

**Adult Literacy Organiser**  
**Initial Assignment: City of Dublin FET College Crumlin,**  
**Captain's Road, Southwest Campus**  
**Permanent Position**  
**Ref: ALOPC26**

City of Dublin Education and Training Board (City of Dublin ETB) was established on 1st July 2013 under the Education and Training Boards Act, 2013. City of Dublin ETB has 3,000 employees and an annual budget of €580m. It is the state education and training authority for Dublin city and serves the area covered by Dublin City Council. This provision is delivered to over 48,000 learners (20,000 full-time and 28,000 part-time) and is supported by a range of services including a psychological service, a curriculum development unit, a buildings maintenance unit and Head Office staff in Ballsbridge. It also has statutory responsibility for supporting the provision, coordination, administration and assessment of youth work services in Dublin city and is the lead partner for Music Generation Dublin City. City of Dublin ETB is also responsible for the national awarding authority for student grants in Ireland, Student Universal Support Ireland (SUSI).

City of Dublin ETB Adult Education Services provide a range of part-time adult education options to learners in Adult Education Centres and in partnership with community providers across Dublin City. Accredited delivery is provided at NFQ levels 1-6 and a range of non-accredited programmes are available to meet the needs of learners.

Further information is available at: <https://adulthoodeducationcityofdublincity.ie>

<b>Proposed Timeframe</b>	Shortlisting will take place commence on: 15 <sup>th</sup> June 2026 Interviews will commence week beginning: 22nd June 2026 <i>*All dates are subject to change and are for guidance only</i>
<b>Location of Position</b>	The positions will be based initially in City of Dublin FET College Ballyfermot, Ballyfermot Civic Centre, Ballyfermot Road, Dublin 10 D10 T042
<b>Salary</b>	For persons entering public service for the first time, starting pay will be at the minimum point of the ALO salary scale, €48,911 p.a. This is not negotiable. An incremental salary scale applies thereafter.  Previous public sector experience may be eligible for incremental credit, to be determined upon appointment.
<b>Annual Leave</b>	35 working days per annum.
<b>Hours of Work</b>	35 hours per week with evening or occasional weekend work involved. A time in lieu system will operate as necessary.
<b>Details of Positions</b>	The position of Adult Literacy Organiser is part of City of Dublin ETB's strategy to provide for the literacy needs of adults in the city of Dublin, through our faculty of Language, Literacy and Lifelong Learning.  Literacy and adult basic education provision is an integral part of the wider Adult Education Service which includes adult literacy, English for speakers of other languages (ESOL), community education, adult education guidance, BTEI and basic education programmes in the workplace.
<b>Essential Requirements</b>	<ul style="list-style-type: none"> <li>• NALA / WIT National Certificate in Training and Development (Adult Basic Education Management)</li> <li><b>OR</b></li> <li>• Equivalent Adult Education Qualification as approved by the Department of Education.</li> <li><b>AND</b></li> <li>• Minimum of 3 years working in Adult Education or equivalent.</li> </ul>

<p><b>Desirable Requirements</b></p>	<ul style="list-style-type: none"> <li>• Literacy tutor training.</li> <li>• Education management and planning experience.</li> <li>• Experience working with adults and communities experiencing socio-economic and/or educational disadvantage.</li> <li>• Experience working with marginalised groups and communities.</li> <li>• Other equivalent education / training experience in adult, youth or community work.</li> <li>• Be a leader committed to the highest standards of education provision, administration and governance.</li> <li>• Strong people management and organisational skills.</li> <li>• Experience in delivering projects through teamwork.</li> <li>• Have a strong understanding of community development approaches and the community sector.</li> <li>• Have a strong understanding of Adult Literacy ethos and methodologies including Universal Design for Learning</li> </ul>
<p><b>Principal Duties and Responsibilities</b></p>	<p>The general duties and responsibilities listed below, under the direction of the Adult Education Officer and Director of FET, are not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned from time to time and to contribute to the development of the post while in office:</p> <p><b>Leader of People and Teams</b></p> <ul style="list-style-type: none"> <li>• Plan, develop and manage the literacy service in consultation with the Adult Education Officer / Director of FET.</li> <li>• Support, motivate and manage tutors and students.</li> <li>• Assist the AEO in the promotion of on-going staff development and in the identification of the staffing needs of the service.</li> </ul> <p><b>Leader of Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>• Maintain and develop an ethos appropriate to adult learning.</li> <li>• Promote effective teaching, learning and assessment strategies across the service.</li> <li>• Recruit, assess and place students in group or one to one learning situations.</li> <li>• Organise and/or support the delivery of initial and on-going training and development for staff including volunteers.</li> <li>• Support teaching staff with remote and online learning.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Promote adult literacy through networking, awareness raising and publicity.</li> <li>• Liaise with and develop partnerships with relevant voluntary, statutory and community bodies.</li> <li>• Maintain effective relationships with internal and external stakeholders.</li> <li>• Have the capacity to communicate clear messages to a wide variety of audiences both orally, in writing and online.</li> </ul> <p><b>Organisation Management and Administrative Skills</b></p> <ul style="list-style-type: none"> <li>• Manage resources e.g. finance, materials, premises, etc.</li> <li>• Keep records and prepare reports and submissions in consultation with the AEO / Director of FET /Chief Executive as appropriate.</li> <li>• Implement an organisational timetable / calendar regarding admin matters such as DFHERIS / SOLAS returns.</li> <li>• Establish and maintain effective data management systems such as student records using PLSS.</li> <li>• Have excellent IT Skills and knowledge of MS Office including Teams and Outlook.</li> </ul> <p><b>Self-awareness and Self-Management</b></p> <ul style="list-style-type: none"> <li>• Enhance own expertise through training, development, and networking with relevant bodies.</li> <li>• Reflect on own actions with a view to continuous learning and development.</li> <li>• Set a good standard of professional interactions and ensure excellent relationship boundaries are in place.</li> <li>• Be aware of own skill set and traits and seek help and advice when required.</li> </ul>

	<ul style="list-style-type: none"> <li>Uphold professional integrity at all times, for example, in showing discretion and maintaining confidentiality.</li> </ul> <p><b>Candidates should note that questions relating to the above principal duties and responsibilities will form part or all of the interview.</b></p>
<b>Terms and Conditions of Appointment</b>	<ul style="list-style-type: none"> <li>The appointment will be subject to the sanction of the Chief Executive.</li> <li>Any offer will be subject to the receipt of two satisfactory references.</li> <li>The appointment will have a probationary period, details of which will be stipulated in the contract of employment.</li> <li>Appointment is to City of Dublin ETB as a whole. City of Dublin ETB reserves the right to transfer staff as the needs of the organisation dictate.</li> <li>The person appointed to the post will be required to contribute to the relevant Superannuation Scheme.</li> <li>For the purposes of satisfying the requirements as to health it will be necessary for the successful candidate before they are appointed, to undergo at the City of Dublin ETB's expense, a medical examination by a qualified practitioner nominated by City of Dublin ETB.</li> <li>External work may not be undertaken without the prior consent of City of Dublin ETB.</li> </ul>
<b>Citizenship Requirements</b>	<p>Candidates should note that eligibility to compete for posts is open to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreement may also apply. Please visit the link below for updates to these requirements:  <a href="#">Coming to Work in Ireland - Workplace Relations Commission</a></p> <p>Please note that upon appointment the successful candidate must have valid right to work status.</p>
<b>Termination</b>	The appointment will be terminated by one month's notice in writing on either side.
<b>Garda Vetting</b>	<p>City of Dublin ETB is registered with the National Vetting Unit (NVU) which provides a disclosure service for organisations who have staff positions which may involve regular unsupervised access to children and vulnerable adults. As part of the organisations recruitment and selection process, offers of employment may be subject to NVU disclosures, where applicable.</p> <p>City of Dublin ETB reserves the right to re-vet all staff employed in positions that entail working with children and vulnerable adults at any time during their employment.</p>
<b>Sick Leave and Special Leave</b>	Sick leave and special leave may be allowed in accordance with the conditions in force for the time being for Officers employed under the Schemes of Education and Training Boards.
<b>Superannuation &amp; Retirement</b>	<p>The successful candidate 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 <a href="http://www.singlepensionscheme.gov.ie">www.singlepensionscheme.gov.ie</a>.</p> <p>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.</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p> <ul style="list-style-type: none"> <li>Pensionable Age: The minimum age at which pension is payable is 66 (retirement age is linked to State Pension Age).</li> <li>Retirement Age: Scheme members must retire on reaching the age of 70.</li> <li>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).</li> </ul>

	<ul style="list-style-type: none"> <li>• Post retirement, pension increases are linked to CPI.</li> </ul>
<p><b>Pension Abatement</b></p>	<p>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 <b>will be subject to abatement</b> in accordance with Section 52 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. <b>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.</b></p> <p>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 &amp; 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.</p>
<p><b>Department of Education Early Retirement Scheme for Teachers Circular 102/2007</b></p>	<p>The Department of Education 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).</p>
<p><b>Exclusions</b></p>	<p>Candidates should note that persons who have taken part in Public Service early retirement schemes including the following are not eligible to take part in this competition:</p> <p><b>Incentivised Scheme for Early Retirement (ISER):</b> It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in the Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the <b>same employment or the same sector</b>. Therefore, such retirees may not apply for this position.</p> <p><b>Department of Health and Children Circular (7/2010):</b> 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 funds. The same prohibition on re-employment applies under the VRS, except that the prohibition is a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. Persons who availed of either of these schemes are not eligible to take part in this competition. People who availed of VRS scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).</p> <p><b>Department of Environment, Community &amp; Local Government (Circular Letter LG (P) 06/2013):</b> The Department of Environment, Community &amp; Local Government Circular Letter LG (PP) 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 below, it is a specific condition of that VER Scheme that persons will not be eligible for re-employment in any</p>

	<p>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 two years from their date of departure under this Scheme. 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).</p> <p><b>Collective Agreement Redundancy Payments to Public Servants:</b> The Department of Public Expenditure and Reform letter dated 28<sup>th</sup> June 2012 to Personnel officers introduced, with effect from 1<sup>st</sup> 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 Payment 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 interests Acts 2009 – 2011) for a period of two years from termination of the employment. People who have availed of this scheme a who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).</p>
<b>Ill Health Retirement</b>	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.
<b>Pension Accrual</b>	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.
<b>Additional Superannuation Contribution</b>	Please note that an Additional Superannuation Contribution (ASC) in accordance with the Public Service Pay and Pensions Act 2017 is payable for this employment.
<b>Declaration</b>	Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement, including schemes not specifically mentioned above. 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.
<b>Referees</b>	<p>Candidates must supply details of two referees on their application form, please note that these referees should have knowledge of you and your work to whom professional reference can be made. One of which should be your current or most recent employer.</p> <p>Referees may be contacted pre or post interview directly by City of Dublin ETB at its convenience and without further notice to candidates.</p>

**Notes:**

- Please note that it is the responsibility of the applicant to ensure that all applications are received on time. Any technical difficulties encountered by the sender when forwarding applications are not the responsibility of City of Dublin ETB. Therefore, candidates are strongly advised to submit applications well before the 12 Noon deadline on the specified closing date.
- Your application will be assessed on the information you submit. Please ensure all sections are completed fully and accurately, giving clear evidence of qualifications, skills and experience. Incomplete applications may not be considered.
- All enquiries regarding your application should be made to [applications@cdetb.ie](mailto:applications@cdetb.ie). You must use the post reference in the subject line of the email.
- Providing incorrect information or deliberately concealing any relevant facts may result in disqualification from the selection process or, where discovery is made after appointment, in summary dismissal.
- City of Dublin ETB may contact the named referees and / or employers for a reference should you be called to interview.

- Selection will be by the way of a competitive interview which will focus on the key skills and duties of the role and the competencies associated with roles at this level.
- Any travel or other expenses incurred by candidates whilst undertaking or attending any elements of the selection process will not be refunded by City of Dublin ETB.
- City of Dublin ETB reserves the right to change or withdraw the above post without prior notification.

Latest date for receipt of completed online applications for the above is:

**12 noon on Monday 15<sup>th</sup> June 2026**

*Late applications will not be accepted. Shortlisting may take place.*

*Canvassing will disqualify.*

*City of Dublin Education and Training Board is an equal opportunities employer.*