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National Museum of Ireland

Ard-Mhúsaem na hÉireann

**Assistant Education Officer
(Assistant Keeper Grade II)**

Education Department
National Museum of Ireland

INFORMATION BOOKLET

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The **National Museum of Ireland** is seeking applications from suitable candidates to fill the post of an **Assistant Education Officer (Assistant Keeper Grade II)** within the Education Department. This is a full time permanent position. This position will be filled by open competitive interview.

Job Title

Assistant Education Officer (Assistant Keeper Grade II), Education Department.

Location

The post-holder will be based in the **Education Department of the National Museum of Ireland - Archaeology, Kildare Street, Dublin 2** or any other NMI site as may be designated from time to time by the Director or Registrar.

Reporting to

The successful candidate will report to the Education and Outreach Officer for the National Museum of Ireland - Archaeology.

Responsibilities of the Post

A unique resource in Ireland, the Museum preserves and conserves, where appropriate, the heritage of the nation and creates a vital connection to our nation's past. The Education Department puts people at the centre of all that it does, engaging with them in new and creative ways and undertaking research in a number of areas. The Department designs, develops and evaluates a range of education and learning programmes, resources and services that enable a range of different publics and communities to access and engage with the national collections in inspiring and innovative ways.

The Museum plays a central role as a source of learning and knowledge of Ireland's culture and natural history. Over one million visitors visit the NMI annually, of which 173,473 people participated in and engaged with the NMI's learning programmes and services in 2019. Of that number, 104,016 young people from the formal education sector participated in and engaged with the NMI's learning programmes and services. Over the years the NMI has won awards for their education and learning programmes and services. The NMI has also won awards for exhibitions, collections care and conservation projects.

Duties and Responsibilities

The post holder will be responsible for:

- Devising, developing and evaluating innovative and relevant education programmes and services for and with a range of audiences.
- Developing resources for and with various target audiences.
- Consulting with key target audiences, assessing the learning needs of various audiences and providing best practice in museum education and learning.
- Managing use of education and learning spaces at the National Museum of Ireland.
- Communicating with a range of audiences by using a variety of communication tools and platforms.
- Monitoring developments within the cultural education and learning sector and applying good practice to the NMI's offer.
- Working on the design, development and delivery of programming, resources and services with the Education & Outreach Officer and the Education Team at the NMI – Archaeology in addition to the wider NMI's Education Team and external partner

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organisations across the following sectors: heritage, cultural, scientific and environmental education; community based and local organisations; along with other specialists and arts and cultural practitioners/providers.

- Acting as a key audience advocate on exhibition and programme planning.
- Working to develop and implement new ways of collaborating effectively to meet objectives.
- Managing and co-ordinating the panel of freelance guides, interns, Education Assistants and Transition Year students as required.
- Day-to-day management of the Education and Outreach Department when required and under the direction and supervision of the Head of Education and the Education & Outreach Officers.
- Overseeing, and implementing the daily delivery of services - tours, workshops, outreach etc.
- Ensuring Risk Assessment, Health & Safety, and Child Protection procedures for school visits, tours, workshops, and museum public events are followed.
- Monitoring effective information flow with all curatorial, front of house, marketing, IT and other NMI divisions and departments.
- Overseeing the day-to-day maintenance of public education spaces, material resources and equipment.
- Developing and co-ordinating programming publicity and liaising with Marketing and IT to ensure there is information in the public domain and on the website about the public programming and services.
- Carrying out general administrative work in relation to education programming and activities.
- Managing and administering payments and budgets.
- Acting as deputy for the Education and Outreach Officers and the Head of Education as required.
- Contributing to policy and procedures.
- Such other duties as may be assigned from time to time by the Management within the Education Department.

Personal Specification

Essential

- A third level qualification in one or more of the following areas: museum education and learning, public archaeology, community archaeology, public history, education, archaeology, art history, heritage, history.
Alternatively at least five years' experience of museum learning and education and audience-centred programming.
- Experience of working in one or more of the following fields: public archaeology, community archaeology, public history, heritage, and/or cultural heritage education etc.
- Experience of working with a variety of audiences in diverse contexts and developing innovative participative, pedagogical approaches to meet their interests and needs.

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- Experience or proven knowledge of developing a wide range of approaches and tools to interpret Museum exhibitions, archaeological excavations and research, collections and resources.
- Excellent project management, administrative, co-ordination and organisational skills.
- Excellent interpersonal communication and team based skills.
- Effective communication skills including writing, editing and presentation.
- Initiated, led, delivered and evaluated one innovative project in the field of museum education and learning, or community archaeology.
- An ability to work as part of a team and to work on her/his own initiative.
- Experience of working in partnership with a range of partners internally and externally.
- Excellent IT skills – a good working knowledge of software packages such as Word, Excel and Access.
- Demonstrated ability to work to deadlines and maintain focus under pressure.
- Proven ability to prioritise and plan effectively.
- Ability to be flexible in a busy working environment.

Desirable

- Familiarity with the collections and exhibitions at the National Museum of Ireland - Archaeology.
- Knowledge of the Irish language.
- Knowledge of the cultural education sector in Ireland.
- A knowledge of the roles of museums in society.
- Knowledge of research in the field of cultural education and learning.

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Selection Process

In the event that the number of applications received significantly exceeds that required to fill existing and anticipated future vacancies over the lifetime of the panel, the National Museum of Ireland may implement a shortlisting process to select a number of candidates to be invited to interview on the basis of the information contained in their application. This is not to suggest that other candidates are necessarily unsuitable, or incapable of undertaking the job, rather that, on this occasion, there are some candidates who are, on the basis of the information provided, better qualified, and /or have more relevant experience.

The National Museum of Ireland does not reimburse the cost of travel to interview.

Citizenship Requirements

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 Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; or
- (c) A non-EEA citizen who is a spouse or child of an EEA or Swiss citizen and has a stamp 4 visa; or
- (d) 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
- (e) 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.

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 the Scheme, are debarred from applying 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 funds. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

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. 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

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of non-eligibility) and the Minister's consent will have to be secured prior to employment by any public service body.

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.

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APPLICATION INSTRUCTIONS

Applications are submitted on the vacancies section of the **National Museum of Ireland website**: <https://www.museum.ie/en-IE/About/Careers/Vacancies>

Applicants are required to complete an application form and submit it with an up to date CV and cover letter. **We request that all three documents are combined and submitted in one single PDF.**

Failure to do so will render the application incomplete and the application will not be considered.

The application form must be completed in full and submitted in typescript. Handwritten applications will not be accepted.

To commence the application process, visit our [Vacancies](#) page.

Steps to apply:

- Go to the Vacancies page and select the position you wish to apply for.
- Read the Information Booklet for full details of the position.
- The documents required for your application appear on this page as links.
- Click each document, which will open in a new window. Download/Save each document to your computer/device.
- Complete the documents required, and combine into one single PDF along with your CV and cover letter.
- When this is complete, return to the NMI website to finish the application process.
- Again, from the [Vacancies](#) page, find the position you wish to apply for.
- Click the **Apply Now** button.
- Complete the Form.
- Upload your single combined PDF.
- Complete the Captcha check and then click **Submit Your Application**.

Please provide a **valid, monitored email address**. The email address will be used to acknowledge receipt of the application and as the main form of contact to liaise with applicants. Please note, a panel may be formed from this competition for which future vacancies may be filled.

Applicants should note that the closing date and time will be strictly adhered to.

Closing Date for Applications

**Applications must be received no later than 17:00
On Friday, 18 September 2020**

LATE APPLICATIONS WILL NOT BE ACCEPTED. PLEASE NOTE THE ONUS IS ON THE APPLICANT TO ENSURE THAT ALL APPLICATIONS ARRIVE IN ADVANCE OF THE CLOSING DATE AND TIME. Closing date and time will be strictly adhered to.

Please note that applications for this position will only be considered on the Application Form provided as well as a CV and letter of Application. Contact details of three referees will be required if an applicant progresses to the later part of the recruitment process. Canvassing will disqualify.

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Assistant Education Officer (Assistant Keeper Grade II) Education Department

Principal conditions of service

Pay

€31,687	€33,971	€34,582	€37,630	€40,688	€43,747	€46,807	€48,696	€50,580
1	2	3	4	5	6	7	8	9
€52,476	€54,360	€56,249	€58,139	€60,024	€61,921	€64,022	€66,118	
10	11	12	13	14	15 NMAX	16 LSI1*	17 LSI2**	

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

* After 3 years satisfactory service at the maximum

**After 6 years satisfactory service at the maximum

Starting Salary

Entry will be at the minimum of the scale - **€31,687** per annum, the 1st point on the Assistant Keeper Grade II, PPC Scale (**PSSA 0.5% Jan 2020**). The rate of remuneration may be adjusted from time to time in line with Government pay policy.

Tenure

The appointment will be in a probationary capacity for a period of one year. Subject to successful completion of the probation period, a Contract of Indefinite duration will be offered. The appointment may be terminated at any time by either side in accordance with the Minimum Notice and Terms of Employment Acts, 1973 and 1991.

Annual leave

Annual leave will be **25** working days a year rising to 27 working days a year after 5 years' service and to 29 working days a year after 10 years' service. This leave is on the basis of a five-day week and is exclusive of the usual public holidays.

Hours of Attendance

Hours of attendance will be fixed from time to time in line with central agreements but will amount to not less than 43.25 gross hours per week (37 net hours per week). Where extra attendance is necessary, overtime payments, or time off in lieu, will be allowed in accordance with the civil service overtime regulations. Flexible working hours are available in line with the National Museum of Ireland's policy on flexible working hours.

Duties

You will be required to perform any duties which may be assigned to you from time to time as appropriate to the position. The position will be whole-time and you will not be connected with any outside business which would interfere with the performance of official duties. You 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.

General

The appointment is subject to the Civil Service Regulation Acts, 1956 to 1996, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the civil service. The appointee will be subject to the National Museum's policies in respect of Code of Standards and Behaviour.

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Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the National Museum of Ireland at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Key provisions attaching to membership of the Single Scheme are as follows:

a. Pensionable Age

The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.

b. Retirement Age:

Scheme members must retire at the age of 70.

c. Pension Abatement

- If the appointee was previously employed in the Civil Service and is in receipt of a pension from the Civil Service normal abatement rules will apply. However, if the appointee was previously employed in the Civil Service and awarded a pension under voluntary early retirement arrangements (other than the Incentivised Scheme of Early Retirement (ISER) or the Department of Health Circular 7/2010 VER/VRS which, as indicated above, renders a person ineligible for the competition) the entitlement to that pension will cease with effect from the date of reappointment. Special arrangements will, 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.
- If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. **This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.**
- **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 that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that

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employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

d. Prior Public Servants

While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that **a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme.** In this case such a candidate would instead be offered membership of the pension scheme for non-established civil servants ("Non-Established State Employee Scheme"). This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual as outlined below:

e. 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 existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. **This may have implications for any appointee who has acquired pension rights in a previous public service employment.**

f. Pension-Related Deduction

This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009. For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>

Sick leave

Full pay during properly certified sick absence, provided that there is no evidence of permanent disability for service, may be allowed up to a maximum 92 days in one year and at half pay thereafter, subject to a maximum of 183 days sick leave in any period of four years or less.

The appointee 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 National Museum of Ireland and 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.

Official secrecy and integrity

The appointee will be subject to the provisions of the Official Secrets Act 1963, as amended by the Freedom of Information Act 1997. The appointee will agree not to disclose to third parties any confidential information especially that with commercial potential either during, or subsequent to, the period of employment.

Prior approval of publications

The appointee will agree not to publish material related to official duties without prior approval by the Director of the National Museum of Ireland.

Political activity

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

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Further details

Detailed provisions regarding various other terms and conditions, such as categories of leave (including maternity, adoptive and health & safety leave), some or all of which may be relevant to the appointee, are set out in circulars available on www.personnelcode.gov.ie.

This is intended only as a guide. Full terms and conditions will be issued as part of the contract of employment.