An Coimisiún Pleanála

INFORMATION BOOKLET

Open competition for appointment to the position of

Director of Planning

Closing date for receipt of completed applications:

Monday, 23rd November 2026 at 3:00 p.m.

AN COIMISIÚN PLEANÁLA IS AN EQUAL OPPORTUNITIES EMPLOYER

November 2026

TITLE OF POSITION: Director of Planning

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. The Commission is 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. It was established on 18 June 2025 under Part 17 of the Planning and Development Act 2024 and was formerly An Bord Pleanála (established 1977).

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.

The Commission places particular emphasis on the maintenance of high standards of integrity and probity, the development of a team spirit and the quality and efficiency of its services to the public. It is committed to ensuring that all relevant legislative obligations and all commitments within its Code of Conduct are complied with in full and that the system in place within the organisation is robust, comprehensive and transparent.

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 306 employees including 13 Planning Commissioners. An organogram is included at the end of this booklet **(Appendix 1).**

The Planning Operations functions are led by two Directors of Planning with responsibility for normal planning appeals and other case types and direct applications, which includes strategic infrastructure, marine, waste and roads, etc.

The Directors of Planning (DoP) are members of the senior leadership team with responsibility for leading and efficiently managing the overall planning functions in delivering the core business of An Coimisiún Pleanála, which is to efficiently process case work, whilst having regard to the organisational strategy and objectives as set out in the Commission's Strategic Plan and annual business plans. They are responsible for the strategic direction and communication of the latest advances in planning expertise; managing a team of Assistant Directors of Planning including an Environmental Team Lead; guiding and mentoring the inspectorate and the environmental team and providing technical support to the Planning Commissioners.

Depending on operational requirements and resource availability, there will be flexibility across all areas to meet the deadlines associated with case work and to allow for work variety and development.

A Director of Business Administration heads up the planning administrators within Planning Operations and all three directors are responsible for implementing the Commission's strategic plan.

The role will involve interaction with the Chief Executive Officer, Deputy Chief Executive Officer, the Executive Management Team, Planning Commissioners, senior management, inspectorate, the environmental team and staff across the organisation in day-to-day work and as part of committees/working groups. The Director of Planning also builds and maintains relationships with external stakeholders and relevant departments/local authorities.

Blended working is available to staff in this role, subject to the operational requirements of the Commission and agreement with the CEO or Deputy CEO.

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 comprehensive planning legislation reform under the Planning and Development Act 2024, and notably the introduction of mandatory timelines.
- Implementation of the RED III Directive and associated timelines and requirements for detailed pre-application engagement and EIA scoping.
- Provisions of the Maritime Area Planning Act 2021, including a number of significant marine infrastructural development applications.
- Complex strategic infrastructure developments relating to renewable energy, transport, waste, gas, arterial drainage and other functions expected in the coming years.
- Large-scale residential developments (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 the blended working environment.
- Continual performance improvement with regard to the operational requirements of An Coimisiún Pleanála.

2.0 Principal Duties

Directors of Planning in An Coimisiún Pleanála are responsible for ensuring that planning appeals, referrals and direct applications are handled effectively and efficiently, having regard to the interests of proper planning and sustainable development. Directors are responsible for ensuring that high-quality reports are discharged in a timely fashion in order to ensure the Commission's compliance with mandatory timelines. Directors will be responsible for the direction, development and strategic oversight of the inspectorate under their remit and identifying specialist inputs as required.

Directors provide professional planning advice, expertise and support to the Commission to assist in the delivery of a high-quality planning service to the public in a timely and efficient manner. Directors also contribute to and implement good governance and management practice in compliance with the Code of Conduct and other policies and procedures operating within An Coimisiún Pleanála.

The ideal candidate will be highly experienced in the field of Irish planning, demonstrating a high level of specialist expertise and experience in both planning and in particular, management of large multidisciplinary teams, with strong leadership skills that delivers a high-performance focused approach among team members.

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

Leadership

- Develops, empowers and mentors across the inspectorate and environmental team to motivate and engage the teams to reach their optimum in contributing to An Coimisiún Pleanála's strategic objectives.
- Is responsible for monitoring and reviewing the performance of their team, providing ongoing feedback, coaching and development as required in line with the Performance Management through Development and Support (PMDS) system.

- Develops and maximises teamwork through enhanced support structures and communications within the function, conducts regular team meetings and offers appropriate guidance and training.
- Leads on preparing for, and implementing, significant change and reform.
- Will implement and promote all policies of An Coimisiún Pleanála, particularly the Dignity in the Workplace Charter.
- Be available for consultation with other Directors and Assistant Directors, the Executive Management Team, Planning Commissioners, senior management, inspectorate, the environmental team and staff across the organisation on a daily basis.

Operational

- Lead, manage, be responsible and accountable for the quality of the work and delivery of results of the team.
- Provide expert technical support/professional advice in relation to implementation of legislation, general planning and environmental matters and related issues affecting operations.
- Effectively manage and develop planning operational resources to ensure timely delivery of case work and compliance with annual targets and objectives.
- Setting excellent standards of knowledge and best planning practice in a rapidly evolving environment.
- Keeps abreast of best practice and new developments in planning matters, including legislation at a national and international level, including judgements.
- 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.
- Contributes to the objectives of the Commission’s strategic plan and annual business plan.

- Promote efficiency and effectiveness in achievement of overall organisational objectives.
- Contributes to the development and implementation of priority projects/new functions/change initiatives.
- Carries out the duties assigned, having regard to the values and vision of An Coimisiún Pleanála.
- Will take on additional duties as may be assigned by the Chief Executive Officer and/or the Deputy Chief Executive Officer.

Continual improvement of organisation

- Partake in groups/committees as required, e.g. inspectorate committees, working groups, inspectorate meetings, etc.
- Outlining programmes of study for staff to build skills, expertise and capacity, through an increased range of learning and development opportunities including implementation of in-house CPD/training initiatives to enhance performance and meet emerging challenges.
- Partaking in succession planning on skillsets and qualifications.

Relations

The Director of Planning role also involves contact with the Planning Commissioners, the Governing Board and externally, with the Department of Housing, Local Government and Heritage, the Department of Climate, Energy and the Environment, the Public Accounts Committee, Joint Oireachtas Committee as well as other relevant government departments, local authorities and other stakeholder/customer groups.

Future Opportunities

Applicants should note that the Commission is a responsive and agile organisation and as such, over time, they may be assigned to projects and other duties other than those specified, appropriate to the role and to the grade of Director of Planning.

Additionally, given recent structural changes, reporting relationships may change.

A panel may be formed, from which suitable candidates may be offered a position for any future posts at Director of Planning level.

3.0 Qualifications and Experience

Essential Requirements

Candidates must, on or before, 23rd November 2026:

I. Hold a professional qualification in planning recognised by a planning institute or equivalent

II. Have, since qualifying, at least five years satisfactory experience in planning in a senior management/leadership position, particularly in the context of a public sector organisation.

III. Have expert knowledge and experience of planning, its nature, objective and place in public policy in Ireland and in the international context.

Essential Experience

- Have demonstrable leadership skills and experience to drive a team effectively and efficiently
- Have experience of planning and environmental legislation including European and international dimensions.
- Have experience of leading significant infrastructural projects, for example, transport, energy infrastructure, water and waste projects.
- Demonstrate the capability to coordinate the planning and/or evaluation of large-scale infrastructure projects and housing developments.
- Have a clear understanding of the work of the Commission.

Desirable requirements

- Previous experience of leading a large planning division with multidisciplinary teams within an organisation and/or a relevant management qualification, training or similar.

- Have gained a recognised professional qualification in a discipline relating to the following. Such qualifications may include but are not limited to:

    - environmental planning
    - ecology / ornithology
    - engineering
    - marine spatial planning / coastal zone management
    - marine biology / science or renewable energy

4.0 Person Specification

The ideal candidate should:

- Demonstrate strong leadership and initiative and an interest in furthering the ongoing evolution and improvement of the organisation in line with its strategic goals.
- Have a clear understanding of, and commitment to, the role of the Commission and knowledge and understanding of the challenges it faces.
- Demonstrate proven understanding and management of the organisational environment associated with successful delivery of change.
- Be committed to always maintaining professional public service standards and values.
- Possess exceptional interpersonal skills, the ability to communicate effectively with peers in senior management, internal and external stakeholders, coupled with the ability to build strong interpersonal relationships across an organisation.
- Have the ability to guide, manage, inspire and empower colleagues and staff in pursuit of the achievement of a shared vision.

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 **may** include some or all of the following:

- A shortlisting of candidates, on the basis of the information contained in their application.
- A competitive interview which may include a presentation.
- A further shortlisting stage of candidates may take place following interview which may include an invitation to a second round which will 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 **Director of Planning 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:**
> **"Director of Planning - 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 anthony.mcnally@pleanala.ie

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

Closing Date:

Monday, 23rd November 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 December/January. 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 9 months from the date of appointment will apply. During the period of probation, the appointee's performance will be subject to review by the line manager 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 **(inclusive of DOP allowance)** is as follows: **(with effect from 1st June 2026)**

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

€112,366	**€117,319**	**€122,595**	**€127,215**
€131,514 (max.)	**€135,530 (LSI 1)**	**€139,540 (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 Director of Planning will be required to perform any duties appropriate to the position which may be assigned from time to time.

5. Organisation of 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 section you are assigned to.

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

The successful candidate is required to comply with the provisions of Sections 573 and 575 of the Planning and Development Act, 2024 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 Acts 1995 and 2001

The appointee will be subject to the Ethics in Public Office Acts 1995 and 2001.

14. Code of Conduct – political activity

In accordance with the Commission's 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 Commission's 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. Declaration of Interests

Section 523 of the Planning and Development Act 2024 applies to this appointment and the person appointed to the post will be obliged to make the required declaration of interest in the prescribed form.

17. 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.

18. Eligibility to compete

To be eligible to apply for this competition, candidates must be nationals of a European Economic Area (EEA) member state or otherwise have a current and valid legal entitlement to work in Ireland. Candidates who do not meet this requirement will be deemed ineligible.

19. 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.

20. 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 the suitability of the applicant for the post applied for. They shall be contacted to complete a form and the applicant's 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 Declaration Form. A copy of the declaration form will also be sent to the 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.

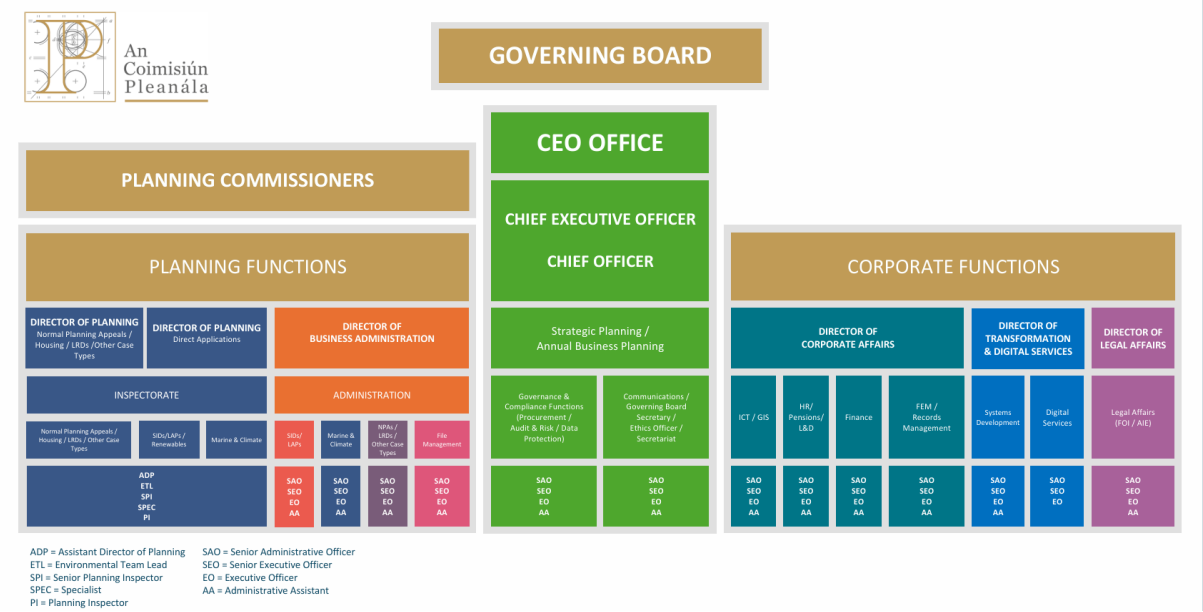
Retention period for personal data: Applications shall be retained for 12 months for unsuccessful candidates. A successful candidate will have their application placed on their employee file and retained during their employment and for an appropriate period thereafter.

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/transferable format, at any time.
Erasure	You can request the data held be erased. We have outlined the anticipated retention period above.
Rectification	You have the right to have any incorrect information corrected, whether due to updates or any other reason. 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 the 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 – the Data Protection Commission in Ireland.

Contact Details: dataprotection@pleanala.ie or dpo@pleanala.ie

Appendix 1: Current An Coimisiún Pleanála organogram



Appendix 2: Competencies

Leadership and Strategic Direction
• Actively contributes to the development of the strategies and policies of 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 they consider 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 their area.
- Develops and maintains a network of contacts to facilitate problem solving or information sharing.
- Engages effectively with a range of stakeholders through different forums.

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 fields.
- 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.