



Comhairle Contae Chill Mhantáin
Wicklow County Council

CANDIDATE INFORMATION BOOKLET

INFORMATION SECURITY ANALYST

(GRADE VI) – Ref: 04/2025

Closing Date for receipt of application:

Thursday 6th March 2025 at 12 Noon



Human Resources Department, Wicklow County Council
wccrecruitment@wicklowcoco.ie | (0404) 20159 | www.wicklow.ie



Comhairle Contae Chill Mhantáin

Wicklow County Council

County Wicklow is located in the province of Leinster, and has a population of 155,485, 9.2% growth persons as stated in the preliminary 2022 census figures on the CSO website <https://www.cso.ie/en/csolatestnews/presspages/2022/censusofpopulation2022-preliminaryresults/>

Wicklow shares its border with four other counties and has a total land area of 2,027 km². The topography of Wicklow is largely mountainous, with the Wicklow Mountains being the largest continuous upland region in Ireland. Wicklow is the 13th largest of the Republic of Ireland's 26 Counties and is the 14th largest Local Authority area in terms of population.

Wicklow County Council is the Local Government Authority for County Wicklow and is responsible for the delivery of the full range of services. Wicklow County Council seeks to enhance the county's attraction as a place in which to invest, work, and live, and takes the lead role in shaping the strategic vision of the county. It provides a diverse, multi-layered and evolving range of services to both citizens and visitors to County Wicklow, which include the provision of housing, planning, development, environmental, roads and traffic, leisure and community services. It also has an enhanced role in leading out economic and community development in the County. The Council works in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services.

Wicklow County Council has an elected body comprising of 32 elected members and employs a workforce in excess of 800 employees, currently covering 5 Municipal Districts – Bray, Greystones, Wicklow, Arklow and Baltinglass. Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource.

The 2025 annual revenue budget for the local authority is approximately €168 million. The Council also continues to invest in the infrastructure of the county and through its Capital Investment Programme.

The day to day running of the Council is the responsibility of the Chief Executive and the Management Team

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The Competition

The Position

The Council is seeking applications from suitably qualified candidates with relevant experience for the position of Information Security Analyst (Grade VI).

The Information Security Analyst will report to the I.S. Project Leader and is responsible for the day-to-day operations and support of Cyber-security within the Council to ensure the confidentiality, integrity and availability of the Councils' information and data.

The successful candidate(s) will be placed on a panel based on skills and experience and will be tasked with providing a high standard of hands-on Cyber-Security Technical Support, Project Management and ICT Service Support for Wicklow County Council.

An ability to ensure product quality and stability, combined with a determination to professionally manage and resolve potentially complex issues in a fast-paced environment is required. The position will play a key role in the delivery of Wicklow County Councils' ICT services.

Qualifications

1 Character

Candidates shall be of good character.

2 Health

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

3 Education, Training, Experience, etc.

Candidates shall on the latest date for receipt of applications;

(i)

A. A qualification at Level 8 on the National Framework of Qualifications (NFQ) major award (i.e. honours degree), or higher, in a relevant computing discipline and at least 3 year's directly relevant, recent ICT hands-on experience from your employment date*

OR

B. A qualification at Level 8 on the National Framework of Qualifications (NFQ) major award (i.e. honours degree), or higher, with computing taken in the final year and at least 4 years directly relevant, recent ICT hands-on experience from your employment to date*

OR

C. A qualification at Level 7 on the National Framework of Qualification (NFQ) major award (i.e. ordinary degree) in a relevant computing discipline and at least 4 years' directly relevant, recent ICT experience from your employment to date*

OR

D. A qualification at Level 6 on the National Framework of Qualifications (NFQ) major award in a relevant computing discipline and at least 5 years directly relevant, recent ICT experience from your employment to date*

AND

(ii) have a satisfactory knowledge of public service organisation or the ability to acquire such knowledge

* Relevant ICT hands-on experience should include, but is not limited to:

- **Delivery & support of technical infrastructure:** Focus on the implementation and maintenance of security measures to protect the organization's technical infrastructure. This includes firewalls, intrusion detection systems, and network security.
- **Server & client operating systems:** Understand the security aspects of various operating systems. Be able to harden them against potential threats and perform regular security updates and patches.
- **Telecommunications:** Knowledge of secure communication protocols and encryption methods. Ability to detect and prevent eavesdropping and man-in-the-middle attacks.
- **Data centre and networking infrastructure:** Implement security measures for physical and virtual data centres. Understand network security protocols and intrusion detection/prevention systems.
- **Cyber security:** This is the core skill. It involves threat intelligence, risk assessment, vulnerability assessment, incident response, and recovery.

- **Mobile device management:** Implement security policies for mobile devices. Understand the threats associated with mobile devices and how to mitigate them.
- **Virtualisation:** Understand the security implications of virtual environments. Implement security measures for virtual machines and containers.
- **Database and application support:** Implement security measures for databases and applications. This includes SQL injection prevention, secure coding practices, and regular security updates.
- **Cloud Computing:** Understand the security aspects of cloud environments. This includes data security, access control, and secure configuration of cloud services.
- **Service Desk Management:** Manage security incidents reported to the service desk. This includes incident response, recovery, and user education about security best practices.

The successful cybersecurity analyst candidate will demonstrate through their application form and at the interview that they have:

- A passion for cybersecurity and a curiosity for continuous learning in the field.
- Excellent project management skills, with experience in managing security-related projects.
- Excellent problem-solving and troubleshooting skills, particularly in identifying and mitigating security threats.
- Ability to work under pressure, especially during potential security incidents.
- Excellent client-facing skills and an ability to clearly communicate security risks and protocols to all levels.
- Ability to take ownership of security issues/tasks and follow through without supervision.
- Ability to work as part of a team with a strong focus on protecting customer data.
- Flexibility regarding working hours and occasional unsociable hours, including weekends, for urgent security matters.
- Excellent timekeeping skills, particularly when responding to security alerts.
- Ability to meet day-to-day and project targets, especially those related to security compliance.
- Dedication to providing quality and excellent service in maintaining a secure environment.
- Excellent communication and interpersonal skills, with a positive and professional attitude towards security awareness.
- Detail-oriented person, particularly when analysing security logs or reports.
- Excellent analytic and organizational skills, especially when developing or improving security systems.
- Must be committed to self-development and be enthusiastic about acquiring new skills and embracing new technologies in the cybersecurity landscape.

In the event that an offer of employment is made, the candidate will be required to submit all relevant Educational Qualifications in order to meet the requirements above.

Duties

The I.S. Analyst Cyber-Security will work under the IS Project Leader Cyber-Security and will manage and support the security portfolio and related systems in the organisation on a daily basis. The successful candidate will be part of the IS Team and will constantly develop, implement, test, support and review the organisation's information networks, systems and infrastructure to make sure that the information systems are confidential, intact, and accessible. The successful candidate should preferably have experience in managing vendors to help them oversee the daily security operations in cooperation with the external cyber security vendor. The role will need to align the Council with the National Cyber Security Baseline Standards.

- **Monitoring and Incident Response:** Monitor network traffic for security incidents and events. Investigate incidents and respond to events in real time. Write detailed incident response reports.
- **Security Infrastructure:** Install and operate firewalls, encryption programs, and other security software. Fix vulnerabilities to enhance system security.
- **Responding to all security breaches:** Deal with a security incident effectively, follow a process that minimizes damage and disturbance, and that involves communicating with the team and any external parties.
- **Best Practices and Risk Assessment:** Develop and promote best practices for information security. Conduct threat research to stay informed about the latest cyber threats. Perform periodic risk assessments and penetration tests.
- **Security Management:** Monitor and manage the organization's extended detection and response system. Maintain information security records in accordance with policies and procedures.
- **Technical Skills:** Review raw log files, perform data correlation, and analyse firewall, network flow, intrusion detection systems, and system logs. Be familiar with firewalls, VPNs, and proxies. Have experience with Windows, Mac, and Linux operating systems.
- **Frameworks and Standards:** Contribute to the development of company-wide best practices for ICT security. Stay up to date on ICT security trends and recommend new technologies. Knowledge of best practice standards and frameworks such as Public Service Cyber Security Baselines Standards, CIS Controls, NIST CSF, and ISO 27000.
- **Keeping informed on the latest security systems, standards, authentication protocols, and products:** Continuously learning about new

threats and technologies to protect the company's digital assets effectively. Continue to develop ICT skills as technology changes and to enter into an agreed personal development plan. As a cybersecurity analyst, you play a crucial role in protecting your organization's valuable data from cyber threats and unauthorized access.

- **Performing such other duties and responsibilities as may be assigned from time to time.**
- Due to the dynamic nature of the IS environment and the pace of change of systems and equipment, all IS Section posts require a flexibility to work on other IS areas as circumstances change. While the listing above sets out core components related to the post, staff may be required to undertake IS work at a similar level in the other areas of the IS Section structure.

Principal Conditions of Employment

A panel may be formed from which future temporary positions may be filled. The position will be fulltime, temporary and pensionable.

Probation

Where persons who are not already permanent officers of a Local Authority are appointed, the following provisions shall apply;

- (a) there shall be a period after such appointments take effect, during which such persons shall hold office on probation;
- (b) such period shall be three months (temporary contract) and six months (permanent contract) this period may be extended at the Chief Executive discretion;
- (c) such persons shall cease to hold such office at the end of the period of probation, unless during such period, the Chief Executive has certified that the service of such persons is satisfactory.

Salary: €55,641 - €67,977 per annum

The salary shall be fully inclusive and shall be as determined from time to time in line with national policy. The holder of the office shall pay to the local authority any fees or other monies (other than his/her inclusive salary) payable to and received by him/her by virtue of his/her office or in respect of services which he/she is required by or under any enactment to perform. Starting pay shall be determined in accordance with appropriate Departmental Circular letters. New Entrants will be placed on the minimum of salary scale.

Hours of Work

The person appointed will be required to work a 35 hour per week Monday to Friday which equates to a 7 hour to be accounted for with attendance hours of 9.00 a.m. to 5.00p.m. with one hour lunch between 1.00p.m. and 2.00p.m.

Travel

The holder of the office will be required to hold a valid Irish/EU full driving licence for class B vehicles or a licence acceptable to NDLS for exchange, free from endorsement and disqualification. They must be a competent driver and shall drive a motor car in the course of his/her duties and for this purpose, provide and maintain a car to the satisfaction of the Local Authority. The Local Authority must be indemnified on their insurance.

Garda Vetting

Candidates may be subject to Garda Vetting. Appointment(s) will be considered having regard to receipt of satisfactory Garda Vetting, particularly to determine suitability to work with children/vulnerable adults.

Health

For the purposes of satisfying the requirements as to health it will be necessary for successful candidates, before they are appointed, to undergo at their expense a medical examination by a qualified medical practitioner to be nominated by the local authority. On taking up appointment the expense of the medical examination will be refunded to candidates.

Residence

Holders of the office shall reside in the district in which their duties are to be performed or within a reasonable distance thereof.

Annual Leave

Annual leave entitlement will be 30 days per annum exclusive of public holidays and Good Friday.

Retirement Age

There is no mandatory retirement age for new entrants to the Public Service as defined in the Public Services Superannuation (Miscellaneous Provisions) Act 2004.

Persons who are NOT new entrants to the Public Service as defined in the Public Services Superannuation (Miscellaneous Provisions) Act, 2004 and the Public Service Superannuation (Age of Retirement) Act 2018, are subject to a compulsory retirement age of 70 years.

With effect from 1st January 2013, persons who are pensionable under the terms of the Single Public Service Pension Scheme will have a minimum retirement age of 66 years initially rising in line with the State Pension age changes. Members of the Single Public Service Pension Scheme have a compulsory retirement age of 70 years.

Superannuation

Persons who become pensionable public servants on or after 1st January 2013 will become members of the Single Public Service Pension Scheme and, as such, will be required to pay contributions of 3% of pensionable remuneration and 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).

Persons who become pensionable officers of a local authority who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 1.5% of their pensionable remuneration plus 3.5% of the 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).

Persons who become pensionable officers of a local authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 5% of their pensionable remuneration.

All persons who become pensionable officers 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 their pensionable remuneration in accordance with the terms of the scheme.

Application Process

Application form

Application forms are available on our website.

Completed applications forms must be submitted to wccrecruitment@wicklowcoco.ie or by post to Recruitment, Wicklow County Council, Station Road, Wicklow town, on or before the closing date of Thursday 6th March 2025 at 12 Noon sharp. Late applications or any amendments to applications will not be accepted.

Competencies for the post

Key Competencies for the post include the following and candidates will be expected to **demonstrate sufficient evidence within their application form** of competence under each of these.

Please provide an example, giving consideration to the role and essential requirements outlined in the Candidate Information Booklet. **Responses should not exceed 600 words.** Please aim to provide your best evidence in this section, as the below information may be used for shortlisting and/or interview purposes.

Key Competencies for the post of Information Security Analyst are set out as follows:

- Management, Change and Personal Effectiveness

- Delivering Results – Delivering Quality Outcomes & Ensuring Compliance
- Performance through People – Communicating Effectively
- Technical Knowledge & Experience

Management, Change and Personal Effectiveness

- Is enthusiastic about the role and is motivated in the face of difficulties and obstacles.
- Understands the strategy formulation process and appreciation of the impact of the environment on the strategic direction (i.e. the external drivers).
- Takes the initiative and is proactive in addressing issues.
- Understands how the key internal processes impact on how the strategy is executed and the socio-political context within which services are delivered.
- Manages change and implements new ways of working through use of appropriate influencing skills.
- Upholds the ethical and governance ethos and principles of the public service.
- Adopts a positive and constructive approach to work
- Sets challenging standards and achieves high quality outcomes.
- Responds positively to the challenges of the role
- Manages own time effectively to achieve objectives
- Develops realistic and challenging team plans which are consistent with the local authority’s stated values and policies together with review processes to ensure that all relevant operations support the Council’s mission and vision
- Demonstrates innovation and creativity to secure successful strategic outcomes

Delivering Results – Delivering quality Outcomes and Ensuring Compliance

- Promotes the achievement of quality outcomes in delivering services, with a focus on continuous improvement.
- Abides by the laws, regulations, policies and procedures affecting the discharge of your duties.
- Organises the delivery of services to meet or exceed the required standard through collaborating with, instructing and motivating stakeholders and by managing resources effectively.
- Demonstrates experience of managing projects successfully and generally effecting work-based improvements.
- Critically evaluates outcomes and processes used to achieve them.
- Is aware of and understands relevant legislation, regulations and policies.

Performance Through People – Communicating Effectively

- Recognises the value of and requirement to communicate effectively.
- Have effective verbal and written communication skills.
- Have good interpersonal skills.
- Presents ideas effectively to individuals and groups and delivers presentations suited to the nature and needs of the audience.
- Writes fluently, clearly structuring written communication and demonstrates experience of report writing and correspondence in non-routine work situations.

<ul style="list-style-type: none"> • Advocates a realistic approach and demonstrates experience of work-based dealings with a variety of individuals/groups/agencies. • Ability to/experience of managing and supervising staff. • Demonstrates experience of effective team building in a workplace
<p>Technical Knowledge and Experience</p>
<ul style="list-style-type: none"> • Has relevant experience and technical knowledge to carry out the duties of IS Analyst Cyber Security. • Understanding of the role of IS Analyst Cyber Security in Wicklow County Council. • Knowledge of all the technical aspects required for the position. • Demonstrates experience is the use of relevant IT packages. • Experience of managing Technical Projects. • Possess technical and administrative experience of a high standard. • Understanding the role and duties in safety management in the workplace.

Selection Process

Selection shall be by means of a competition based on an interview conducted by or on behalf of the local authority. Panels may be formed on the basis of such interviews.

The Selection Process may include the following:

- Short-listing of candidates on the basis of the information contained in their application;
- Preliminary interview, which may also include a presentation;
- Completion of an online questionnaire;
- Competitive interview, which may also include a presentation;
- Work sample/role play/media exercise, and any other tests or exercises that may be deemed appropriate.

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

Before proceeding with this phase of the selection process you should satisfy yourself that you meet the minimum qualification criteria for the post as set out above. This will prevent you from incurring unnecessary expense in progressing in the competition.

Short-Listing

Wicklow County Council 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 application forms or a shortlisting interview.

The information you supply in the application form will play a central part of the shortlisting process. Wicklow County Council’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.

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, Wicklow County Council considers that it would be reasonable not to admit all the persons to the competition, Wicklow County Council 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.

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 online 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 must produce photographic identification when registering your attendance at the Human Resources Department.

Wicklow County Council reserves the right to shortlist candidates in the manner it deems most appropriate. **Shortlisting may be on the basis of information supplied on the application form and the likely number of vacancies to be filled. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/experience on the application form.** The candidates shortlisted will be invited to attend for interview. **Interviews may be held in person or by online process through Microsoft Teams.** The Council will not be responsible for any expenses incurred by candidates in attending for interview.

Interview Stage

The interview is your opportunity to give evidence of your knowledge, skills and experience and the Local Authority'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 Wicklow County Council is satisfied that such person fulfils the requirements of the Regulations 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. If you do not meet these essential entry requirements but nevertheless attend for interview you will be putting yourself to unnecessary expense, as Wicklow County Council will not be responsible for refunding any expenses incurred.

Wicklow County Council 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 Wicklow County Council considered appropriate in the preliminary interview.

Interviews shall be conducted by Board(s) set up by Wicklow County Council. 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 Wicklow County Council 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.

Pre-Employment Checks

Before contracts of employment are entered into, various checks are undertaken. These include medicals, references and may include Garda Vetting. The Council will invite those successful candidates who accept an offer to fill a vacancy to attend a medical assessment. References for successful candidates will also be checked and Garda Vetting, if necessary, will be completed at this point.

Panel

Candidates whose names are on a Panel and who satisfy the local authority that they possess the qualifications declared for the office and that they are otherwise suitable for appointment may, within the life of the Panel, be appointed as appropriate vacancies arise.

The life of the Panel will be for one year from the date it is formed, it may be extended at the discretion of the Chief Executive.

Terms and Conditions

Examples of some of the current Employee Benefits include:

- The Council's Blended Working Policy
- A range of Family Friendly Policies
- A staff Health Screening Programme
- Availability of a Cycle to Work Scheme
- A range of Learning and Developmental Opportunities
- Paid Maternity and Paternity Leave
- Automatically entered into a pension scheme
- Access to the services provided under Wicklow County Council's Employee Assistance Programme

Wicklow County Council will require the person to whom appointment is offered to take up the appointment within a period of not more than **one month** and if the person fails to take up the appointment within such period or such longer period as Wicklow County Council in its absolute discretion may determine, Wicklow County Council will not appoint him/her.

Employment may be terminated by either side by giving at least one calendar months' notice. In the event that employment is terminated prior to the completion of any particular contract, the appointee shall co-operate with the Council in ensuring that all files/records are up-to-date and present in an acceptable manner.

It should be noted that the terms of Paragraph 13 of Circular Letter EL 02/09 - Incentivised Scheme of Early Retirement may need to be considered in some instances. It is a condition of this scheme as set out in the Department of Finance Circular 12/2009 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector.

Furthermore, persons who have availed of a Redundancy Payment Scheme should know that is a condition of the Collective Agreement that persons availing of the Scheme will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. Applicants will be required to declare whether they have previously availed of either of the above schemes.

WICKLOW COUNTY COUNCIL RESERVES THE RIGHT TO SHORTLIST CANDIDATES IN THE MANNER IT DEEMS MOST APPROPRIATE.

Wicklow County Council will send an acknowledgement of your application in the weeks after the closing date of the competition. If you do not receive any confirmation, please contact wccrecruitment@wicklowcoco.ie

WICKLOW COUNTY COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER

Frequently Asked Questions

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

If you are unclear in relation to any aspect of the recruitment and selection process, please read the briefing document and frequently asked questions carefully before contacting Wicklow County Council's Human Resources Department. If you still need to contact the Human Resources Department please send your query via email in the first instance to wccrecruitment@wicklowcoco.ie.

2. *What happens if I cannot attend a particular stage of the competition?*

The onus is on you to attend for all stages of the recruitment competition at the locations, dates and times notified. Wicklow County Council cannot change dates and times of any particular stage of the process.

3. *I have submitted my CV. What happens next?*

Wicklow County Council will carry out an eligibility check on all CV's to ensure that they meet the minimum qualifications for the post. You do not need to contact the HR Department. If you do not meet the minimum eligibility requirements for the post based on the information submitted on 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 shortlisting process based on the information contained in the application forms or a shortlisting interview/assessment. You will be contacted by email in relation to any interview dates and times. 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 must produce photographic identification when registering your attendance at the Human Resources Department.

4. *What happens on completion of the shortlisting process?*

Wicklow County Council will contact all applicants advising them of the results of the shortlisting process. If you have been successful at this stage you will be invited for a final interview.

5. *What happens after undertaking the final interview?*

If you qualify at final interview stage you will be placed on a panel and ranked in order of merit. Vacancies may be filled from this panel as they arise and in order of merit. Please

note that being placed on a panel is not a guarantee that you will be appointed to the position.

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

Wicklow County Council will contact you when necessary at each stage of the competition by email. It is strongly recommended that you do not change your email address in the course of this recruitment campaign, as any email will be sent to the email address originally supplied with your application form. It is important to note that the email address you provide when submitting your application form must be one that you can access at all times.

The onus is on the applicant to inform the Human Resources Department of any change in postal address, email address or mobile telephone number throughout the recruitment and selection campaign. This can be done by emailing wccrecruitment@wicklowcoco.ie

The onus is on each applicant to ensure that s/he is in receipt of all communication from Wicklow County Council. Wicklow County Council accepts no responsibility for communication not accessed or received by an applicant.



www.wicklow.ie



wccrecruitment@wicklowcoco.ie



@wicklowcoco



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