



Longford County Council
Aras an Chontae, Great Water Street, Longford.
Tel:(043) 334 3452 / (043) 334 3396
Email enquiries: hrrecruitment@longfordcoco.ie

Candidate Information Booklet

PLEASE READ CAREFULLY

ARTS OFFICER (Grade VII)

Competition Reference: AO/ 0225

Closing Date: 4:00PM Friday, 14th March 2025

***Longford County Council is committed to a
policy of equal opportunity.***



TABLE OF CONTENTS

Longford County Council	Pg 2
The Role	Pg 3
Duties of the Position	Pg 4
Competencies for the Position	Pg 5
Qualifications for the Position	Pg 6
Principal Particulars of Employment	Pg 8
Selection Process	Pg 12
Frequently Asked Questions	Pg 16



Longford County Council is one of 31 Local Authorities in the Republic of Ireland. The Council has responsibility for the delivery of a wide range of services which are necessary to the physical, economic, social, and cultural life of County Longford, with a focus on making Longford an attractive place to live, work and invest.

The following comprises the areas of service delivery in Longford County Council:

- Economic & Community Development
- Local Enterprise
- Planning
- Cultural & Recreational Services
- Infrastructure
- Water Services
- Housing
- Fire & Emergency Services
- Environment
- Finance
- Information Services
- Corporate Services
- Human Resources

This is an opportunity to gain employment in the role of **Arts Officer** with Longford County Council.

Longford County Council is committed to a policy of open and fair recruitment, in line with good practice, recruitment & selection standards, employment legislation and relevant circulars from the Department of Housing, Local Government & Heritage.

This Candidate Information Booklet is intended to provide information on the post of **Arts Officer** and the process to be used for section of filling this post in an acting capacity. Candidates are advised to familiarise themselves with the detailed information in advance of submitting an application.

Candidates should satisfy themselves that they are eligible under the Qualifications to apply for the post of **Arts Officer** and to be appointed in a permanent capacity to this post.

Where a candidate provides false or misleading information or has deliberately omitted relevant information on their application form this may result in their disqualification from the competition.

Arts Officer (Grade VII)

THE ROLE

The Arts Officer will be assigned functional responsibility for the management of the Arts Function and for the development and delivery of the Arts Programme for the County of Longford.

The Arts Officer will be the primary point of contact and liaison with other sections in the Council in relation to all operational matters for the service delivery of the Arts Section.

The Arts Officer will be responsible for the management of the day-to-day operations of the Arts Office and will be expected to contribute to the development and implementation of policies and strategies to promote the Arts in the County of Longford and to work closely with senior management and elected members to deliver such services to the highest standard.

The Arts Officer will be required to advise and assist new or existing arts projects and other arts related issues and will have a key responsibility in the planning and management of the Council's Arts activities.

The Arts Officer will be required to network with a broad range of stakeholders and agencies, governmental, non-governmental, trade union, business, voluntary, community groups, etc, and will have a vital role to play in maintaining the delivery of a wide range of accessible public services, offering advice, advocacy, initiation of new Arts projects and administration of grants and bursary schemes.

The Arts Officer may be required to represent the Council on committees and at meetings including Council Municipal District, Area Committee and Strategic Policy Committee meetings and may be asked to report on progress in the Arts section.

The Arts Officer will work under the direction and control of the County Librarian or other Senior Officer designated by the Chief Executive or Director of Services as appropriate.

The Arts Officer will be expected to support the operations of the elected Council, the Strategic Policy Committees, Joint Policing Committee, Municipal Districts, and other Council Departments

The Arts Officer role will require excellent administrative, employee management, interpersonal and communication skills.

DUTIES

The key duties and responsibilities of the post of Arts Officer will include but are not limited to:

- Establishing and implementing policies leading to the formation of a plan for arts and cultural development, and implementing same
- Integrating Arts and Cultural policies with other aspects of the work of the council
- Advising on the disbursement of grants under the terms of Section 12 of the 1973 Arts Act, and other grant aid programmes as required
- Developing proposals on the housing of the Arts now and into the future
- Acting as key advocate for the Arts within the county
- Liaising with the Arts Council and other arts bodies
- Representing the Arts agenda both internally (across Departments and within the Strategic Policy Committee and senior management structures) and externally to other key agencies and complementary bodies including The Arts Council, Department of Culture, Heritage and the Gaeltacht, Department of Education, National Arts and Cultural Institutions, Universities and Education providers
- Preparing and implementing an annual team plan in accordance with the Council's Performance Management Development System (PMDS)
- Developing and delivering programmes, including festivals, arts projects, residencies, public art and capital developments
- Facilitation of community training and mentoring programmes to ensure sustainable structures and development of the artistic community in Longford
- Consult with planners and engineers in the briefing and development of public realm projects and proposals and new housing estates and development to create a more design focused and creativity use of space
- Managing, leading, and developing, while also supporting, the staff of the Arts service through the planned programme of projects, events, and policy development,
- Monitoring, maintaining, and developing the Arts budget
- Developing and sustaining relationships to ensure that the delivery of the Arts services is county wide and responsive to emerging opportunities and challenges,
- Working with the Communications Section to promote the sharing of information, marketing, public relations, electronic and web-based information services, and audience development
- To represent the Council on committees and at meetings and to report on progress in the Arts section as required.
- To deputise for staff at a more senior level when and if required
- Any other such duties that may be assigned from time to time.

The duties and responsibilities attached to the post of Arts Officer may vary from time to time, without changing the general character of the duties or level of responsibilities entailed. The Arts Officer may be required to perform duties appropriate to the post and grade, other than those detailed above and to take instructions from and report to an appropriate senior officer as may be designated by the Chief Executive.

COMPETENCIES

Key competencies for the grade of **Arts Officer** (analogous Administrative Officer GVII) are given in the table below. Candidates are expected to demonstrate sufficient evidence within their application form of their competence under each of these headings.

Take note of the competencies listed below as any shortlisting or interview processes will be based on the information provided by the candidate in their completed application form.

Management & Change	<ul style="list-style-type: none"> • Clear understanding of political reality and context of Longford County Council • Embeds good governance practices into day-to-day activities, practices, and processes • Establishes, develops, and maintains positive and productive professional relationships both internally and externally to enhance service delivery • Effectively manages change, foster a culture of creativity in employees and overcomes resistance to change;
Delivering Results	<ul style="list-style-type: none"> • Develops operational and team plans having regard to corporate priorities, operational objectives, and available resources • Acts decisively and makes timely, informed, and effective decisions, pinpointing critical information and address issues logically • Practices and promotes a strong focus on delivering high quality customer service, for internal and external customers • Proactively identifies areas for improvement and develops practical suggestions for their implementation • Ensures compliance with legislation, regulations, and procedures
Performance through People	<ul style="list-style-type: none"> • Leads by example to motivate staff in the delivery of high-quality outcomes and customer service • Works with the team to facilitate high performance, developing clear and realistic objectives to ensure corporate policies and strategies of Longford County Council are delivered • Effectively manages performance of individuals and teams to achieve operational plan, targets, and objectives • Places high importance on staff development, training and maximising skills and capacity of team • Demonstrates an excellent level of verbal and written communication skills • Acts as an effective link between staff and senior management
Personal Effectiveness	<ul style="list-style-type: none"> • Does more than is required or expected, anticipates situations, and acts to pre-empt problems • Creates new opportunities • Strives to perform at a high level, investing significant energy to achieve agreed objectives • Demonstrates appropriate and positive self-confidence • Operates effectively in an environment with significant complexity and pace • Has high levels of expertise and broad Local Authority knowledge relevant to his/her own area

Arts Officer (Grade VII)

QUALIFICATIONS

1. Character

Candidates shall be of good character.

2. Health

Each candidate must be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

3. Citizenship

Candidates must, by the date of any job offer, be:

- (a) A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- (b) A citizen of the United Kingdom (UK); or
- (c) A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- (d) A non-EEA citizen who 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

4. Education, Training and Experience etc.

Essential Criteria

Each candidate must, on the latest date of receipt of completed application forms:

- (a) hold a third level qualification (minimum Level 7 in the National Framework of Qualifications) in Arts or Cultural Discipline
- (b) have satisfactory experience in administrative procedures, including adequate practical experience in work of an executive nature, office organisation, management of financial resources within a budgetary control framework and the control of staff.
- (c) have relevant experience and knowledge of the Arts, working with groups and the organisation of events
- (d) have strong strategic ability, effective communication, and leadership skills
- (e) Possess a full, clean Category B driving licence and have access to adequate means of transport.

Desirable Criteria

The ideal candidate should also be able to clearly demonstrate:

- the ability to work within, and where necessary lead, multi-disciplined teams
- the ability to motivate, empower and encourage staff to achieve maximum performance and added value
- a strategic vision for the delivery of a dynamic and visionary Arts service
- the ability to lead and foster change
- strong interpersonal and teambuilding skills
- strong communications and networking skills
- the ability to secure and deploy financial resources to deliver the Arts Programme
- an understanding of National Arts Policies and creative and management expertise to drive the development and delivery of Arts Policies and the Arts Programme for Longford County Council
- an understanding of local government, which encourages involvement and optimises local democracy and use of existing powers and functions

PARTICULARS OF EMPLOYMENT

1. The Post

The post is wholetime (i.e. 35 hours per week) and appointment may be permanent or temporary.

2. Location

Longford County Council reserves the right to assign the successful candidate to any premises in use by the Council, now or in the future.

The person appointed will be required to report to their place of work by their own means of transport and at their own expense.

3. Commencement

Longford County Council shall require a person to whom an appointment is offered to take up such appointment within a period of not more than one month and if they fail to take up the appointment within such period or such other longer period as the Council in its absolute discretion may determine, Longford County Council shall not appoint them.

4. Working Hours

The current working hours are 35 hours per week, Monday to Friday. A flexible working system is in operation. Longford County Council reserves the right to alter the hours of work from time to time.

The nature of the role will involve flexible working hours and may require successful candidates to work evenings and/or weekends.

All hours worked are subject to and recorded in accordance with the provisions of the Organisation of Working Time Act, 1997, and the Organisation of Working Time Regulations, 2001. Longford County Council requires employees to record their hours using a Clocking system.

5. Reporting Arrangements

Arts Officers report directly to the appropriate Senior Officer of the Section or to any other employee of Longford County Council as the Director of Services or other appropriate employee may designate for this purpose.

A system of regular appraisal will be operated during employment, which will involve discussions between the employee and the line manager regarding performance and conduct.

6. Probationary Period of Employment

There shall be a period after appointment during which the appointee will hold the position on probation. The period of probation will be prescribed by the Chief Executive. Employment may be terminated during the probationary period should service be deemed by the Chief Executive to be unsatisfactory. Employment may be terminated at the end of the probationary period unless the Chief Executive has certified that the employee had satisfactory service. Tenure of employment following probation will be subject to satisfactory service.

7. Remuneration

The current salary scale for the post of **Arts Officer** is **€58,252- €75,728 LSI 2** gross per annum (**Circular EL 03/2024**), the rate of remuneration may be adjusted from time to time in line with Government Circulars.

On appointment successful candidates will be placed on the first point of the point of the salary scale. Appointment to a higher point of the salary scale may apply to candidates employed elsewhere in the public service, subject to verification of service history.

Remuneration is paid fortnightly by PayPath directly to the employees nominated bank account. The current wage pay cycle may be revised during the period of employment.

Remuneration is subject to all statutory deductions, e.g. P.A.Y.E. and P.R.S.I. Increments are paid annually subject to satisfactory attendance, conduct and performance and national agreements. Increments may be withheld if performance, attendance and/or conduct are not satisfactory.

8. Superannuation & Retirement

A person who becomes a pensionable employee of a local authority who is liable to pay the Class A rate of PRSI contribution will be required in respect of superannuation to contribute to the local authority at the rate of 1.5% of pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).

A person who becomes a pensionable employee of a local authority who is liable to pay the Class D rate of PRSI contribution will be required in respect of his/her superannuation to contribute to the local authority at the rate of 5% of pensionable remuneration.

A person paying Class D rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of pensionable remuneration in accordance with the terms of the scheme.

A person paying Class A rate of PRSI who becomes a pensionable employee of a local authority will be required in respect of the Local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependant or qualified children).

Employees are admitted to the Superannuation Scheme in accordance with the terms of the Local Government Superannuation (Consolidation) Act, 1998 and the Superannuation (Miscellaneous Provisions) Act 2004, with effect from date of appointment. This scheme is contributory and provides pension, retirement and death gratuities.

In order for a new entrant to the scheme to qualify for a pension, he/she must have served a minimum of two years employment in a local authority.

For new entrants under the Single Public Service Pension Scheme, effective from 1st January 2013, superannuation contributions are as follows: 3.5% of net pensionable remuneration and 3% of pensionable remuneration. Pension and retirement lump sum will be based on career-average pay; pensions will be co-ordinated with the State Pension Contributory

The retirement age applicable to an employee is determined in accordance with the rules governing the relevant Superannuation Scheme to which they belong.

9. Annual Leave

The current annual leave entitlement for **Arts Officer is 30 days per annum**, in accordance with the Council's Annual Leave Policy.

The Chief Executive of Longford County Council retains autonomy with regard to office closures, (e.g. Christmas Office Closure), any days arising from such closure will be reserved from the employee's annual leave entitlement. Proposed office closure days will be reviewed and advised to all employees each year.

10. Driver's Licence & Insurance

Longford County Council employees may on occasion be required to use their car on official business. In such situations the employee must hold a current clean driver's licence and have available adequate means of transport.

It is the responsibility of the employee to arrange the appropriate car insurance cover for business use and to indemnify Longford County Council with the indemnity specified on your insurance certificate under the heading "Persons or classes of person who are covered". Documentation to confirm the appropriate insurance cover will be required to be supplied to the Council on an annual basis.

11. Code of Conduct/Organisation Policies

Employees are required to adhere to all current and future Longford County Council codes of practice including Code of Conduct of Employees and all current and future organisational policies including, but not limited to Health and Safety, Communications, Data Protection, Equality, Staff Mobility, Attendance Management and Use of Electronic Equipment.

12. Training

Employees are required to attend and participate fully in training programmes as may be decided by the Council from time to time and to apply their learning in the course of their daily working activities.

13. Health and Safety Regulations

Longford County Council as an Employer is obliged to ensure, so far as it is reasonably practicable the Safety, Health and Welfare at Work of all of its employees. Under the Safety, Health and Welfare at Work Act 2005, the County Council has a legal duty to exercise all due care and take all protective and preventative measures to protect the Safety, Health and Welfare of its employees.

All employees also have a legal obligation under Safety and Health legislation to co-operate with management and not engage in any improper conduct or behaviour or do anything, which would place themselves or others at risk. Employees must not be under the influence of an intoxicant at the place of work.

Employees must comply with all Safety and Health rules and regulations and attend all required Safety and Health Training.

14. Outside Employment

The position is full-time and the employee may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties.

Important Notice

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.

SELECTION PROCESS

1. How to Apply

Only fully completed applications forms will be accepted.

Please ensure that:

1. your application is made on the official application form only and sent via email in pdf format to HRRecruitment@longfordcoco.ie – do not attach or include your CV

NOTE: your CV will not be accepted as an application or as part of your application.

2. you fully complete all sections of the application form and include all relevant, detailed, and accurate information.

NOTE: any offer of employment is subject to the information given on your application form being true. False/misleading information or deliberate omissions may result in termination of employment.

3. you include a copy of your educational certificates as part of one pdf application.
4. you submit your application on or before **4:00pm Friday, 14 March 2025.**

Forward your completed application form via email to HRRecruitment@longfordcoco.ie

- **Applications submitted after the closing date will not be accepted**
- **Applications forms must be submitted by email in pdf format**
- **Applications submitted by hand, post or fax will not be accepted**
- **Claims in relation to the late receipt of application forms will not be entertained.**

Admission to this competition, or an invitation to take tests or to attend for interview does not infer that you fulfil all the requirements for appointment.

Applications submitted by email will be acknowledged automatically. Please keep this acknowledgement as proof of delivery and receipt of your application.

If you do not receive an acknowledgement within 24 hours, please contact the Human Resources Department immediately at Tel: (043) 334 3396 / (043) 334 3452 or by email: HRRecruitment@longfordcoco.ie.

It is the responsibility of candidates to ensure the proper application format, delivery, and receipt of their applications.

Longford County Council may need to contact you during the competition's selection process. It is important that the contact details (i.e. your postal address, email address and phone number) given on your application form are correct and accessible by you.

Longford County Council will not accept responsibility for communication not accessed or received by you.

2. Selection Process

Stage 1 – Submission of Application Form via email

Candidates interested in applying for the position of **Arts Officer** should submit their completed application with supporting documentation form via email in PDF format to HRRecruitment@longfordcoco.ie

Completed Application Forms must be submitted on or before **4:00pm Friday, 14 March 2025.**

Each completed application must include a copy of all educational qualifications declared in the application form.

Failure to submit a completed application form, with all required supporting documentation, by the specified deadline will result in the application being deemed invalid and it will not be permitted to proceed any further in the selection process.

Stage 2 – Initial Screening

All completed application forms received by the stated closing date & time will be screened to ensure that they meet the minimum eligibility criteria for the position of Arts Officer in accordance with the declared Qualifications **(as given on page 7 of this booklet).**

Candidates who demonstrate that they meet the required eligibility criteria, their application will progress to the Step 3 of the selection process.

Candidates who fail to demonstrate that they meet the minimum eligibility criteria required, their application will be deemed invalid and will not progress any further in the selection process.

Stage 3 – Shortlisting

Longford County Council reserves the right to shortlist applications, it is very important therefore, that candidates provide accurate, clear and comprehensive information in their completed application forms.

Shortlisting may take the form of:

1. a desktop-shortlisting process, where a board will be assigned to examine the information provided by the candidate and assess it against criteria required for the position, and/or
2. an online shortlisting interview.

Candidates who are shortlisted may have their application scored and ranked in order of merit. Based on the score awarded their application may progress to Step 4 of the selection process.

For candidates who are not shortlisted, their application will not progress any further in the selection process.

Stage 4 – Interview

On completion of the Stage 3 of the selection process, successfully shortlisted candidates may be invited in batches, to attend for interview.

An independent interview board will be established by the Chief Executive of Longford County Council. The board will comprise a Chairperson and two other members, who will have expert knowledge in the relevant field. The objective of the board is to establish the applicant's suitability for the post and to rank the successful candidates in order of merit for appointment.

The interview will be the candidate's opportunity to demonstrate that they possess the required competencies, knowledge, skills, and experience. The objective of the board is to assess the candidate's responses against agreed criteria and to identify the candidates who best meet the competencies required.

Longford County Council will issue advance notice of the date and time of the interview. It is the responsibility of the candidate to make themselves available for interview on the date and time notified and to ensure that they can attend their Interview or successfully connect to the online interview.

Requests to reschedule notified interview dates or times cannot be accommodated.

Candidates who do not attend/connect for their interview at the time and on the date advised will be deemed to have withdrawn their application from the competition and their application will receive no further consideration.

Expenses incurred by candidates in attending for interview will be the responsibility of the candidate.

Candidates who are successful in the interview process will be qualified for appointment in order of merit and placed on a panel. This panel may be used to fill both permanent and temporary **Arts Officer** vacancies that may arise during the life of the panel.

It should be noted that placement on a panel may not necessarily lead to a job offer. The selection process is not concluded until sought references are received and all other clearance checks, e.g. Garda Vetting, occupational health, verification of education qualifications, etc, have been carried out to the satisfaction of the Council.

Candidates on the **Arts Officer** panel who satisfy all the requirements for the post may be offered employment subject to:

1. Their place, in order of merit, on the panel
2. The requirements of Longford County Council.

Should a candidate decline an offer of employment or having accepted an offer of employment relinquish it prior to commencing in the post, they will be deemed to have withdrawn their application from the competition.

1. Feedback

Candidates shall be notified of the outcome of each stage of the selection process as soon as possible.

If, following the interview, a candidate is placed on a panel they shall be informed of their position on the panel. Details of marks attained in the interview process will be provided upon receipt of written request.

2. Deeming of candidature to be withdrawn

Candidates who do not attend for testing and/or interview when and where required by the Longford County Council and/or the Testing Company, or who do not, when requested, furnish such evidence as

required by Longford County Council within the specified timeframe, regarding any matter relevant to their candidature, will be deemed to have withdrawn their application from the competition.

3. References

Applicants are required to advise the names of two responsible persons to whom they are well known but not related.

In advance of any offer of employment, Longford County Council reserves the right to seek both written and verbal references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. Longford County Council reserves the right to determine the merit, appropriateness and relevance of such references and referees. Information sought from referees shall be structured around the requirements of the job and the job description, person specification and/or competency profile provided.

4. Verification of Education Qualifications

Prior to appointment, the candidate will be required to present the original parchment of their certificate, diploma and/or degree and any other supporting documentation required by the Council*, to the Human Resources department in order to verify their qualifications.

* *Non-Irish Qualifications must be accompanied by a determination from Quality and Qualifications Ireland (QQI) to establish their comparability against the Irish National Framework of Qualifications, overseas qualifications must also be accompanied by a translation document.*

5. Pre-Employment Medical

Prior to appointment the candidate will be required to complete a Health Declaration and to undergo a medical examination, at their own expense, by a qualified medical practitioner nominated by the Council. On taking up employment the expense of this medical examination will be refunded.

6. Garda Clearance

Garda Vetting will be sought in accordance the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 and the applicant will be required to fully cooperate with this process.

7. 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 influence in the candidate's favour, any member or employee of the Council or person nominated by the County Council to interview or examine applicants, will automatically disqualify the candidate for the position being sought.

8. Confidentiality

Longford County Council, in its recruitment and selection procedures, has appropriate measures in place to protect the confidentiality of all applicants. All enquiries, applications and other aspects that form part of the recruitment formalities are treated as confidential and are not disclosed to anyone, outside of those directly involved in the recruitment process - subject to the provisions of the Freedom of Information Acts, 1997-2014.

Records created, maintained and stored by Longford County Council as part of the recruitment and selection process are subject to a range of legislation, including Freedom of Information and Data Protection. Longford County Council shall comply with the National Records Retention Policy (2001) and any other relevant records retention policies.

FAQ

Frequently Asked Questions (and Answers)

1. Who can I contact if I have a query in relation the Recruitment Campaign for Arts Officer?

The Candidate Information Booklet provides comprehensive information relating to the selection process for this recruitment campaign. However, if after reading this information booklet you require any additional/further information - please forward your query by email to: HRRecruitment@longfordcoco.ie

2. I have submitted my application form. What happens next?

Longford County Council will carry out an eligibility check on all application forms to ensure that they meet the minimum eligibility criteria for the post as set out by the Department of Housing, Local Government & Heritage. If you do not meet the minimum eligibility requirements for the post, based on the information given in your application form, you will not be invited to interview.

Depending on the number of candidates remaining at this stage of the competition it may be necessary to hold a shortlisting process. The shortlisting process may take the form of either a desktop exercise (based on the information contained in the application forms) or a shortlisting interview.

3. What happens on completion of the shortlisting process?

Longford County Council will contact all applicant's advising them of the results of the shortlisting process. Candidates who are shortlisted at this stage will be invited to attend for interview. It is your responsibility to attend for interview on the date and time notified. An alternative dates and times cannot be facilitated.

4. What happens after undertaking the final interview?

Candidates who are successful in the interview process will be placed on a panel and ranked in order of merit. This panel may be used to fill both permanent and temporary vacancies for the post of **Arts Officer**, that may arise during the life of the panel.

Please note that being placed on a panel is not a guarantee that you will be appointed to the position of **Arts Officer**.

5. If I am offered employment where will I be based?

The management of Longford County Council reserve the right to assign employees to any premises or business section as required in accordance with the business needs of the organisation.

6. How will Longford County Council communicate with me throughout the Recruitment and Selection Campaign?

Longford County Council may contact you by phone, email or post at various stages throughout the selection process. Any change to the contact details provided that occur during this recruitment campaign should be notified by email to HRRecruitment@longfordcoco.ie.