

Candidate Information Booklet

**Professional Development Specialist:  
Mediation and Human Resource Management**

in the  
**Institute of Public Administration**



**Closing date: Wednesday, 8<sup>th</sup> January 2025 at 12 noon**

Interviews for this role are envisaged to take place on Friday 24<sup>th</sup> January 2025



**Contact**

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## About the IPA

### The Organisation

Founded in 1957, the Institute of Public Administration (IPA) is a leading provider of education, professional development and advisory services for the public sector in Ireland. Its objective is to advance the understanding, standard and practice of public administration and public policy. The IPA is a recognised college of the National University of Ireland.

### What we do

The Institute of Public Administration (IPA) is Ireland's only public service development agency focused exclusively on public sector development. It delivers its service through:

- Education and Professional Development: building people's capability to meet current and future challenges.
- Advisory and Consultancy: solving problems and helping plan and shape the future.

We are proud of our distinct mission and role in the provision of Education, Professional Development, Consultancy and other services for the wider public sector both in Ireland and abroad.

Our blend of experience, skills and knowledge of the public sector allows us to offer a wide range of bespoke services which meet our clients' needs precisely and effectively and whilst our services are delivered mainly to clients in the Irish public service, we have a strong reputation and demand for our services internationally also.

Find out more about the IPA at: [www.ipa.ie](http://www.ipa.ie).

### Why consider a role in the IPA

If you are looking for a career where you can make a real difference, with the potential for enormous personal satisfaction, then we urge you to consider a role with the Institute of Public Administration. If you enjoy variety within your role, you get satisfaction from your client's successes and you want to be part of a strategy for developing better public services, then we would love to hear from you.

We make a difference, and we are proud of what we do. The Institute is involved in every part of the public service and this role is exciting and varied. If you're ready to join us, to be challenged, and to grow professionally, then consider a role with the Institute of Public Administration.

### Our commitment to Diversity and Inclusion

As an equal opportunity employer, we are committed to implementing equal opportunities in all our employment policies and procedures.

The Institute of Public Administration values and welcomes diversity and is committed to creating a truly inclusive workplace. We aim to develop colleagues to enable them to make a full contribution to meeting the Institute's objectives, and to fulfil their own potential on merit. We welcome and encourage job applications from candidates of all backgrounds.

## What we offer

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Competitive salary (IPA Grade 3)	Starting salary €66,015 per annum. Rising to €101,578 (14-point salary scale, the top 2 points are long service increments). Annual increase subject to satisfactory performance. Additional pay increases in line with national pay agreements (2% March 2025). Prior public sector experience will be taken into consideration in determining starting salary.
Holidays and Leave	29 days annual leave. Hybrid working – up to 2 days working from home subject to operational demands. The Institute currently has a flexible working hour attendance scheme in operation.
Central location	Based in Lansdowne Road, Dublin 4 beside dart station. Premises subject to relocation to central city-centre office in 2025 (estimate).
Pension	Career-Average Defined Benefit Pension Scheme. Retirement benefits are mainly based on a percentage of your pensionable earnings throughout your public service career (Single Pension Scheme for Public Servants). Prior public sector employees (pre-2013) will be entered on to the IPA superannuation scheme.
Staff Development	Support for professional development programmes, to assist in developing skills and expertise.
Benefits	Permanent contract. Employee supports including Employee Assistance Programme, Tax-free travel pass, Bike-to-work scheme.

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## **Job Description**

**Grade:** Grade 3

**Working pattern:** Available as full time, or 80% or 60% time.

**Reports to:** Director of Professional Development (or their nominee)

### **Professional Development in the IPA:**

The IPA Professional Development department delivers non-accredited and professionally accredited programmes that advance the understanding, standard and practice for public servants in key skill areas.

### **Job Function:**

The Professional Development Specialist in Mediation and HRM will work as part of an integrated and collaborative team, to lead on and contribute to the delivery, development, administration, promotion and evaluation of the Institute's certified mediation and Human Resource Management programmes.

Main functions of this specialist role:

- Convene and deliver training and development programmes, seminars, conferences and events as well as providing consultancy and related services for our public service clients.
- Lead and deliver accredited mediation and HRM training programmes and services.
- Engage with clients to identify needs and learning and development and consultancy solutions.
- Work collaboratively with IPA colleagues across the Institute on the design and delivery of programmes and services that raise the capability and public service learners in mediation and HRM.

### **Principal Duties:**

Professional Development Planning and Delivery

- Lead and contribute to the design, development and delivery of mediation and HRM training, development, consultancy and related needs of clients.
- Lead and coordinate the IPA's accredited mediation programmes, maintaining the highest standards of quality and impact for our clients.
- Identify and develop appropriate training and development courses and consultancy projects to meet such identified needs.

Professional Accreditation:

- Ensure all requisite components of MII and other relevant accreditation are met by the IPA for the programmes delivered.

- Manage the relationship with the accrediting body.

Programme Leadership and other Administrative Duties:

- Maintain all necessary accreditation and experience as is necessary to lead the programmes under the role holder's care, and to engage with professional development as required.
- Contribute to the development and implementation of quality assurance and enhancement processes and mechanisms.
- Organise appropriate conferences, seminars, workshops and events.
- Keep abreast of legislative, policy, regulatory and strategic issues within the public service and ensure alignment of relevant aspects in the programme delivery and development cycle.
- Participate in team meetings, development of the programmes and work as a team to achieve successful outcomes for our clients, learners and colleagues.
- Contribute to administrative tasks, business cycle planning, promotion and business development activities as required.
- Undertake such other duties as may be assigned from time to time.

### **Our Values**

Character: Each candidate must demonstrate commitment to the IPA values:

- Integrity;
- Client-Centred and Responsive;
- Openness and Accountability;
- Trust and Respect;
- Innovation and Learning;
- Research-Led;
- Practice-Led.

### **General Conditions**

This position will be filled on a permanent or secondment basis and is available as full time or 80% or 60%. Candidates may apply for this role at 60%, 80% or 100% FTE. The successful candidate will be offered the role and will be engaged about the options for this to be operationalised.

Applicants should note that the Professional Development department is currently undertaking a strategic review, and therefore reporting lines may alter.

## About the ideal candidate

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Qualifications	<ul style="list-style-type: none"><li>• Holds a current practicing MII Certificate (essential)</li><li>• MII membership (essential)</li><li>• Professional qualifications in training and development (minimum QQI Level 6) (essential)</li><li>• CIPD membership (desirable)</li><li>• Holds MII Advanced Mediator status or willing to become an Advanced Mediator within a defined period of taking up the role.</li></ul>
Knowledge	<ul style="list-style-type: none"><li>• An understanding of the role and objectives of the Institute.</li><li>• Proficient in using virtual delivery technologies such as Zoom and MS Teams.</li><li>• Strong working knowledge of Microsoft Office, e-mail and the web.</li></ul>
Experience	<ul style="list-style-type: none"><li>• Five to seven years' experience in a training or education role, preferably within the public sector. (essential)</li><li>• A minimum of three years practicing as a mediator in the Workplace Mediation sector. (essential)</li><li>• Experience in curriculum development and delivery.</li></ul>
Skills	<ul style="list-style-type: none"><li>• Excellent training and facilitation skills including presentation and communication skills.</li><li>• Excellent client relationship management skills.</li><li>• Demonstrated organisational and planning abilities.</li><li>• Strong research, analytical and writing skills.</li><li>• Ability to analyse data and participant feedback to improve training effectiveness.</li><li>• Creative problem-solving skills and adaptability.</li><li>• Proven ability to facilitate effectively, to engage with large and small audiences, and to manage group dynamics.</li><li>• Ability to work on own initiative and work as part of a team.</li><li>• Proven conflict resolution skills.</li></ul>
Personal attributes	<ul style="list-style-type: none"><li>• Commitment to Institute-wide development and self- development.</li><li>• Demonstrate flexibility in adapting to changing requirements.</li><li>• Commitment to quality delivery, continuous improvement and client focus.</li></ul>
Health	<ul style="list-style-type: none"><li>• Each candidate shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service</li></ul>

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## **Principal Conditions of Service**

### **Remuneration**

The salary scale for this position ranges from €66,015 to €101,578 (14 point scale, the top 2 long service increments) per annum pro rata.

Entry will be at the minimum of the scale and the rate of remuneration will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy.

Different pay and conditions may apply if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant.

Subject to satisfactory performance, increments may be payable in line with current government policy.

### **Tenure**

This role is offered on a permanent basis. A secondment arrangement may be considered on request from another Public Sector organisation.

### **Location**

While the position is Dublin based, a considerable proportion of our work is delivered in client organisations throughout Ireland, and abroad on occasions. Members of the staff of the Institute may be required to attend meetings and other functions on occasions outside normal working hours.

### **Hours of Attendance**

Hours of attendance will be as fixed from time to time but will not amount to less than 35 hours per week (pro-rata for part-time employees). The successful candidate will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of their duties subject to the limits set down in the working time regulations.

The Institute operates a formal Blended Working model based on service/business requirements.

The Institute currently has a flexible working hour attendance scheme in operation.

### **Annual Leave**

The Annual Leave allowance for this position is 29 days (pro-rata for part-time employees). This allowance is subject to the usual conditions regarding the granting of annual leave in the Institute, is based on a five-day week and is exclusive of the usual public holidays.

### **Sick Leave**

The rate of 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 the Civil & Public Service sick leave circulars.

### **Safety & Welfare**

The holder of the post shall co-operate with the terms of the Institute's Safety Statement. They shall familiarise themselves with the safety rules and procedures and adhere to same.



## **Training**

It is a condition of employment that successful candidates will be required to participate in training programmes relevant to the skills necessary for the performance of the duties attaching to the post.

## **Superannuation Contribution**

Membership of the Single Public Service Pension Scheme is compulsory for all employees except where there is membership of pre-existing public service superannuation scheme. Details will be provided to the appointee prior to appointment.

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 pensionable remuneration; pensions will be co-ordinated with the State Pension Contributory.

## **Additional Superannuation Contribution**

This appointment is subject to the Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017. Note; ASC deductions are in addition to any pension contributions (main scheme and spouses' and children's contributions) required under the rules of your pension scheme.

## **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.

## **Confidentiality**

All enquiries, applications and all aspects of the proceedings relating to recruitment and selection are treated as strictly confidential and are not disclosed to anyone outside those directly involved in the recruitment process.

## **Freedom of Information**

Candidates can expect that all enquiries, applications and all aspects of the proceedings are treated as strictly confidential subject to the provisions of the Freedom of Information Act, 2014.

## **Eligibility to Compete**

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

- A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein and Norway; or
- A citizen of the United Kingdom (UK); or
- A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- A non-EEA citizen who is a spouse or child of an EEA or Swiss citizen and has a stamp 4 visa; or

- 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
- 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 Switzerland and has a stamp 4 visa.

## Application & Selection

### Before you proceed

Before proceeding with this phase of the selection process you should satisfy yourself that you meet the education & experience criteria for the post as set out in this booklet.

### Communications

The Institute will contact you when necessary, at each stage of the competition by email. You should only submit one email address for all correspondence in relation to this competition.

It is important to note that the email address you provide when applying must be one that you can access at all times. The onus is on the applicant to inform Conscia Limited of any change in email address throughout the recruitment and selection campaign. This can be done by emailing [ipa@consciatalent.com](mailto:ipa@consciatalent.com). The onus is also on each applicant to ensure that they are in receipt of all communication from the Institute. The Institute does not accept responsibility for communications not accessed or received by an applicant.

### How to Apply

Conscia will be managing all aspects of the recruitment process on behalf of Institute of Public Administration. All information on the role can be found at <https://www.consciatalent.com/ipa>

Applications should be only made online through <https://www.consciatalent.com/ipajobs> and must be made by attaching the following elements:

- A comprehensive CV.
- A short cover letter outlining why you wish to be considered for the post and where you believe your skills, experience and values meet the requirements for the position.

When outlining your application, accuracy is essential. The information you supply in your application will play a central part of the selection process. Only applications fully submitted online will be accepted into the campaign.

### Closing Date

Your application must be submitted on the <https://consciatalent.com/ipajobs> portal not later than **12 noon on Wednesday 08 January 2025**. **Applications will not be accepted after the closing date.**

If you do not receive an acknowledgement of receipt of your application within 24 hours of applying, please email: [ipa@consciatalent.com](mailto:ipa@consciatalent.com)

**Interviews for this post are likely to take place on Friday 24th January 2025.**

You are advised to check your email on a regular basis as email notifications of updates/ tests/ Interviews etc issued to your address may sometimes be filtered into your Junk/ Spam email folders. You are also advised to check all these folders regularly.

The onus is on each applicant to ensure that they are in receipt of all communication from Conscia Limited. Conscia Limited accept no responsibility for communication not accessed or received by an applicant.

### **Selection Process**

The Selection Process may include the following:

- Short-listing of candidates on the basis of the information contained in their application;
- Competitive interview;
- Work sample/role play/media exercise, and any other tests or exercises that may be deemed appropriate.

Please note that the Institute reserves the right to hold any part of the selection process by way of remote/video-call platform or other appropriate methodology.

### **Shortlisting**

The Institute reserves the right to shortlist applications. The shortlisting process may take the form of either a desktop shortlisting process based on the information contained in the applications submitted or a shortlisting interview.

Where, by reason of the number of persons seeking admission to the competition and the standard of knowledge, training or experience in general of such persons, the Institute considers that it would be reasonable not to admit all the persons to the competition, the Institute may admit to the competition only persons who appear likely to it to attain in the competition a standard sufficient for selection and recommendation for appointment.

The information you supply in your application will play a central part in the shortlisting process. The Institute's decision to include you on the shortlist of candidates going forward to the next stage of the process may be determined based on this information.

### **Interview**

You will be contacted in relation to any interview dates and times. You may also be contacted in relation to the requirement to complete an on-line questionnaire should this be included in the selection process. The onus is on you to attend for interview on the dates and times allocated. Alternative dates and times cannot be facilitated. When attending for interview you are requested to bring photographic identification.

The interview is your opportunity to give evidence of your knowledge, skills and experience and the Institute's opportunity to assess your suitability for the role as advertised.

The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that the Institute is satisfied that such person fulfils the requirements of the

role or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. It is important therefore for you to note, the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview.

The Institute may at its discretion require candidates to attend a preliminary interview in which case admission to the competitive interview would be conditional on candidates reaching such a standard as the Institute considers appropriate in the preliminary interview. Interviews shall be conducted by Board(s) set up by the Institute. The Board(s) will assess the merits of candidates (except insofar as they are assessed otherwise) in respect of matters referred to in the prescribed qualifications and any other relevant matters. Only candidates who reach such a standard as the Institute considers satisfactory in the competitive interview shall be considered for selection and placed on a panel. The onus is on all applicants to make themselves available for interview.

The Institute reserves the right to vary the number and sequence of each stage of the selection process as the competition progresses.

The Institute will not be responsible for refunding any expenses incurred by candidates.

### **Panels**

A panel may be formed on the basis of the outcomes of the selection process. Placement on any panel from this competition is no guarantee that a position will be offered. The selection process will not be concluded until such time as references have been sought and clearance checks, i.e., occupational health, and verification of education qualifications, have been carried out.

### **Offer of Appointment**

The Institute shall require persons to whom an appointment is offered to take up such appointment within a period of not more than one month, or as agreed. If they fail to take up the appointment within such period, or such longer period as the Institute in its absolute discretion may determine, the Institute may not appoint them.

### **Probationary Period**

All new employees are required to satisfactorily complete a probationary period, in accordance with the 'Terms and Conditions of Employment' in their employment contract. Employees will be required to serve an initial probationary period. During this period, the employee's performance on the job and potential abilities are evaluated to determine suitability for the position. At the end of this probationary period, a formal assessment will be carried out by the employee's line manager, resulting in a decision on whether the employee has completed their probation satisfactorily.

### **Deeming of candidature to be withdrawn**

Candidates who do not complete and submit any assessments before the specified date or do not attend/undertake any stage of the selection process as requested or do not furnish such evidence as requested in regard to any matter relevant to their candidature, will have no further claim to consideration.

**Data Protection**

The General Data Protection Regulation (GDPR) came into force on the 25th May 2018, replacing the existing data protection framework under the EU Data Protection Directive. The personal information (data) collected on the application form, including any attachments, (which may include the collection of sensitive personal data) is collected for the purpose of processing this application and any data collected is subject to the regulations.

**Candidates should note that canvassing will disqualify.**

**Our commitment to supporting our Staff**

The Institute is committed to embracing opportunities for blended working, to build a dynamic, agile and responsive organisation while sustaining strong standards of performance and high levels of productivity.

A healthy work-life balance is important to us and we recognise this by offering a comprehensive range of work-life balance options and a wide variety of special leave options. We provide access to the Cycle to Work Scheme and the Tax Saver Scheme and we have a staff wellbeing and employee assistance programme.

We are committed to providing ongoing learning and development opportunities so that you can develop to your full potential. Staff are actively encouraged to pursue further education opportunities.