



**Make the  
change  
to make  
a real  
difference**

**A Career with the  
Health and Safety  
Authority**

Candidate Information Booklet

Chief Executive Officer

Closing date:  
13th August 2025 at 5pm

**HSA**

An tÚdarás Sláinte agus Sábháilteachta  
Health and Safety Authority



## Who are we?

The Health and Safety Authority was established back in 1989. While our specific roles and responsibilities have developed over the years, our overall purpose is to deliver healthy and safe working lives and contribute to productive enterprises.

The Authority has a very broad mandate as set out below across the areas of workplace health and safety, chemicals, market surveillance and accreditation.

- To regulate the safety, health & welfare of people at work and those affected by work activities.
- To promote improvement in the safety, health, and welfare of people at work & those affected by work activities.
- To regulate & promote the safe manufacture, use, placing on the market, trade & transport of chemicals.
- To act as a surveillance authority in relation to relevant single European market legislation.
- To act as the national accreditation body for Ireland.





The Chief Executive Officer, together with the Assistant Chief Executives (ACEs), manages the implementation of strategy in line with the Authority's statutory responsibilities. Each Assistant Chief Executive has responsibility for the divisions as set out below.

- a) The **Corporate Services** Division provides the support structure of the Authority on which all other divisions and sections rely to carry out their functions and roles. The Corporate Services Division has responsibility for people and organisational development, finance, ICT, facilities, communications, legislation and corporate governance, procurement, strategic management including risk management, Freedom of Information, quality assurance and internal audit.
- b) The **Chemicals and Industrial Products** Division has responsibility for international, EU and national legislation for the safe manufacture, use, transport, import, trade and sale of chemicals and industrial products to industrial and professional users as well as consumers.
- c) The **Occupational Safety** Division has responsibility for the development and implementation of policy across specific sectors such as construction, transport as well as national inspection and investigation teams for occupational health & safety. The division also incorporates the Authority's legal team who provide legal advice and handle prosecutions via the Office of Public Prosecution.
- d) The **Occupational Health** Division has responsibility for the development and implementation of policy as well as inspections in health and social care, agriculture, and across other sectors in a range of occupational health and hygiene topics. It also has responsibility for the delivery of the Authority's Enterprise and Employee supports such as BeSmart and HSAlearning and the delivery of the Authority's new occupational medical functions.



- e) The **Irish National Accreditation Board** (INAB) provides the national accreditation service for Ireland. INAB was established in 1985 and is a Committee of the Health and Safety Authority under legislation (Safety, Health and Welfare at Work Act 2005, as amended by the Industrial Development (Dissolution of Forfas) Act 2014. Accreditation is the formal recognition that an organisation is competent to perform specific processes, activities, or tasks in a reliable credible and accurate manner. INAB reports directly to the CEO of the Health and Safety Authority.

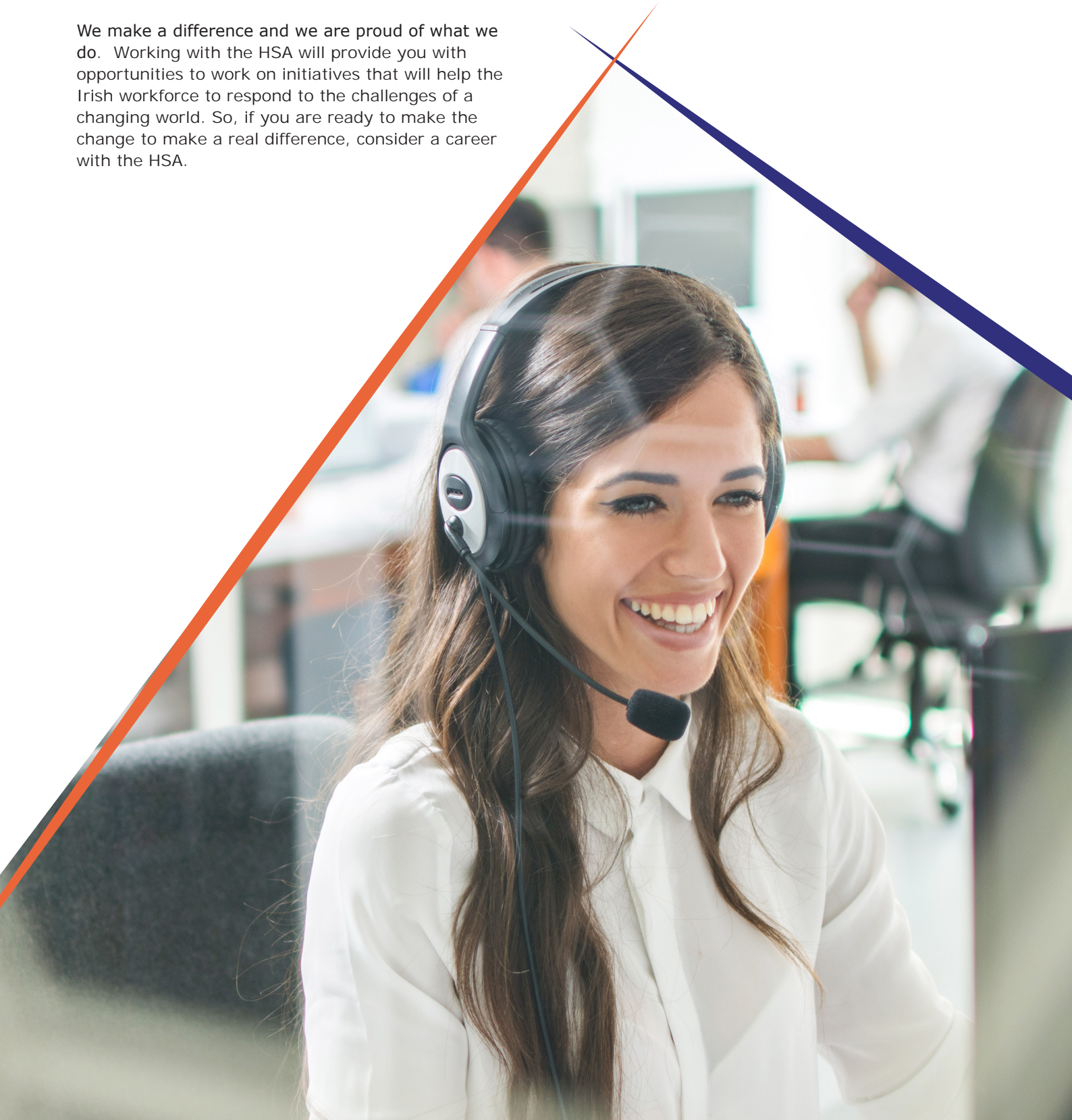
Further information about the Authority, including current structure, publications and key documents, is available at **[www.hsa.ie](http://www.hsa.ie)**

Further information about INAB is available at **[www.inab.ie](http://www.inab.ie)**

## Why consider a role in the HSA?

Joining the Health and Safety Authority means becoming part of a purpose-driven organisation that values collaboration, responsiveness and works to a high ethical standard. We offer meaningful work that contributes directly to the public good along with opportunities for professional growth and development in a supportive and inclusive environment. We are outcomes focused and we are all working towards our vision to 'deliver healthy and safe working lives and contribute to productive enterprises'.

We make a difference and we are proud of what we do. Working with the HSA will provide you with opportunities to work on initiatives that will help the Irish workforce to respond to the challenges of a changing world. So, if you are ready to make the change to make a real difference, consider a career with the HSA.





## Our commitment to supporting our Staff:

- The Authority 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 also provide access to the Cycle to Work Scheme and the Tax Saver Scheme.
- We have a comprehensive staff occupational health and wellbeing programme including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing talks.
- 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 through our Refund of Fees Scheme.

## Our commitment to Diversity and Inclusion:

- As an equal opportunity employer, we are committed to implement equal opportunities in all our employment policies and procedures.
- The Health and Safety Authority 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 Authority's objectives, and to fulfil their own potential on merit.
- Diversity and inclusion is reflected in and embedded across our employment policies and practices and is reflected in our current workforce demographic.
- We welcome and encourage job applications from candidates of all backgrounds.





## ROLE SUMMARY

The Authority seeks applications from high-calibre individuals for the position of Chief Executive. The Chief Executive provides clear direction to the organisation in the implementation of its key functions, delivered in accordance with the Authority's mission, vision and core values.

The Chief Executive has responsibility for the management of the organisation on a day-to-day basis and is accountable to the Board for the financial and operational performance and risk environment of the Authority. In addition, the CEO also plays a key role as public representative of, and spokesperson for the Authority with responsibility for promoting and increasing awareness of the organisation and its work.

## RESPONSIBILITIES

The Chief Executive's principal responsibilities include:

### LEADERSHIP & STRATEGY

- Develop and implement the Authority's Strategy Statement, as determined by the Board and in consultation with the Minister.
- Drive the implementation of the Authority's Programme of Work in line with the 3-year strategy statement.
- Lead, motivate and develop a high-performing Senior Management Team.
- Foster a culture of innovation and collaboration that is responsive to change and strives to continually improve service for our stakeholders.
- Measure performance in the execution of strategic objectives through robust management, data analysis, ensuring systems are in place for performance accountability.
- Maintain exemplary standards of corporate governance, the promotion of a culture of quality public service and legislative adherence.
- Provide annual and other progress reports on the implementation of the Strategy and programmes of work, including reporting at a high level on how the work of the Authority delivers positive outcomes for Irish society and the economy.

## COMMUNICATIONS & STAKEHOLDER ENGAGEMENT

- Represent the HSA with authority and credibility locally, nationally and internationally, promoting and increasing the awareness of the Authority and its work.
- Involve key stakeholders and influencers at both national/ international levels in activities related to occupational safety, health, chemicals, market surveillance and accreditation.
- Ensure the Board are fully informed on all matters relating to the operations, finances and risk management environment of the Authority.
- Develop and maintain effective working relationships with the Department of Enterprise, Tourism and Employment and other relevant government departments and agencies, along with a wide range of stakeholder groups.
- Display high levels of professional and personal integrity imbued with a progressive public sector ethos.

### REGULATORY & CHANGE LEADERSHIP

- Maintain and develop the Authority's organisational culture, values and reputation with its staff and with its stakeholders including industry, consumers and government and other regulatory bodies nationally and internationally.
- Ensure the Authority effectively discharges its role as National Competent Authority in designated areas.
- Advise the Board, the Minister and the Department on appropriate policies and measures affecting or connected with the functions of the Authority.
- Manage the resources and finances of the organisation, ensure proper financial governance and reporting systems are in place and ensure that the Authority achieves effective outcomes and maximum value for money.
- Ensure adherence to the Code of Practice for the Governance of State Bodies and other Codes and Guidelines issued by the Departments of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation and Finance.
- Act as the Accountable Officer of the Authority and account for the performance of the functions of the Authority to a Committee of one or both Houses of the Oireachtas.
- Ensure the execution of the Authority's remit in line with current and changing legislative requirements.

For more detail on the role of the CEO, please refer to the Safety, Health and Welfare at Work Act 2005.



## THE PERSON

The successful candidate will be a strategic leader, with a blend of people and management skills, a commitment to public service, organisational change management experience and the requisite skills to manage a complex and diverse portfolio of work. The successful candidate will have strong business acumen, credibility and influencing capabilities and will effectively represent the organisation interests to all external constituencies and stakeholders. The successful candidate will need to demonstrate the capacity to quickly master wide ranging briefs, assimilate large volumes of complex data and assume significant levels of responsibility and accountability.

In addition, the successful candidate will have proven experience of delivering on demanding strategic plans, effective decision making and a strong commitment to a culture of collaboration, teamwork, dialogue, and collegiality. They will be a multi-faceted and impactful communicator able to develop and maintain relationships at an organisational, departmental, and international level. Finally, they will have a strong focus on the future development of the Authority.

### Essential Requirements

In addition to the competencies outlined below, the successful candidate must be able to demonstrate:

- A proven track record at a senior level (within either the private or public sector), reflecting strong capabilities in vision, leadership, governance, financial stewardship, risk oversight, and change management.
- Qualification to an honour's degree (NFQ Level 8 or equivalent) in a relevant discipline.
- Evidence of experience in developing and implementing strategic plans.
- Evidence of proven negotiating and influencing skills and an ability to represent the Authority's interests to all stakeholders.
- Evidence of building and maintaining high performing teams.
- Possession of a full driving licence (Category B).

### Desirable

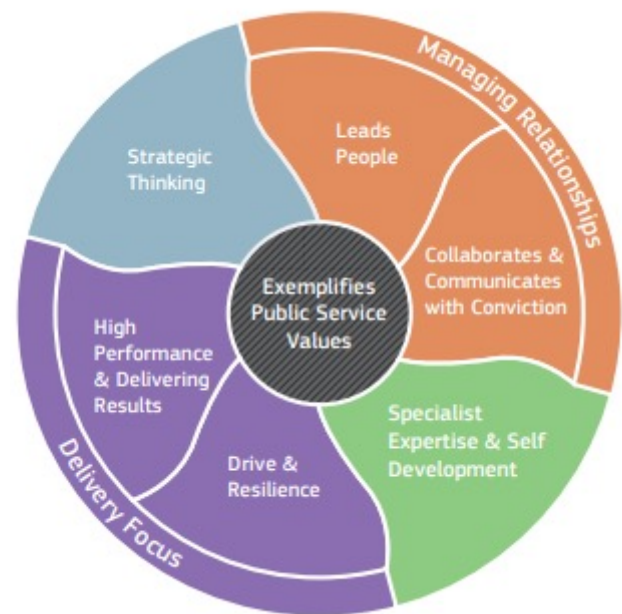
The following requirements are desirable:

- Current understanding of one or more of the following technical areas - occupational safety and health / chemicals / market surveillance / accreditation law and practices.
- Evidence of working in collaboration with a Board, developing effective working relationships and providing robust and timely data-led advice to aid effective decision making.
- Relevant postgraduate/professional qualification.

## Specific Candidate Criteria

In addition to fulfilling the eligibility criteria set out, candidates must:

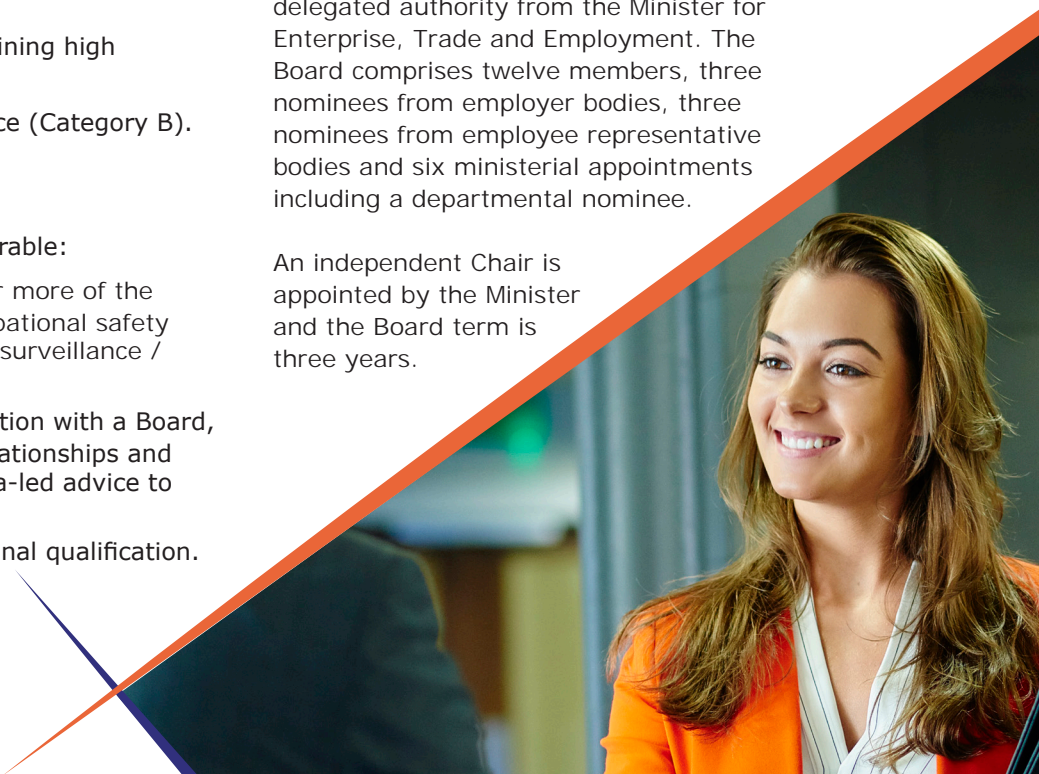
- Have the knowledge and ability to discharge the duties of the post concerned.
- Be suitable on the grounds of health and character.
- Be suitable in all other relevant respects for appointment to the post concerned.
- Candidates will also be required to demonstrate the key competencies that have been developed for Posts at CEO level in the Public Service (Assistant Secretary Level).



## REPORTING STRUCTURE

The Chief Executive reports to the Board of the Authority. This tripartite board reports to the Minister of State for Business, Employment and Retail under delegated authority from the Minister for Enterprise, Trade and Employment. The Board comprises twelve members, three nominees from employer bodies, three nominees from employee representative bodies and six ministerial appointments including a departmental nominee.

An independent Chair is appointed by the Minister and the Board term is three years.







## Conditions of Service

### Tenure

The Chief Executive shall be appointed in a whole-time capacity and shall be appointed for a term of office of five years generally and may be reappointed for one subsequent term, subject to satisfactory performance, Board agreement and the receipt of appropriate sanction from the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

### Salary

The rate of pay for the post is €175,974.00 (Personal Pension Contribution rate – PPC rate) per annum. The rate of remuneration may be adjusted from time to time in line with government pay policy.

Appointments arising from this competition are subject to Section 52, of the Safety, Health and Welfare at Work Act 2005 and any other Act for the time being in force relating to the Authority.

### Probationary Period

On appointment, the appointee will serve an 11 month probationary period.

### Location

This role will be based in the HSA Head Office in Dublin 1. Candidates should be advised that regular travel to the Authority's regional offices will be required. In addition, occasional international travel may be required. The Health and Safety Authority has a Blended Working Policy and it is available to all staff.

## Hours of Attendance

Hours of duty will be subject to the exigencies of the post but will not be less than 41 hours 15 minutes gross or 35 hours per week, Monday to Friday, excluding luncheon intervals. 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

30 days per annum, exclusive of the usual public holidays. This allowance is subject to the usual conditions regarding the granting of annual leave in the public service and is based on a five-day week. Additional conditions of service are available in

**Appendix 1.**

## How to Apply

Lansdowne Executive Search has been retained by the Health and Safety Authority to manage this recruitment process.

To pursue your interest please email your Letter of Application, CV, along with the Key Achievements Form to:

**Seán McDonagh, Partner,  
Lansdowne Executive Search Limited.**

sean.mcdonagh@lansdownesearch.ie

Or for a confidential discussion please call Seán on +353 87 796 1062

### Please note:

- Candidates must **submit ONE** document in **MS Word format** containing; a Letter of Application, CV and Key Achievements Form, please see Appendix 5.
- The document must be **TYPED**. Handwritten forms will not be accepted.
- All questions must be answered.
- Boxes in the Key Achievements Form may be expanded as required – please comply with maximum word count requirements.
- Please read the job specification (**Pages 6 & 7 of the Information Booklet**) which provides relevant information about the requirements of this post.
- The Health and Safety Authority is an equal opportunities employer. Recruitment to posts within the Health and Safety Authority is on the basis of merit as assessed during the recruitment process.
- Please note that omission of any or part of the requested application documentation or incorrect formatting, as set out below, will render the application incomplete.
- Late or incomplete applications will not be considered.

## Closing Date

The closing date for completed applications is **13th August 2025 at 5pm**. Applications will not be accepted after this deadline and late applications will be ineligible for consideration. Therefore, it is your responsibility to ensure that you have allowed sufficient time for the transmission of your application.

## Acceptance of Application

Before you apply for any position please familiarise yourself with the job description and ensure that you meet the essential requirements.

The acceptance of an application from a person, or the requesting of a candidate to attend for interview or any other test, is not to be regarded as an admission that such person possesses the prescribed qualifications. Appointing any candidate to a position, the Authority will make any enquiries it deems necessary to establish the suitability of that candidate.

For further information on the application and selection process, please see **Appendix 2**.





## APPENDIX 1: ADDITIONAL CONDITIONS OF SERVICE

### Contract Arrangements

Appointments arising from this competition are subject to Section 52, of the Safety, Health and Welfare at Work Act 2005 and any other Act for the time being in force relating to the Authority.

Staff of the Health and Safety Authority may not at any time engage in, or be connected with, any outside business or activity which would in any way conflict with the interests of the Authority or be inconsistent with their official positions. For this reason, candidates who come under consideration for appointment will be required to complete a conflicts of interest declaration, which will be reviewed by the Head of P&OD prior to their appointment. In the event of identified conflicts of interest, it may arise that candidates may not be considered for certain posts.

### Payment Arrangements

Salary will be paid fortnightly in arrears by credit transfer into your nominated bank account. In the event of overpayment, deductions will be made from subsequent salary payments in accordance with agreed procedures.

### Travel and Subsistence

Travel and subsistence expenses properly incurred and vouched in the discharge of your duties shall be paid by the Authority in accordance with the scale applicable to civil servants at a comparable level subject to such conditions as approved from time to time.

### Health

Any person appointed must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

### 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 provisions of the sick leave circulars.

Appointees, who will be paying the Class A rate of PRSI, will be required to sign a mandate authorising the Department of Social Protection to pay any benefits due under the Social Welfare Acts direct to the Health & Safety Authority. Payment of salary during illness will be subject to the appointee making

the necessary claims for social insurance benefit to the Department of Social Protection within the required time limits.

### The Organisation of Working Time Act 1997 (As Amended)

The terms of the Organisation of Working Time Act 1997 will apply, where appropriate, to this appointment.

### Superannuation and Retirement

Successful candidates will be offered the appropriate superannuation terms and conditions as prevailing in the public 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

## APPENDIX 1: ADDITIONAL CONDITIONS OF SERVICE continued

### 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 the Public Service Pensions (Single Scheme and Other Provisions) Act 2012, (the 2012 Act).

### 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. The 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.

### Early Retirement Schemes and Redundancy Schemes within the public sector

Such schemes imposed certain conditions on those availing of these schemes in relation to employment later in the wider public service. The onus is on each applicant to ensure, that if they have availed of such a scheme, they are eligible to apply for this competition.

### Ill-Health Retirement

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

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)

**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.**

### 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: APPLICATION TERMS AND CONDITIONS

### Contact details

On completing your personal details, you must provide a valid email address. You should note that all future correspondence during the selection process will be via the email address that you supply. It is your personal responsibility to monitor this email account.

### Canvassing

Any attempt by candidates themselves, or by any person(s) acting at their instigation, directly or indirectly, by means of written communication or otherwise, to canvas or otherwise influence in the candidate's favour any officer of the Authority or any person acting on behalf of the Authority, will automatically disqualify the candidates for the position(s) they are seeking.

### Eligibility to compete

Eligibility to compete is conditional on applicants, where relevant, having the necessary requisite work permit/visa/permission to enable them to work legally in the Republic of Ireland. The onus is on each applicant to satisfy themselves that they meet this requirement.

### Selection Procedures

The Agency will use both essential and desirable requirements as referred to earlier in this candidate information booklet to shortlist candidates and scoring will be based on the information contained in the application form for the role.

The Authority, with the assistance of the Agency will convene an expert board to carry out the competitive stages of the selection process to the highest standard of best practice. Normally the number of applications received for a position exceeds that required to fill the vacancy. While candidates may meet the eligibility criteria of the competition, if the numbers applying for the post are such that it would not be practical to process all candidates to the next stage of the selection process, the Authority may decide that a certain number only will be progressed to the next stage. Candidates will be progressed through the various stages of the selection process based on their order of merit at each stage.

In the event of many applications the Authority may shortlist based on information provided in the application. It is therefore in your own interest to provide a detailed and accurate account of how your skills, personal qualities, qualifications, and experience meet the requirements of the post.

Selection methods may include:

- Shortlisting of applicants as outlined above.
- Competitive initial/preliminary interview.
- Online testing of candidate's abilities.
- Written assessments with work sample test or other exercises.
- Presentation to selection panel.
- Competitive Final Interview.
- Any other test or assessment as deemed appropriate including psychometric assessment.

Candidates will be required to attend for interview or any other tests at their own expense. It is not possible to alter the allocated interview/test date or time.

At the final stage, candidates who meet the required standard for the job are placed in order of merit and considered for appointment in that order.

We aim to accommodate candidates with no unnecessary obstacles placed in their way. We will assist candidates with disabilities, so they are provided with appropriate and reasonable accommodations to ensure that they have the best opportunity to perform to their optimum.

Prior to recommending any candidate for appointment to the position, the Agency will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process 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, the Authority, with the assistance of the Agency, may at its discretion select and recommend another candidate for appointment based on the results of this selection process.

### Communication with Candidates

The Authority conducts its recruitment in line with the Commission of Public Service Appointments (CPSA) Code of Practice. There is a commitment to open, timely and effective communication to candidates. Accurate, sufficient and appropriate documentation is issued to candidates. Enquiries are dealt with in an efficient and timely manner.

Clear, specific and meaningful feedback is provided when requested by candidates. Effective systems are in place to manage the feedback function.

The Authority's recruitment process is governed by the Freedom of Information Acts and candidates may request information in line with the requirements of that Act. It is Authority policy however to provide such information without the necessity for an FOI request.

## APPENDIX 2: APPLICATION TERMS AND CONDITIONS continued

### Candidate Obligations

1. Candidates who do not attend for interview or any other test when and where required, or who do not furnish any material or evidence that the Authority may require in relation to their application, will have no claim for further consideration. Failure to furnish any documentation or other material within the required timelines will result in the candidate being deemed to have withdrawn their application from the competition.
2. Candidates must produce satisfactory documentary evidence of all qualifications claimed by them if required. Any credit given to a candidate at interview in respect of such claims is provisional and liable to revision if the necessary supporting documents are not furnished as requested. The Authority may request copies of academic transcripts and/or verify the authenticity of an applicant's qualifications with the relevant institutions.
3. Any candidate who supplies false or misleading information in their application may be disqualified. Candidates must not personate another candidate at any stage or interfere with or compromise the process in any way. Sharing information on the selection process through any means may result in you being disqualified.
4. Candidates must not canvass either directly or indirectly any person involved in the recruitment process.
5. The use of recording equipment of any type is not permitted at any stage of the recruitment process. Any candidate found to be in breach of this provision will be disqualified from a competition.

Candidates who fail to comply with these obligations may be disqualified from the process or, if already appointed they may have to forfeit the appointment.

Candidates must:

- Have the knowledge and ability to discharge the duties of the post concerned.
- Be suitable on the grounds of character.
- Be suitable in all other relevant respects for appointment to the post concerned; and if successful, they will not be appointed to the post unless they:
  - Agree to undertake the duties attached to the post and accept the conditions under which the duties are, or may be required to be, performed.
  - Are fully competent and available to undertake, and fully capable of undertaking, the duties attached to the position.

### Candidates Right to Review

The review process enables candidates to seek review when they believe that an action or decision taken in relation to the selection process was unfair or unreasonable.

Candidates must address their concerns in relation to the process, in writing, to the Agency in the first instance. A request for review must be received within 7 working days of the notification of the decision. Where the decision relates to an interim stage of the selection process (e.g., shortlisting for interview) a request for review must be received within 3 working days.

The case will be dealt with in an efficient and timely manner and in line with this policy and procedures and will be reviewed by a person other than the individual who made the decision in question. If the candidate is unhappy with the outcome of the review, he/she may request a further review which will be carried out by the Agency.



## APPENDIX 2: APPLICATION TERMS AND CONDITIONS continued

### Screening (References, Medical Examination and Garda Vetting)

When a selected candidate has indicated their interest in the position which is being filled, the next stage is to carry out reference checks, medical examinations and if appropriate Garda Vetting.

References are sought, in writing or by phone, and candidates will be informed in advance of referees being contacted.

Verification of qualifications relevant to the post will be required. This may take the form of requiring sight of qualifications in original or copy form, transcripts of results, verification of awards/memberships directly by the awarding/professional body etc.

Medical examinations will be carried out to ensure that candidates are fit to fulfil the requirements of the role and, where necessary, to identify special arrangements which should be put in place to assist them in fulfilling the requirements of the position.

Garda Clearance must be sought for all staff who will be appointed to an Inspector role and any other position in accordance with our Garda Clearance Policy. Should this be necessary candidates will be required to complete an online Garda Vetting Form should they come under consideration for appointment. **Please note that the garda clearance process which we carry out only covers addresses in the Republic of Ireland and Northern Ireland.**

Candidates who have lived or worked outside Ireland are required to provide Police Clearance for any address(es) where he/she has resided overseas for a period of 6 months or more. You will be required to provide the Authority with a Police Clearance Certificate from those countries stating that you have no convictions recorded against you. The clearance must be dated after you left the respective countries. **Any costs incurred in this process must be borne by the candidates**

## APPENDIX 3: GENERAL INFORMATION

### Ethics of Public Office Act

The Ethics of Public Office Act 1995 and the Standards in Public Office Act 2001 applies to this post.

### Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process. All personal information provided in the application form will be stored securely by the Agency for the Authority and will be used solely for the purposes of processing your candidature.

### Legal Compliance

The Agency and the Authority are committed to complying with all relevant legislation over the course of this recruitment campaign, including but not limited to, the Employment Equality Acts 1998-2011, the General Data Protection Regulation (GDPR), the Data Protection Act 2018 and the Freedom of Information Act 2014.

### Expenses

The Agency and/or the Authority will not be responsible for any expense, including travelling expenses, candidates may incur in connection with this competition.

### Data Protection (Recruitment Process)

Personal data is collected and processed as part of the recruitment process. The following personal data is collected:

- Your full name
- Your email address
- Your mobile telephone numbers

### Lawful Bases for Processing Personal Data Consent

The Agency / the Authority processes personal data provided by you in your application during the recruitment process on the lawful basis of 'consent'. Your consent is required to process any personal data provided in the application for the specific purpose of progressing an application through the recruitment process. By entering a recruitment competition, you agree to us processing your data for the purposes of this recruitment process as outlined within this booklet.

### Contractual

In the case of a successful candidate, personal data provided during the recruitment process may form the basis of the contract of employment.

### How your Information may be shared

We will not disclose your personal information for any purpose which is not connected with the job application. We may disclose your data on a confidential basis to select employees of our external service providers who support us with the administration of recruitment applications and selection processes.

### How long will your Information will be stored

Any personal data gathered in connection with your job application will be retained for 12 months.

### Unsuccessful Candidates

For those individuals who have been unsuccessful in the recruitment process, all information provided to the Agency /the Authority will be retained by the Agency/ the Authority for a period of no more than 12 months. At the end of this period, or if you withdraw your consent, your information will be securely destroyed.

### Successful Candidates

For those individuals who have been successful in the recruitment process, all information provided to the Agency/ the Authority will be placed on your employee file. It will be retained during your employment with the Authority and for an appropriate period thereafter. At the end of this period, or if you withdraw your consent, your information will be securely destroyed.

### Your Data Protection Rights

You have the right to:

- ask what personal data we hold about you at any time,
- ask us to update and correct any out-of-date or incorrect personal data that we hold about you free of charge, and
- have any personal data about you deleted.

If you wish to exercise any of the above rights, please email your request to our data protection officer at [DPO@hsa.ie](mailto:DPO@hsa.ie)



## APPENDIX 4: REQUIRED COMPETENCIES

### Key Competencies for the Role

The attention of candidates is drawn to the key competencies model that has been developed for posts at CEO level (equivalent to Assistant Secretary Level) which reflects the complex environment in which this position will operate;

#### Chief Executive Officer Exemplifies Public Service Values.

##### Effective Performance is:

- Serving the Government and people of Ireland.
- Acting at all times with integrity.
- Treating others with respect.
- Being responsible for own actions.
- Operating with professionalism and probity.

#### Strategic Thinking.

##### Effective Performance is:

- Creating a vision for the organisation and sector and anticipating the requirements to deliver it.
- Analysing complex issues quickly and anticipating knock-on consequences.
- Taking a system-wide approach and seeing connections, risks and the potential for innovation in the wider environment.
- Leading on the implementation of risk assessment practices and engaging in balanced risk taking
- Showing courage in making difficult decisions

#### Managing Relationships: Leads People.

##### Effective Performance is:

- Being a visible and energetic leader who fully engages others.
- Building and supporting cross functional and interdepartmental teams.
- Delegating responsibility and ensuring accountability in others.
- Setting challenging goals and implementing effective performance management.
- Coaching and supporting others to optimise their contribution and development.

#### Managing Relationships: Collaborates and Communicates with Conviction.

##### Effective Performance is:

- Playing a full and active part on the senior team in shaping and leading the Authority.
- Communicating professionally and credibly, managing the expectations of others.
- Skillfully negotiating and influencing with conviction.
- Anticipating political sensitivities and complexities and responding in an informed and constructive manner.
- Building and maintaining effective working relationships with key stakeholders.
- Facilitating collaboration, partnerships and networks internally and externally to achieve common goals.

## APPENDIX 4: REQUIRED COMPETENCIES continued

### Delivery Focus:

#### High Performance and Delivering Results.

##### Effective Performance is:

- Assuming accountability for own actions and decisions.
- Ensuring the full range of management disciplines are used to deliver quality services at pace and within budget.
- Challenging processes to improve organisational capacity, responsiveness and citizen focus.
- Ensuring successful implementation through a range of delivery methods, including use of external parties.
- Focusing effort on priority tasks to maximise results.
- Ensuring a strong feedback loop between policy development and operations.

### Delivery Focus: Drive and Resilience.

##### Effective Performance is:

- Showing initiative and sustaining high levels of personal drive and energy.
- Leading and managing multiple complex priorities effectively.
- Speaking own mind with confidence and conviction.
- Keeping perspective and utilizing personal support strategies to help maintain focus and bounce back from disappointments.
- Staying positive and professional in the face of difficult situations.

### Specialist Knowledge and Self Development

##### Effective Performance is:

- Maintaining a sound knowledge of organisational, sectoral, political and international issues and their wider implications for the citizen and the State.
- Continuously updating and demonstrating expertise in relevant areas.
- Being self-aware and seeking opportunities to act on areas for own development.
- Seeking feedback and reviewing own practices and behaviours.
- Being regarded as an expert in own area(s) of specialism.





An tÚdarás Sláinte agus Sábháilteachta  
Health and Safety Authority

**Make the change  
to make a real difference**