


# Chief Information Officer (Principal Officer Higher) Competition 2023

**We are delighted to launch our competition for**  
**Chief Information Officer**  
**(Principal Officer Higher)**

 Closing Date: **14 July 2023**

 Closing Time: **3:30pm**

**Candidate Information Booklet**

*Please read carefully*

The Office of the Director of Public Prosecutions is committed to a policy of equal opportunity and encourages applications from candidates with diverse backgrounds and experience. Further information on specific diversities is included in the “How to Apply” section.

<https://www.dppireland.ie/working-with-us>

The Office of the Director of Public Prosecutions will run this competition in compliance with the Code of Practice for Appointments to Positions in the Civil Service and Public Service prepared by the Commission for Public Service Appointments (CPSA).

Codes of practice are published by the CPSA and are available on [www.cpsa.ie](http://www.cpsa.ie)

**CONTACT** for matters relating to this campaign:

**[Recruitment@dppireland.ie](mailto:Recruitment@dppireland.ie)**

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## Chief Information Officer in the Office of the Director of Public Prosecutions

The Office of the Director of Public Prosecutions requires a *senior strategic Digital/ ICT professional* to fill a new position of *Chief Information Officer* (Principal Officer Higher) in the Corporate Services Division. This role holder will report to the Head of Division and will be a member of the Office's Management Board.

### The Office

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The Office of the Director of Public Prosecutions was established by the Prosecution of Offences Act, 1974. Our mission is to provide a Prosecution Service that is independent, fair and effective. The Director is independent in the performance of her functions.

The Director enforces the criminal law in the courts on behalf of the People of Ireland; directs and supervises public prosecutions on indictment in the courts; and gives general direction and advice to the Garda Síochána in relation to summary cases and specific direction in such cases where requested.

The Office of the Director of Public Prosecutions has four divisions:

1. The **Directing Division** is responsible for the overall direction of serious criminal proceedings.
2. The **Prosecution Support Services Division** is responsible for supporting the criminal prosecution work in the areas of international law, victims liaison and policy and research.
3. The **Solicitors Division** is responsible for providing the solicitor service in Dublin to the Director.
4. The **Corporate Services Division** is responsible for enabling and contributing to the Office's overall objectives through the implementation of the range of corporate support functions.

In addition to the Divisions, there are two specialised Units that focus sexual offences and financial crime: The Sexual Offences Unit and the Special Financial Crime Unit.

Each Division of the Office is overseen by a member of the Senior Management Team. The Units and Sections in each Division are managed by members of the Management Board and staffed with people with different skills and backgrounds. A detailed description of the work of each of the Divisions of the Office is available on our website: [About Us - Our Office](#).

State Solicitors act on behalf of the Director in counties outside Dublin. State Solicitors manage indictable prosecutions in their respective areas and represent the Director in prosecutions before the District and Circuit Courts. The State Solicitor service is currently made up of 31 state Solicitors in private practice, who are engaged by the DPP on a contract basis.

The Office is seeing an exponential growth in the level of data and complexity routinely involved in a range of prosecutions of different offence types as well as a need for digitization to enhance services for the citizen. As the National Prosecution Service, there is a need for robust digital and ICT and governance systems to assist with the analysis and management of data relevant to cases and also digital transformation to support an integration criminal justice service. The Chief Information Officer will provide leadership to a multi-disciplinary

team in devising systems and solutions for the management, storage and review of data and lead with peers in the Sector on digital transformation for users of the Prosecution Service.

The Office of the DPP is an inclusive and progressive employer that is responsive to the needs and preferences of its workforce through its employment policies and practices. As an employer, we want to attract and retain good people. This means taking care of our employees. A rewarding and challenging career is just one of a number of benefits you will enjoy if you join our Office. We have flexible and family friendly working policies including opportunities for blended working.

We are a learning organisation with a strong commitment to Continuous Professional Development. We offer a range of learning and knowledge sharing opportunities to enable this including participation in cross divisional and external working groups in the Criminal Justice Sector.

To ensure that we can further develop our people and give them rewarding career opportunities, we have a Mobility Scheme. This provides the opportunity to move across Divisions and Units. It allows for a broad range of experience to be developed and helps foster collaboration and collegiality.

Further details can be found at: [Working With Us](#).

## Our Values



## The Unit and the Role

The Chief Information Officer is a new senior strategic leadership role within the ICT Unit of the Corporate Service Division. The Division provides the organisational, infrastructural, administrative and information services required by the Office and also provides support to the Directing, Prosecution Support Services,

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Solicitors Divisions and Specialist Units. The Division also supports the State Solicitor Service in relation to the Case Management System and other applications rolled out to State Solicitors. The Unit will also play a key role in supporting the Senior Management Team and the wider organisation in relation to the delivery of our Statement of Strategy 2022-2024.

The Chief Information Officer as a member of the Management Board will be responsible for the overall leadership of the Digital Transformation Agenda and the further development of the ICT Unit and our digital and ICT requirements in line with our Strategic Goals. The role will provide an opportunity to contribute at a strategic and senior level in the Prosecution Service and to play a significant role in contributing to the digital transformation agenda across the Criminal Justice Sector.

The successful candidate will have deep enterprise strategic planning, digital and ICT service management and cyber security capability with a strong background in the delivery of technology transformation at programme, operational and strategic levels. The successful candidate will have contributed to the vision and development of enterprise data, infrastructure and application architecture and led a team of people responsible for the implementation of digital, ICT and data strategies.

The role holder will have demonstrated an ability to strategically manage third parties and influence a partner environment, with leadership expertise in emerging digital technologies. They will have a history of delivering advice and guidance at Executive level and will have developed strong working relationships across a diverse stakeholder group enabling them to represent the Office, both nationally and internationally.

The successful candidate must have experience of leading and managing an established multidisciplinary ICT matrix team of the scale and ambition of the Office of the DPP's plans into the future. These include contributing to the delivery of the [Criminal Justice Sectoral Strategy](#) which sets out a vision of an integrated criminal justice system.

Responsibilities of the successful candidate will include:

- i) As a member of the ODPP Management Board play a lead role in the development of the vision and strategic direction for the ODPP in delivering its statutory mandates and improved services to users of the prosecution service in line with our Strategy Statement 2022-2024.
- ii) Provide leadership and direct support to the Director and Senior Management Team in relation to digital technologies, business transformation and future developments. Develop, plan and implement digital, ICT and data strategies that future proofs the Office's business needs and risks, delivers optimal return on investment and maintains highest levels of security.
- iii) Develop and maintain strong strategic relationships across the Criminal Justice Sector to enable the development of integrated digital and ICT solutions between the Office of the DPP and state agencies such as the Courts Service, An Garda Síochána, Prison Service, Probation Service, Revenue Commissioners, regulatory agencies, legal practitioners and other prosecution service users.

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- iv) Direct the implementation of the [Harnessing Digital & Connecting Government 2030: A Digital & ICT Strategy for Ireland's Public Service](#) in the Office to ensure these strategies are aligned with the work of the Office and its digital, ICT and data strategies, the Public Service Reform agenda and forward technology requirements of the Criminal Justice Sector and the Office.
- v) Accelerate Digital Delivery of Services, to support continuous development and innovation across the Public Service and the [Harnessing Digital & Connecting Government 2030: A Digital & ICT Strategy for Ireland's Public Service](#), which seeks to deliver better outcomes and efficiency through innovation and excellence in ICT.
- vi) Liaise with the Office of the Government Chief Information Officer (OGCIO), where relevant to the Office, in relation to the [Public Service ICT Strategies](#), the Build to Share Managed Desktop service, various Circular 14/2021 processes and central government ICT policy and security standards.
- vii) Develop a clear focus for the Unit on optimising the application of technology for business value working in partnership with service delivery units in a geographically dispersed organisation including the transition from multiple legacy systems, in particular the 31 state solicitors' offices.
- viii) Oversee a review the [Open Data Initiative](#) and liaise with The Open Data Unit in the Department of Public Expenditure, NDP Delivery and Reform to establish how the Office can contribute to the project.
- ix) Responsibility for the overall leadership of the ICT Unit and the strategic development of the digital and ICT services provided to the Office. Advising and regularly reporting to the Management Board on digital and ICT projects, expenditure and proposed initiatives.
- x) Sit on the ICT Governance Board and lead in the management of digital, ICT and enterprise data risks for the Office within a framework of sound governance and robust quality assurance and risk management structures.
- xi) Review and oversee the Office's digital and ICT expenditure, approve major contracts for ICT services and equipment and ensure strong vendor management. This includes providing insight and intelligence on multiannual capital investment, making recommendations on our future financial direction for strategic enterprise ICT and securing funding for the same.
- xii) Oversee the management of direct multiple agendas and projects, leading the Unit by allocating resources appropriately to ensure the delivery and development of the services provided by the Unit. Promote the Mission, Vision and Values of the office through self-management and team leadership.

**Please note that the above list of responsibilities is not exhaustive.**

## Required Skills/Abilities

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### Expertise and Competencies for the Role

The successful applicant will have a critical leadership role in managing results and delivering to a high standard in a challenging and dynamic environment. The post holder will be self-driven with the experience of contributing effectively to the strategic direction of an organisation and the ability to motivate staff to ambitious targets and deadlines. They should be able to demonstrate that they have, or can acquire quickly, the capacity to deal with all aspects of the work at this level.

Candidates must also demonstrate the key competencies for effective performance at this level which are detailed at [Appendix 2](#).

## Technical/Professional Criteria

### Essential

To be eligible to be considered for appointment to this role a candidate **must** have:

**A)** 10 years directly relevant hands-on experience in ICT/ digital **combined with** a Level 6 major award qualification on the NFQ, or higher, in a relevant area of ICT/ digital transformation or at least 3 industry certifications at advanced/ professional or higher level (Please see Appendix 3 for list of recognised certificates).

**OR**

**B)** A qualification at Level 7 on the NFQ major award (i.e. ordinary degree) in a relevant computing or computational discipline **combined with** 7 years directly relevant hands-on ICT/ digital experience.

**OR**

**C)** A qualification at Level 8 on the NFQ major award (i.e. honours degree), or higher, with computing/computational modules taken in the final year **combined with** 7 years directly relevant ICT/ digital experience.

**OR**

**D)** A qualification at Level 8 on the NFQ major award (i.e. honours degree), or higher, in a relevant computing or computational discipline **combined with** 5 years directly relevant ICT/ digital experience.

**In addition** to the above, the ideal candidate will clearly demonstrate:

- i)** A proven record of delivering innovation to challenging deadlines in a complex environment using leading edge, large scale ICT solutions;
- ii)** A thorough understanding of the wide range of issues associated with this type of senior role in a complex organisation;
- iii)** Significant experience and a proven track record of providing demonstrable leadership in digital transformational change;
- iv)** Proven ability to manage responsiveness to business needs in most, if not all of the areas of:
  - ICT security,
  - Data protection,
  - Modernisation of information systems to support of business transformation, and governance
  - Programme and project management
  - Robust procurement procedures
  - Benefits realisation and return on investment
  - Risk management
  - Business continuity
  - Systems Performance management
- v)** The ability to quickly respond to changing priorities and deliver projects using agile governance methodologies;
- vi)** Experience and proven ability to analyse and improve existing or planned business processes using technical solutions with a client centered perspective;



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- vii)** A deep understanding of ICT, methodology and software development issues and technology solution and trends with a strong commitment to further developing this understanding;
- viii)** Strong commercial acumen with proven ability to manage costs, deliver return on investments and manage relationships with and the performance of external suppliers/partners;
- ix)** Highly developed communication ability, both written and oral, with advanced skills in negotiating and developing strong networks of technical and business peers.

#### **Desirable**

- i)** Work experience in a number of organisations.
- ii)** Experience outside the Civil Service.
- iii)** A variety of experience (e.g. policy and operational).
- iv)** Post-graduation qualification in Strategy, Leadership or Management.

Candidates should note that admission to the competition does not imply that they meet the eligibility criteria. Candidates should satisfy themselves that they meet the eligibility criteria for this competition.

## Principal Conditions of Service

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### General

The appointment is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

### Pay

The salary for the position is as follows:

PPC (Personal Pension Contribution) Pay Scale<sup>1</sup> with effect from 1 March 2023:

|          |          |          |          |          |                 |                 |
|----------|----------|----------|----------|----------|-----------------|-----------------|
| €104,618 | €108,925 | €113,254 | €117,572 | €121,255 | €125,135 (LSI1) | €129,016 (LSI2) |
|----------|----------|----------|----------|----------|-----------------|-----------------|

Long service increments may be payable after 3(LSI1) and 6(LSI2) years satisfactory service at the maximum of the scale.

Candidates should note that different terms and conditions may apply if, immediately prior to appointment, the appointee is a serving civil or public servant.

Subject to satisfactory performance increments may be payable in line with current Government Policy.

You will agree that any overpayment of salary, allowances or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members/Former Staff Members/Pensioners.

### Tenure and Probation

The appointment from this open competition is to a permanent contract on a probationary contract in the Civil Service. The probationary contract for this permanent position will be for a period of one year from the date specified on the contract.

During the period of your probationary contract, your performance will be subject to review by your supervisor(s) to determine whether you:

- i) Have performed in a satisfactory manner
- ii) Have been satisfactory in general conduct and
- iii) Are suitable from the point of view of health with particular regard to sick leave.

Prior to the completion of the probationary contract a decision will be made as to whether or not you will be retained pursuant to Section 5A (2) Civil Service Regulation Acts 1956 – 2005. This decision will be based on your performance assessed against the criteria set out in (i) to (iii) above. The detail of the probationary process

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<sup>1</sup> The PPC rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme or the Additional Superannuation Contributions (ASC). A different rate will apply where the appointee is a civil or public servant recruited before 6 April 1995 and who is **not required** to make a Personal Pension Contribution.

will be explained to you by the Office of the Director of Public Prosecutions and you will be given a copy of the Department of Public Expenditure and Reform's Guidelines on Probation.

Notwithstanding the preceding paragraphs in this section, the probationary contract may be terminated at any time prior to the expiry of the term of the contract by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2005.

In certain circumstances your contract may be extended and your probation period suspended. The extension must be agreed by both parties.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave
- In relation to an employee absent on Parental Leave or Carers Leave, the employee may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation
- Probation may be suspended in cases such as absence due to a non-recurring illness

The employee may, in these circumstances, make an application to the employer for an extension to the contract period.

If an appointee who fails to satisfy the conditions of probation has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an officer will return to a vacancy in their former grade in their former Department.

### **Unfair Dismissals Acts 1977-2015**

The Unfair Dismissals Acts 1977-2015 will not apply to the termination of the employment by reason only of the expiry of the fixed term contract without it being renewed.

### **Duties**

The officer will be required to perform any duties appropriate to the position which may be assigned from time to time. The officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict in any way with the position to which the candidate is appointed.

### **Location**

The Office is in Dublin. There may be a requirement to attend official business in locations outside of Dublin. When absent from home and headquarters on official duty, appropriate travelling expenses and subsistence allowances will apply in line with civil service regulations.

### **Hours of attendance**

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours and 15 minutes gross per week or 35 hours net per week. 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 his/her duties subject to the limits set down in the working time regulations. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

## Annual Leave

The annual leave allowance will be 30 days. This allowance, which is subject to the usual conditions regarding the granting of annual leave, is on the basis of a five-day week and is exclusive of the usual public holidays.

## Sick Leave

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 Public Service Management (Sick Leave) Regulations (SI 124 of 2014), the Public Service Management (Sick Leave) (Amendment) Regulations 2015 (SI 384 of 2015) and any relevant circular.

Officers who will be paying Class A rate of PRSI will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts directly to the Office of the Director of Public Prosecutions. Payment during illness will be subject to the officer making the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

## Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at [www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie)

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

- Pensionable Age: The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66.
- Retirement Age: Scheme members must retire on reaching the age of 70.
- Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI).
- Post retirement pension increases are linked to CPI

## Pension Abatement

If the appointee has previously been employed in the Civil or Public Service and is in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during his/her re-employment that pension **will be subject to abatement** in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. **Please note:** In applying for this position you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office will support an application for an abatement waiver in respect of appointments to this position.

- However, if the appointee was previously employed in the Civil or Public Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement

(ISER), the Department of Health Circular 7/2010 VER/VRS or the Department of Environment, Community & Local Government Circular letter LG(P) 06/2013, any of which renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements may, however be made for the reckoning of previous service given by the appointee for the purpose of any future superannuation award for which the appointee may be eligible.

- **Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007**

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

- **Ill-Health-Retirement**

Please note any person who previously retired on ill health grounds under the terms of a superannuation scheme are required to declare, at the initial application phase, that they are in receipt of such a pension to the organisation administering the recruitment competition.

Applicants will be required to attend the CMO's office to assess their ability to provide regular and effective service taking account of the condition which qualified them for IHR.

### **Appointment post Ill-health retirement from Civil Service**

If successful in their application through the competition, the applicant should be aware of the following:

1. If deemed fit to provide regular and effective service and assigned to a post, their civil service ill-health pension ceases.
2. If the applicant subsequently fails to complete probation or decides to leave their assigned post, there can be no reversion to the civil service IHR status, nor reinstatement of the civil service IHR pension, that existed prior to the application nor is there an entitlement to same.
3. The applicant will become a member of the Single Public Service Pension Scheme (SPSPS) upon appointment if they have had a break in pensionable public/civil service of more than 26 weeks.

Please note more detailed information in relation to pension implications for those in receipt of a civil or public service ill-health pension is available [via this link](#) or upon request to the Office of the Director of Public Prosecutions.

### **Pension Accrual**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one pre-existing public service pension scheme (i.e. non-Single Scheme) as per the 2012 Act shall apply. This 40-year limit is provided for in the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

### **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.

For further information in relation to the Single Public Service Pension Scheme please see the following website:  
[www.singlepensionscheme.gov.ie](http://www.singlepensionscheme.gov.ie)

### **Secrecy, Confidentiality and Standards of Behaviour: Official Secrecy and Integrity:**

An officer will be subject to the Provisions of the Official Secrets Act, 1963, as amended by the Freedom of Information Acts 2014. The officer will agree not to disclose to unauthorised third parties any confidential information either during or subsequent to the period of employment.

### **Civil Service Code of Standards and Behaviour:**

The appointee will be subject to the Civil Service Code of Standards and Behaviour.

### **Ethics in Public Office Acts:**

The Ethics in Public Office Acts will apply, where appropriate, to this appointment.

### **Prior approval of publications:**

An appointee will agree not to publish material related to their official duties without prior approval by the Director or by another appropriate authorised member of the senior management team.

### **Political Activity:**

During the term of employment, the officer will be subject to the rules governing public servants and politics.

### **Please note:**

As an Employer of Choice the Civil Service has flexible and family friendly working policies including some opportunities for remote working which, in the Civil Service is on a blended basis. Please note, successful candidates may request flexible working opportunities, however, this is at the discretion of the employer and decided in line with the business needs of the organisation, and on a case by case basis.

**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.**

## APPLICATION AND SELECTION PROCESS

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### How to Apply

Applications should be made by e-mail to [Recruitment@dppireland.ie](mailto:Recruitment@dppireland.ie).

If you feel you would benefit from a confidential discussion about any aspect of this significant opportunity, please contact Janet Buckley, Head of HR & OD by email [janet.buckley@dppireland.ie](mailto:janet.buckley@dppireland.ie).

Candidates must use our application form - applications received in any other format will not be accepted and will be null and void. All sections of the form must be fully completed. Failure to complete the application as set out in this section could render the application void.

Applications will not be accepted after the closing date.

### Closing Date

Your application must be submitted by e-mail not later than **3:30 pm, 14 July 2023**. If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please contact: Shane Breen (01-8588446) or Traci Peake (01-8588466) or [Recruitment@dppireland.ie](mailto:Recruitment@dppireland.ie)

The onus is on each applicant to ensure that she/he is in receipt of all communication from the Office of the Director of Public Prosecutions. The Office of the Director of Public Prosecutions accepts no responsibility for communication not accessed or received by an applicant. It is the candidate's responsibility to make sure that the contact details specified on the application form are accurate.

### Selection Process

The Selection Process may include the following:

- i) Submission of Application form
- ii) Shortlisting of candidates based on the information contained in their Application
- iii) Initial/preliminary interview
- iv) Presentation or other exercises
- v) A final competitive interview
- vi) Any other tests or exercises that may be deemed appropriate

Membership of the selection boards may be different at the various stages of the Selection Process.

Applicants should carefully consider the information provided in this Candidate Information Booklet relating to the role. It is in each applicant's interest to ensure that their application form provides a detailed and accurate account of experience, competencies, achievements and qualifications.

The information provided in this application form will be considered during the different stages of the selection process as follows:

## Determination of Eligibility

Applications will be checked to determine if the eligibility requirements set out in the Candidate Information Booklet have been met.

## Shortlisting

An appropriate number of candidates will be called to interview. A Shortlisting Board, comprising members from the Office of the Director of Public Prosecutions and an external member, will be appointed to shortlist the candidates to be invited to be interviewed.

Normally the number of applications received for a position exceeds that required to fill existing and future vacancies to the position. While you may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone. In deciding whether to shortlist candidates, the Shortlisting Board will examine a candidate's application form and assess this material against the requirements for the role as set out in the Information Booklet, and identify which candidates have best demonstrated that they have met the requirements for the role.

In order to be shortlisted, it will be expected that there is strong evidence to demonstrate how the candidate meets the Essential and Desirable Requirements of this specific role and the Competencies which are set out at Appendix 2 of this Booklet. This is not to suggest that candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience. It is, therefore, in your own interests to provide a precise, detailed, accurate relatable account of your qualifications/experience in your application.

## Interview

An Interview Board, comprising members from the Office of the Director of Public Prosecutions and an external member(s) will be appointed. At interview, the Interview Board may question candidates about their knowledge and experience relevant to any of the competencies or essential or desirable requirements as set out in the Information Booklet and about any information provided in their application.

Membership of the selection boards may be different at the various stages of the selection process.

Interviews for this competition will be conducted in person and will last 45 minutes approximately. Candidates should make themselves available on the date(s) specified by the Office of the Director of Public Prosecutions.

## Candidates with Disabilities

Candidates with a disability who would like to avail of reasonable accommodations are asked to submit a psychologists/medical report. The purpose of the report is to provide the Office of the Director of Public Prosecutions with information to enable them to provide the reasonable accommodations where appropriate.

## Marking Scheme

The marks shown in the Information Booklet will be awarded taking into account the contents of the application form and the interview.

All applicants will be assessed under the headings shown in the table below. When awarding marks, the selection board will have regard to the contents of the application form and to answers at interview.



| Marking Scheme   | Mark       |
|--|------------|
| 1. Technical Knowledge, Expertise and Self Development | 150        |
| 2. Judgement and Decision Making Skills                | 100        |
| 3. Management and Delivery of Results                  | 100        |
| 4. Leadership and Strategic Direction                  | 150        |
| 5. Building Relationships and Communication            | 100        |
| 6. Drive & Commitment <sup>2</sup>                     | 100        |
| <b>TOTAL</b>   | <b>700</b> |

**The application form highlights word limits at Section 3 - Requirements for the Position (500 words per table). Should an application exceed the word limit it may be deemed ineligible for consideration.**

Candidates must receive at least half of the marks available in each of the competencies. In addition, they must reach a minimum standard in order to be considered for a role/ inclusion on a panel. Candidates can draw on relevant work experience and/or experiences gained outside their work experience to demonstrate their ability or potential.

### Confidentiality

Subject to the provisions of the Freedom of Information Act, 1997 and 2003 applications will be treated in strict confidence.

### Security Clearance

Should you come under consideration for appointment, you will be required to complete and return a Garda e-Vetting form. This form will be forwarded to An Garda Síochána for security checks on all Irish and Northern Irish addresses at which you resided. Please note that security clearance can take up to 10 weeks and in some cases may take longer. In the case that you do not take up the offered position these forms will be destroyed.

If you have resided in countries outside of the Republic of Ireland for a period of 6 months or more, it is mandatory for you to furnish a Police Clearance Certificate from those countries as part of the clearance process. A separate Police Clearance Certificate for each country you have resided in is required. Clearance must be dated after the date you left the country. It is your responsibility to seek any security clearances for other jurisdictions (if applicable) in a timely fashion as they can take some time. You cannot be appointed without this information being provided and being in order.

Candidates should be aware that any information obtained in the Garda Vetting process can be made available to the employing authority.

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<sup>2</sup> Drive & Commitment will be scored across the candidate's full application form. Should the candidate advance to interview stage then this competency will be scored on their overall performance throughout the interview.

## **References**

It would be useful if you would begin to consider names of people who would be suitable referees, including your current employer and that we might consult (2 names and contact details). The referees should be able to provide relatively recent information on your performance and behaviour in a work context. You may wish to select referees that can provide such information from different perspectives or in different work contexts. Please be assured that we will only contact referees immediately before offering you appointment, should you come under consideration for appointment.

## **Other important information**

The Office of the Director of Public Prosecutions will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that the Office of the Director of Public Prosecutions is satisfied that such person fulfils the requirements of the competition 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 that the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview.

Prior to appointment of a candidate as Chief Information Officer, the Office of the Director of Public Prosecutions will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process, including security clearance, have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

Should the person recommended for appointment decline, or having accepted it, relinquish it or if an additional vacancy arises the Board may, at its discretion, select and recommend another person for appointment on the results of this selection process.

## **Candidates' Rights - Review Procedures in relation to the Selection Process**

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The Office of the Director of Public Prosecutions will consider requests for review in accordance with the provisions of the codes of practice published by the CPSA. The Codes of Practice are available on the website of the Commission for Public Service Appointments<http://www.cpsa.ie/>

Where a candidate is unhappy with an action or decision in relation to an application, they can seek a review under Section 7 of the code of practice: -

- The candidate must address their concerns in relation to the process in writing, setting out the basis for the complaint being made, to the Head of HR & OD, The Office of the Director of Public Prosecutions, in the first instance. A complaint or request for review must be made within 5 working days of the notification of the initial decision or within 5 working days of the outcome of the informal review stage, if availed of.
- However, where the decision being conveyed relates to an interim stage of a selection process, a request for review must be received within 5 working days of the date of receipt of the decision or within 5 working

days of receipt of a decision under the informal process; candidates electing to use the informal process at the interim stage must do so within 2 working days of communication of the decision to them.

- In communicating the outcome to the candidate, which will be done by means of written report, the initial reviewer should indicate that they may seek further review by referring the matter to the Decision Arbitrator and that a request to do so must be made with 7 working days of receipt of the outcome of the initial review.

Where a candidate believes that an aspect of the process breached the CPSA's code of practice, they can have it investigated under Section 8 of the code by the CPSA.

## **Candidates' Obligations**

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

### **Candidates must not:**

- knowingly or recklessly provide false information
- canvass any person with or without inducements
- interfere with or compromise the process in any way

A third party must not personate a candidate at any stage of the process.

Any person who contravenes the above provisions, or who assists another person in contravening the above provisions, is guilty of an offence. A person who is found guilty of an offence is liable to a fine/or imprisonment.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

- where they have not been appointed to a post, they will be disqualified as a candidate and
- where they have been appointed subsequently to the recruitment process in question, they shall forfeit that appointment.

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

Candidates who do not attend for interview or other test when and where required by the Office of the Director of Public Prosecutions, or who do not, when requested, furnish such evidence as the Office of Public Prosecutions requires in regard to any matter relevant to their candidature, will have no further claim to consideration.

## **Feedback**

Feedback will be provided on written request.

## **Data Protection Acts**

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When your application form is received, we create a record in your name which contains much of the personal information you have supplied. This personal record is used solely in processing your candidature. Such information held is subject to the rights and obligations set out in the Data Protection Acts. To make a request under the Data Protection Acts, please submit your request in writing to: **The Data Protection Officer, The**

**Office of the Director of Public Prosecutions, Infirmity Road, Dublin 7** ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record.

## Appendix 1: Eligibility to Compete and Certain Restrictions on Eligibility Citizenship Requirements

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Eligible Candidates must be:

- a) A citizen of the European Economic Area. 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 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 Switzerland and has a stamp 4 visa

To qualify candidates must meet one of the citizenship criteria above by the date of any job offer.

### **Collective Agreement: Redundancy Payments to Public Servants**

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement 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. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

### **Incentivised Scheme for Early Retirement (ISER):**

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are not eligible to apply for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

### **Department of Health and Children Circular (7/2010):**

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider Public Service or in a body wholly or mainly funded from public monies. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years. People who availed of the VER scheme are not eligible to compete in this competition. People who availed of the VRS and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

**Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)**

The Department of Environment, Community & Local Government Circular Letter LG(P) 06/2013 introduced a Voluntary Redundancy Scheme for Local Authorities. In accordance with the terms of the *Collective Agreement: Redundancy Payments to Public Servants* dated 28 June 2012 as detailed above, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any Public Service body [as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011 and the Public Service Pensions (Single Scheme and Other Provisions) Act 2012] for a period of 2 years from their date of departure under this Scheme. Thereafter, the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. These conditions also apply in the case of engagement/employment on a contract for service basis (either as a contractor or as an employee of a contractor).

**Declaration:**

Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

## Appendix 2: Competencies

The successful candidate will have the relevant knowledge, experience, skill, achievement or aptitude which clearly demonstrates their suitability to meet the challenges of the Chief Information Officer role in the Office of the Director of Public Prosecutions.

### Technical Knowledge, Expertise and Self Development

- Wide knowledge of digital/ ICT technologies and practices
- Understanding of big data and complex data sources and how digitisation and new technologies can make the Office more efficient
- Develops and maintains skills and expertise across a number of areas in their field and are recognised for this expertise internally and externally to their organisation
- Keeps up to date with key office, sectoral, national and international policies and economic and digital/ ICT trends that affect the role
- Is proactive in keeping up to date on issues and key developments that may impact on own area
- Maintains a strong focus on self-development, seeking feedback and opportunities for growth

### Judgement and Decision Making Skills

- Identifies and focuses on core issues when dealing with complex information/ situations
- Assembles facts, manipulates verbal and numerical information and thinks through issues logically
- Sees the relationships between issues and quickly grasps the high level and socio implications
- Identifies coherent solutions to complex issues
- Takes action, making decisions in a timely manner and has the courage to see them through
- Makes sound and well informed decisions, understanding their impact and implications
- Strives to effectively balance the sectoral issues and the citizen impact in all decisions

### Management and Delivery of Results

- Initiates and takes personal responsibility for delivering results/ services in own area
- Balances strategy and operational detail to meet business needs
- Manages multiple agendas and tasks and reallocates resources to manage changes in focus
- Makes optimum use of resources and implements performance measures to deliver on objectives
- Ensures the optimal use of digitization, ICT and new delivery models
- Critically reviews projects and activities to ensure their effectiveness and that they meet Organisational requirements
- Instils the importance of efficiencies, value for money and meeting corporate governance requirements
- Ensures team is focused and acts on business plans priorities, even when faced with pressure

### Leadership & Strategic Direction

## **Chief Information Officer (Principal Officer Higher) in the Office of the DPP**

- Contributes to the shaping of Office/ Sector strategies and policies
- Leads on preparing for and implementing significant change and reform
- Develops capability and capacity across the team through effective delegation
- Facilitates an open exchange of ideas and fosters an atmosphere of open communication
- Leads the team, setting high standards, tackling any performance problems & facilitating high performance
- Develops a culture of learning & development, offering coaching and constructive/ supportive feedback
- Anticipates and responds quickly to developments in the sector/ broader environment
- Actively collaborates with other Offices, Organisations, Departments and Agencies

### **Building Relationships and Communication**

- Speaks and writes in a clear, articulated and impactful manner
- Actively listens, seeking to understand the perspective and position of others
- Manages and resolves conflicts/ disagreements in a positive and constructive manner
- Works effectively within their system/ industry, recognising & managing tensions arising from different stakeholders' perspectives
- Persuades others, builds consensus, gains co-operation from others to obtain information and accomplish goals
- Proactively engages with colleagues at all levels of the organisation and across other departments/ Organisations and builds strong professional networks
- Makes opinions known when they feel it is right to do so

### **Drive & Commitment**

- Consistently strives to perform at a high level
- Demonstrates personal commitment to the role, maintaining determination and persistence while maintain maintains a sense of balance and perspective in relation to work issues
- Contributes positively to the corporate agenda
- Is personally trustworthy, honest and respectful, delivering on promises and commitments
- Is resilient, maintaining composure even in adverse or challenging situations
- Promotes a culture that fosters the highest standards of ethics and integrity



## Appendix 3: Relevant Industry Certifications

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Industry certifications considered relevant and appropriate for such roles in the Civil Service should be certified at advanced/ professional level, as confirmed by the relevant certifying party, may include:

- Service management – e.g. ITIL, practitioner level or above;
- Project management – e.g. Prince, PMI or Agile, practitioner or above;
- Knowledge domain-specific awards such as the Special Purpose Award in Business Analysis at Level 8 on the NFQ;
- Other frameworks, methodologies and industry recognised infrastructure certifications such as Angular JS, the Electron Framework, ISTQB, CSDP, ITIL, COBIT, iSAQB TOGAF, Lean Six Sigma, DevOps, CITA, IASA, CISSP, etc.

Vendor-based certifications, at the advanced/ professional/ practitioner level, which should be achieved within the past 5 years, including but not limited to:

- Operating systems (incl. Microsoft Windows operating systems, Linux, desktop and mobile);
- Amazon Web Services (AWS), Google, IBM and Microsoft Azure cloud technologies, Virtualisation (VMWare, HyperV, etc.);
- Software development-related Industry certifications including, but not limited to: Python, C#, C++, HTML, CSS, JavaScript, Java, .NET languages, COBOL and SQL Service management – e.g. ITIL, practitioner level or above;
- Databases (MS SQL, MySQL, Postgress SQL, Oracle)
- Microsoft (e.g. MTA, MCP, Microsoft 365 Certified, Microsoft Azure), IAM, DBA, Security, Data Centre, Cisco (CCNA/ CCDA or higher), HPE and Aruba, Juniper, Brocade, Linux, Check Point, Citrix, Palo Alto, Fortinet etc.;
- Frameworks and industry recognised infrastructure certifications such as: CompTIA (e.g. N+, S+), CISSP, CITA, NIST, ISO standards.

### **Please Note:**

Attendance at courses, without completion of an appropriately assessed examination and validated qualification, will not be considered as valid qualifications.

It is your responsibility to provide details of the level of certification you have achieved and demonstrate how these align with the requirements set out here, i.e. the requirement for practitioner level, or higher, certification and in particular, details of the recognised assessment body issuing the certification/ qualification.