planning Operations.

The ETL is a newly established role and the successful candidate will be part of the senior management team with responsibility for leading a diverse environmental team of Ecologists, Environmental Scientists and Engineering Specialists who provide specialist expertise and advice to ensure an efficient and effective service to the public whilst having regard to the organisational strategy and objectives set out in the Commission's Strategic Plan and ongoing business plan. They will also be responsible for organising training initiatives as well as knowledge sharing and communicating the latest advances in their area of expertise as well as guiding and mentoring the inspectorate.

The role will involve interaction with the Chief Executive Officer, Chief Officer, Planning Commissioners, senior management, inspectorate, Planning Operations and staff across the organisation in day-to-day work or as part of committees/working groups. The ETL will also build relationships with external stakeholders, including prescribed bodies and relevant departments/local authorities.

Blended working is available to staff in this role, subject to the operational requirements of the Commission.

Current Organisational Context

An Coimisiún Pleanála continues to uphold its standing as the independent arbiter of planning and sustainable development matters in Ireland. The challenging organisational context encompasses the following:

- An increasingly complex planning regulatory environment with an emphasis on environmental protection, including protection of habitats and biodiversity.
- Implementation of the RED III Directive and associated timelines and requirements for detailed pre-application engagement and EIA scoping.
- Implementation of the comprehensive planning legislation reform under the Planning and Development Act 2024, and notably the introduction of mandatory timelines.

- Implementation of the provisions of the Maritime Area Planning Act 2021 to deal with the range of significant marine infrastructural development applications as specified in the Act, together with the proposed developments coming under the Climate Action Plan relating to the marine environment and renewable energy sector.
- Making decisions on strategic infrastructure developments relating to energy, transport, waste, gas, arterial drainage and other facilities expected in the coming years.
- Large-Scale Residential Development (LRD) appeals arising from the Planning and Development (Amendment) (Large-Scale Residential Development) Act 2021.
- Ongoing implementation of the new case management system project, providing a bespoke case management system for the organisation.
- Implementation of the digital transformation agenda requiring delivery of digital and online systems for the public.
- Imperatives for change and reform initiatives to drive improved outcomes across the public sector.
- Adapting to and meeting the challenges presented by a new blended working environment.
- Continual performance improvement with regard to the operational requirements of An Coimisiún Pleanála.

2.0 Principal Duties

Responsibilities will include, but are not limited to, the following:

Operational

- Lead, manage, be responsible and accountable for the quality of the work and delivery of results of the environmental team.
- Provide expert technical support/professional advice in relation to implementation of legislation, general environmental matters and policy/developmental and related issues affecting operations.
- Provide expert environmental technical support, professional advice and analysis to the inspectorate and Planning Commissioners in relation to specific case types and issues, particularly biodiversity, ornithology, environmental and/or marine matters, Environmental Impact Assessment, Appropriate Assessment, Ecological Impact Assessment and the Water Framework Directive.
- Overall responsibility for the management of the workload of the environmental team, and monitors the discharge of all reports having regard to the mandatory timelines and liaison with the Directors of Planning regarding prioritisation and work flow management.
- Ensure expertise is available to handle all stages of priority in complex case work; including assisting the inspectorate in identifying when assistance is required from our external panels of specialist consultants and provide technical support to the inspector in calling upon this expertise.
- Keeps abreast of best practice and new developments in environmental science, biodiversity and ecological/environmental impact assessment and Appropriate Assessment, policies and legislation at a national and international level, including judgements in the European and Irish Courts and imparts this knowledge at an organisational level.

- Ensure that staff and Planning Commissioners are up to date with developments in environmental matters, including legislation at national and EU levels;
- Promote efficiency and effectiveness in achievement of overall organisational objectives;
- Contributes to the implementation of the strategic plan.
- Carries out the duties assigned, having regard to the values and vision of An Coimisiún Pleanála.
- Contributes to the development and implementation of priority projects/new functions/change initiatives.
- Carries out continuous monitoring and analysis of workloads and associated targets to proactively address/anticipate potential problems including workflow issues which may impact on organisational objectives and compliance rates with mandatory timelines.
- Will take on additional duties as may be assigned by the Directors of Planning and/or the Chief Officer.

Management

- Develop, empower and mentor a team of environmentalists to motivate and engage the environmental team to reach their optimum in contributing to An Coimisiún Pleanála's overall goals and objectives;
- Is responsible for monitoring and reviewing performance of staff, providing ongoing feedback, coaching and development as required in line with Performance Management through Development and Support (PMDS) scheme;
- Develops and maximises teamwork through enhanced support structures and communications within their section, conducts regular team meetings, offers appropriate guidance, information and training and assists in the development and delivery of training workshops and other learning initiatives;

- Responsive and available to discuss and deal with concerns which may arise on a day-to-day basis and have the ability to achieve effective resolution of issues;
- Mentors, support and gives guidance to staff and inspectors in the Commission, on issues relating to technical and environmental matters, including EIA, AA, WFD and biodiversity, setting excellent standards of knowledge and best practice in a rapidly evolving environment;
- Implement and promote all policies of An Coimisiún Pleanála, particularly the Dignity in the Workplace Charter;
- Be available for consultation with the Directors of Planning, any other Directors and Assistant Directors, Planning Inspectors, Planning Commissioners and administrative staff on a daily basis.
- Take on additional duties as may be assigned.

Continual Improvement of Organisation

- Partake in groups/committees as required, which are established for the many consultation functions which the staff perform, e.g. Planning Operational Division committees, inspectorate committees, working groups, monthly inspectorate meetings, etc.
- Carry out research/analyses as required, either individually or as a member of a team and as directed by the Directors of Planning. This may involve mentoring student research projects.
- Working with Learning and Development (L&D), contributing to developing and implementing in-house CPD/training initiatives, ensuring sufficient skills and expertise is available across planning operations.
- Partaking in succession planning on skillsets and qualifications.
- Outlining programmes of study for staff to build skills, expertise and capacity, through an increased range of learning and development opportunities to enhance performance and meet emerging challenges.

3.0 Qualifications and Experience

Essential Requirements

Candidates must, on or before, Friday, 25 September 2026:

- I. Hold an Honours Degree (level 8 on the National Framework of Qualifications or equivalent) in*
 - Zoology
 - Botany
 - Ecology/Ornithology
 - Marine Ecology
 - Marine Science
 - Environmental Science
 - Other equivalent

**The above is not an exhaustive list of the qualifications which may be suitable to the post.*

- II. Be a member or eligible for membership of the professional body relevant to their area of qualifications and / or expertise.
- III. Have, since qualifying, at least seven years satisfactory experience in a senior management/leadership position.
- IV. Have knowledge of planning, its nature, objective and place in public policy in Ireland and in the international context.

Essential Experience

- Have a high level of management experience and leadership qualities to lead a team in an efficient and effective way which supports the achievement of An Coimisiún Pleanála's objectives.
- Have experience of environmental issues and relevant planning and environmental legislation including European and international dimensions.
- Have experience of dealing with significant infrastructural projects, for example, transport, energy infrastructure, water and waste projects as well as housing and quarry developments.

- Demonstrate a clear capacity to co-ordinate specialist inputs in the evaluation of large-scale infrastructure projects.
- Have expert knowledge and experience on environmental issues and relevant legislation, both at national and European levels including knowledge and experience of Irish (or similar European) policy as it relates to EIA, AA and/or WFD.

Desirable requirements but not essential

- Previous experience of overseeing a multidisciplinary team, within an organisation and/or a relevant management qualification, training or similar.
- Understanding the future role of technology in improving organisational performance and the resultant benefits
- Additional qualification(s) in the area(s) of:
 - Management
 - Planning

4.0 Person Specification

The ideal candidate should:

- Possess strong interpersonal skills, the ability to communicate effectively with senior management, internal and external customers and peers;
- Demonstrate strong leadership and initiative;
- Be reliable, flexible and adaptable to change;
- Be proactive in self-development and continuous improvement of individual knowledge and experience;
- Be confident and self-aware;
- Possess good analytical and problem analysis skills;
- Demonstrate significant knowledge and experience of a wide variety of environmental matters on the environmental legislative framework;
- Be self-motivated, with a proven ability to get things done and work to deadlines;

- Experience in the delivery of key projects and services is desirable.

5.0 Key Competencies for Effective Performance (Appendix 2)

- Leadership and Strategic Direction
- Analysis and Decision Making
- Management and Delivery of Results
- Interpersonal and Communication Skills
- Drive and Commitment
- Specialist Knowledge, Expertise and Self Development

6.0 Selection Process

The selection process will include:

- A shortlisting of candidates, on the basis of the information contained in their application.
- A competitive interview.
- A further shortlisting of candidates may follow following interview with invitation to a second round which may include a presentation.

Normally, the number of applications received for a position exceeds that required to fill existing and future posts. While candidates may meet the eligibility criteria of the competition, if the numbers applying for a post are such that it would not be practical to progress all candidates to the next stage of the selection process, a shortlisting process will be employed based on an examination of the application forms and the essential and desirable requirements for the post to select a group for the next stage of the process who appear to be the most suitable for the position. It is, therefore, in your own interest to provide a detailed and accurate account of how your skills, personal qualities, qualifications and experience meet the essential and desirable requirements of the post.

Candidates are required to be available for an interview(s), and this is at their own expense. It is not possible to alter the allocated testing and/or interview date(s) or time(s). **Candidates who do not attend for interview(s) etc., when required, will have no claim for further consideration and their candidature will be deemed to be withdrawn.**

Any candidate who supplies false or misleading information in their application may be disqualified or have their employment terminated. We will endeavour to keep candidates informed of the progress of their application at the earliest possible date.

Candidates should note that canvassing will disqualify and will result in their exclusion from the process.

7.0 Application Process

The Environmental Team Lead Application Form must be fully completed and submitted correctly to the specified e-mail address. Incorrectly submitted application forms will not be accepted, so please note the following information carefully:

The application form must be in an editable Word document or in PDF format.

Upon completion, please save the document as:

“Environmental Team Lead - your name.docx”.

You will be required to attach it to an e-mail for submission once completed.

Submitting the form:

On completion, you are required to submit the form to the following address:

recruitment@pleanala.ie

Only applications fully completed in the appropriate format and submitted online will be accepted into the competition process. If you have difficulty completing or accessing the application form, please email recruitment@pleanala.ie

We acknowledge receipt of all applications. If you do not receive an acknowledgement within 3 working days of applying, please email aisling.mcgann@pleanala.ie

Please do not submit a Curriculum Vitae with your application as it will not be considered.

Closing Date:

Friday, 25th September 2026 at 3:00 p.m.

Please Note

We endeavour to give as much notice as possible for interview dates, etc. It is, however, estimated that interviews will take place in October/November. Candidates should make themselves available around this time.

Shortlisting

In the event of a shortlisting exercise being employed, the information provided in your application will be examined and assessed against criteria based on the requirements of the position.

A panel may be formed from which future temporary or permanent appointments may be made.

References

Please consider names of people you feel would be suitable referees that we might consult (2 - 3 names and contact details). The referees should include your current employer. Please be assured that we will only collect the details and contact referees should you come under consideration after the interview stage.

8.0 Principal Conditions of Service

1. General

The appointment is to an established position in the public service. A probationary period of one year from the date of appointment will apply. During the period of probation, the appointee's performance will be subject to review by the Director of Planning to determine whether the appointee:

- (i) has performed in a satisfactory manner in accordance with the competencies of the role,
- (ii) has been satisfactory in general conduct and
- (iii) is suitable from the point of view of health with particular regard to sick leave.

Prior to completion of probation, a decision will be made as to whether or not the appointee will be retained. This decision will be based on the appointee's performance being assessed against the criteria set out in (i) to (iii) above. The detail of the probationary process will be explained to the appointee and the appointee will be given a copy of An Coimisiún Pleanála's guidelines on probation.

2. Salary

The salary for this position is as outlined below (**exclusive of allowance**). The current allowance is **€11,914** (with effect from **01 June 2026**).

Pay – PPC scale (in the case of officers appointed on or after 6th April 1995).

€87,510	€90,260	€93,015	€95,761
€98,508	€101,776 (max.)	€105,493¹ (LSI 1)	€109,216² (LSI 2)

Long Service Increment 1 (LSI1) after 3 years satisfactory service at the maximum.

Long Service Increment 2 (LSI2) after 6 years satisfactory service at the maximum.

Candidates should note that the rate of remuneration may be adjusted from time to time in line with government pay policy. Increments may be awarded annually subject to satisfactory performance.

Important Note:

Different pay and conditions may apply, if, immediately prior to appointment the appointee is already a serving civil servant or public servant.

Payment will be made fortnightly in arrears by Electronic Fund Transfer (EFT) into a bank account of an officer's choice. Payment cannot be made until bank details have been supplied.

3. Tenure

This position is permanent and pensionable. The employment may be terminated at any time by whichever is the greater of three months' notice in writing on either side, or as set out in the Minimum Notice and Terms of Employment Acts, 1973 to 2005. In the event of misconduct, employment may be terminated at any time without notice or payment in lieu of notice. In any other case, any termination of employment by the Commission must be for stated reasons.

4. Duties

The officer will be required to perform any duties appropriate to the position which may be assigned from time to time.

5. Organisation of the Working Time Act, 1997

The terms of the Organisation of Working Time Act, 1997, will apply, where appropriate, to this appointment.

6. Hours of Attendance

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours, 15 minutes gross per week – 35 hours net of lunch breaks. The position holder will be required to work a five-day week. The hours of attendance are normally Monday to Friday, 9:15 a.m. to 5:30 p.m. However, where extra attendance is required to carry out designated duties or assignments, no overtime

or additional remuneration is payable. Blended working is available to staff subject to the requirements of the role and the section to which they are assigned.

7. Annual Leave

The annual leave allowance will be **30** days a year. 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.

8. Health

A candidate for, and any person holding the office, must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Those under consideration for a position will be required to complete a health and character declaration.

9. Absence due to illness

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 provisions of An Coimisiún Pleanála's Absence Management Policy and relevant sick leave circulars as amended from time to time.

Appointees, who will be paying the 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 direct to An Coimisiún Pleanála. Payment of salary during illness will be subject to the terms and conditions of sick leave in respect of the civil service and/or public service generally and the appointee making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

10. Assignment/Location

The successful candidate will be based in the offices of An Coimisiún Pleanála, 64 Marlborough Street, Dublin 1, D01 V902. When obliged to travel on official duty, the appointee will be paid appropriate travelling expenses and subsistence allowances, subject to normal civil service regulations.

11. Superannuation

The successful candidate will be offered the appropriate pension terms and conditions as prevailing in An Coimisiún Pleanála at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment, (please see important note below) this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Candidates will be notified of which scheme will apply to them, at the time of being offered an appointment.

The Single Scheme, as provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, came into effect on 1st January 2013. From that date onwards, new public servants will be members of the Single Scheme, which will provide CPI linked defined benefit pensions based on career average pay. The scheme's minimum pension age will be linked to the State Pension age. Retirement for most members will be compulsory on reaching age 70. For further information in relation to the Single Public Service Pension Scheme for Public Servants, please see: <http://www.per.gov.ie/pensions>.

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 existing public service pension scheme will apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28th July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

Additional Superannuation Contribution (ASC)

This appointment is subject to the ASC in accordance with the Public Service Pay and Pensions Act 2017 which is chargeable on pensionable income only.

Important Note

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 employment contract to be agreed with the successful candidate at the time of being offered an appointment. An Coimisiún Pleanála will, in the light of the appointee's employment history, determine whether he or she is a "new entrant". Appointees will be required to disclose their full public service history.

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).

For further information in relation to the pension scheme for Established State Employees, please see the following website: <http://www.cspensions.gov.ie>

12. Confidentiality and Standards of Behaviour

An Environmental Team Lead is required to comply with the provisions of Sections 573 and 575 of the Planning and Development Act, 2024 (as amended) which relate to the disclosure of confidential information and to the prohibition of certain communications in relation to any matter which falls to be considered or decided by the Commission, or any of its committees or consulting groups. The appointee will agree not to disclose to third parties any confidential information either during or subsequent to the period of employment.

13. Ethics in Public Office Act 1995

The appointee will be subject to the Ethics in Public Office Act 1995.

14. Code of Conduct – political activity

In accordance with the Commissions' Code of Conduct, an employee must make a declaration to the Secretary regarding membership of any political parties.

15. Staff Requirements

All employees are required to comply with the Commissions' code of Conduct and all other policies and procedures in place and as may be laid down/amended by the Commission from time to time.

16. Outside Employment

The position will be whole time and the appointee may not engage in private practice or be connected with any outside business, which conflicts in any way with his/her official duties, impairs performance or compromises his/her integrity.

17. Eligibility to Compete

Candidates should note that eligibility to compete is open to citizens of the European Economic Area (EEA). The EEA consists of the member states of the European Union along with Iceland, Liechtenstein and Norway.

18. 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 debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

19. 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, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

20. 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.

21. GDPR Privacy Statement - Recruitment Process

Purpose of processing personal information

An Coimisiún Pleanála conducts a competency-based recruitment process to fill vacancies within the organisation. To complete this, interested individuals are asked to submit an application form for assessment by an interview panel. For the successful candidate, some of the personal information provided will form the basis of the contract of employment (e.g., name and address) and their personnel file.

Legal basis for processing personal information

- Necessary for performance of a contract or to enter into such a contract.
- Compliance with legal obligation (Terms of Employment Information Act) 1994 – 2014.

Recipients

The following shall receive your personal information for reasons outlined below:

Recipient	Reason
Human Resources	Storing application, acknowledging responses and corresponding with applicants.
Interview Panel	The interview panel will receive your applications to conduct shortlisting and assessing of applicants.
Referees	Successful candidates will be asked to provide referees who can be contacted to validate work records and comment on suitability of the applicant for the post applied for. They shall be contacted to complete a form and the applicants name/address will need to be provided to receive the reference.
Chief Medical Officer (CMO)	We may use your personal details to refer you to the CMO if any issues are highlighted in your Self-Assessment Health form. A copy of the declaration form will also be sent to CMO in the event of referral.

Details of data transfers outside the E.U.

No data is processed outside the E.U.

Automated decision making

This does not apply to this process.

Retention period for personal data

Applications shall be retained for 12 months for unsuccessful candidates. A successful candidate will have their application placed on their employee file and retained during their employment and for an appropriate period thereafter.

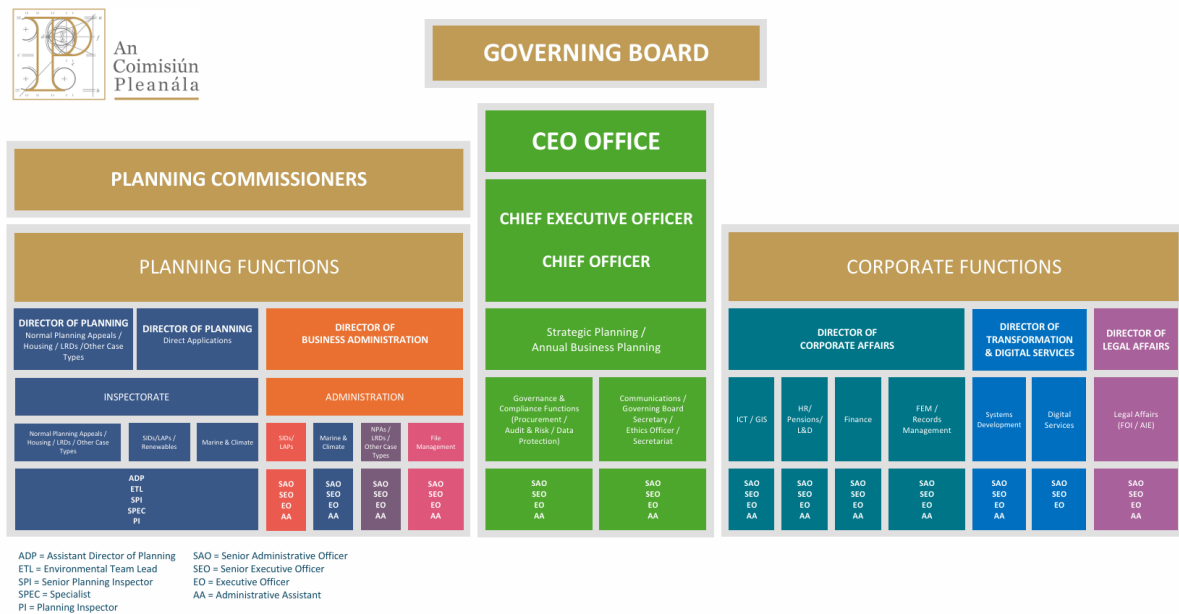
Your GDPR rights in relation to this process

Right	Explanation
Access	You can request and receive access to the information requested in the process at any time.
Portability	You can request and receive a copy of this data, in electronic/transferrable format, at any time.
Erasure	You can request the data held be erased. We have outlined the anticipated retention period above.
Rectification	You can have any incorrect information, due to this being updated or otherwise, to be corrected. It should be noted that deadlines for applications still apply so no information except for contact information can be changed after the closing date for applications.
Objection	You can object to this information being processed and ask for your application to be removed from process.
Complain	You can make a complaint to our internal Data Protection Officer (contact details outlined below) and/or make a complaint to the relevant supervisory authority – Data Protection Commission in Ireland.

Contact Details

Name: Data Protection Officer

Email: dataprotection@pleanala.ie



APPENDIX 2: COMPETENCIES

Leadership and Strategic Direction
• Actively contributes to the development of the strategies and policies of the An Coimisiún Pleanála. • 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. • Clearly defines objectives and goals and delegates effectively, encouraging ownership and responsibility for tasks. • Develops the capability of others through feedback, coaching and creating opportunities for skills development. • Identifies and takes opportunities to exploit new and innovative service delivery channels. • Promotes respect and dignity in the workplace and if necessary actively intervenes to ensure that this approach is fully appreciated in the section/division/organisation.
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. • 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.
Management and Delivery of Results
• Takes responsibility for challenging tasks and 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 of the division. • Looks critically at issues to see how things can be done better. • Ensures controls and performance measures are in place to deliver efficient and high value services. • Effectively manages multiple projects.

Interpersonal and Communication Skills
• Presents information in a confident, logical and convincing manner. • Encourages open and constructive discussions around work issues. • Promotes teamwork within the section, but also works effectively on projects across the organisation. • Maintains poise and control when working to influence others. • Instils a strong focus on customer service in his/her area. • Develops and maintains a network of contacts to facilitate problem solving or information sharing. • Engages effectively with a range of stakeholders.
Drive and Commitment
• Is self-motivated and shows a desire to continuously perform at a high level. • Is personally honest and trustworthy and can be relied upon. • Ensures that quality customer service is at the heart of all services provided. • Through leading by example, fosters the highest standards of ethics and integrity.
Specialist Knowledge, Expertise and Self Development
• Develops and maintains skills and expertise across a number of areas that are relevant to the planning and environmental field. • Keeps up to date with developments in planning and environmental matters including legislation at national and EU levels. • Maintains a strong focus on self-development, seeking feedback and opportunities for growth.