



NAME OF POSITION: BEACH LIFEGUARD (TEMPORARY) – DOLLYMOUNT BEACH, SUMMER SEASON 2025

POSITION No: 11/2025

CLOSING DATE: MIDNIGHT ON FRIDAY,
MARCH 21ST 2025

INFORMATION BOOKLET

DUBLIN CITY COUNCIL INVITES APPLICATIONS, FROM SUITABLY QUALIFIED PERSONS, WHO WISH TO BE CONSIDERED FOR INCLUSION ON A PANEL FROM WHICH VACANCIES FOR BEACH LIFEGUARD (TEMPORARY) – DOLLYMOUNT BEACH, SUMMER SEASON 2025 MAY BE FILLED.

Dublin is a major European Union capital city with a vibrant culture and an innovative economy. **Dublin City Council** is at the heart of shaping the city by providing a diverse, multi-layered and evolving range of services for citizens, businesses, the community and visitors to Dublin. Dublin City Council and its employees provide over 500 services across key functional areas of housing, community, planning, development, environmental, roads and traffic, leisure and culture services. For further information on Dublin City Council please log onto www.dublincity.ie

Parks & Landscape Services plans, designs and manages the city landscape to provide an attractive, green and sustainable city. The Division also aims to meet the social, recreational and conservational needs of the city and its citizens. It is responsible for managing 1,400 hectares of parks and open spaces. The Parks Service also contributes to public realm and urban design as well as the civic decoration of the city to make it a more attractive space in which to live, work and visit.

THE JOB

Dollymount Strand and the Beach Lifeguard service comes under the control of the Parks & Landscape Services Division, Culture, Recreation & Economic Services Department. Dollymount Strand is one of the most popular beaches in Ireland. The role of the Beach Lifeguard, Dollymount Beach (Temporary), Summer Season 2025, is to provide a valuable service in ensuring the safety and enjoyment of the beach by all visitors during the summer months.

Please note that successful candidates will be subject to Garda Vetting prior to any appointment being confirmed.

THE IDEAL CANDIDATE SHALL

- possess strong interpersonal and communication skills and have the ability to engage with a wide range of people including staff at all levels, members of the public etc.;
- be committed to and conscious of providing an excellent service by ensuring the safety and enjoyment of Dollymount Beach by visitors;
- be capable of working both in teams or on their own initiative, in an independent environment and without constant supervision.

QUALIFICATIONS

CHARACTER:

Each candidate shall be of good character.

HEALTH:

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

AGE

Candidates must be not less than 18 years of age on appointment.

EDUCATION, EXPERIENCE, ETC.:

Each candidate should, on the latest date for receipt of completed applications: -

- (a) hold a valid Beach Lifeguard Award of Irish Water Safety or equivalent;

Candidates renewing their Beach Lifeguard Certificates may also apply (Candidates in the process of obtaining their Beach Lifeguard certificate can apply, however you will not be able to sign your contract until you submit a copy of your certificate)

- (b) *must successfully undergo a Lifeguard Skills, Lifesaving and Resuscitation test (see note below);
- (c) be prepared to undergo training in the use of equipment that may be used in the course of carrying out the duties of a Lifeguard;
- (d) have read and understood the Irish Sports Council publication “Code of Ethics and Good Practice for Children’s Sport” (*this publication can be found on www.irishsportsCouncil.ie/Participation*);
- (e) have good knowledge and awareness of Health and Safety Legislation and Regulations, the implications for the organisation and the employee, and their application in the workplace.

*** The Lifeguard Skills, Lifesaving and Resuscitation Test will be held in open water on Portmarnock Beach at the Lifeguard Station/Hut on Saturday 26th April 2025.**

DUTIES

The duties of the **Beach Lifeguard (Temporary) - Dollymount Beach, Summer Season 2025** under the direction and supervision of the appropriate employee of Dublin City Council, shall include, but are not limited to the following;

- patrolling designated sections of the beach, providing constant observation and supervision of activities at public bathing places in order to prevent drowning accidents;
- going immediately to the assistance of persons in difficulties in the water and rendering to such persons the necessary attention;
- checking all equipment daily, ensuring all life-saving apparatus is in good condition and that there are adequate stocks of First Aid equipment available and reporting any defects/shortages to Dublin City Council;
- ensuring that the indication flags are placed in prominent positions in order to warn persons bathing of possible sources of danger;

- recording of all accidents/incidents in the log book;
- removing and disposing of broken glass, litter, dangerous items etc. from the foreshore;
- carry out all appropriate lifeguard duties as laid down by Water Safety Ireland.

SELECTION PROCESS

- Posts of **Beach Lifeguard – Dollymount Beach (Temporary), Summer Season 2025** will be filled from this publicly advertised competition. Selection shall be by means of a competition conducted by or on behalf of Dublin City Council.
- Candidates should note that the information provided by them in their application form, will form the basis on which eligibility and short listing is conducted.
- Dublin City Council reserves the right to undertake eligibility and/or shortlist candidates in the manner it deems most appropriate.
- A panel may be formed on the basis of interviews. A candidate whose name is on a panel and who satisfies the Council that they possess the qualifications declared for the post and that they are otherwise suitable for appointment may, within the life of the panel, subject to the appropriate Department of Housing, Local Government & Heritage sanction, be appointed as an appropriate vacancy arises.
- Dublin City Council shall require any person to whom an appointment is offered to take up such appointment within a period of not more than one month and if they fail to take up appointment within such period, or such longer period as the Council in its absolute discretion may determine, the Council shall not appoint them.

SHORTLISTING

Dublin City Council reserves the right to shortlist candidates to proceed to the interview stage of the competition. Shortlisting of candidates will be on the basis of information supplied on the **Application Form**. **It is therefore in your own interest to provide a detailed and accurate account of your qualifications/experience in your application.**

The shortlisting process will provide for the assessment of each candidates's application form against predetermined criteria that reflect the skills and depth of experience considered to be essential for a position at this level.

INTERVIEW

Selection, from shortlisted candidates, shall be by means of a competition based on an interview conducted by Dublin City Council. The interview will be competency based and marks will be awarded under the following skill sets identified for the position of **Beach Lifeguard (Temporary)**;

- Leadership & Initiative
- Interpersonal Understanding/Communication
- Planning/Organising
- Technical Knowledge & Experience

Please see page 7 of the Candidate Information Booklet for more details.

SALARY

The salary scale for the position of **Beach Lifeguard (Temporary) – Dollymount Beach - Summer Season 2025** is;

€1,525 per fortnight (€19.55 per hour) (subject to Public Sector pay increase March 2025)

All candidates *must refer* to the *Additional Candidate Information Booklet* which can be found at <https://careers.dublincity.ie/> for additional relevant information pertaining to the salary scale and the recruitment process.

PARTICULARS OF POSITION:

- (a) The position is temporary and the holder of the post will be employed, subject to satisfactory service, on a fixed-term contract basis for the 2025 summer season.
- (b) **The nature of this employment is fixed term as the position of Beach Lifeguard is seasonal. A contract will therefore be issued on such objective grounds.**
- (c) The holder of the post will be assigned to Dollymount Beach (Dublin 3), Culture, Recreation and Economic Services Department.
- (d) The holder of the post shall reside in the district in which their duties are to be performed or within a reasonable distance thereof.

CITIZENSHIP

Candidates must, by the date of application be;

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

Dublin City Council welcomes all nationalities and ethnic backgrounds to join its diverse workforce and we hereby reserve the sole discretion to vary the above requirements from time to time subject to the business needs and staffing requirements

HOURS OF DUTY

The hours of work are 39-hours per week. The hours of duty are between **11.00 a.m. and 8.00 p.m.** and cover the whole week including Saturdays, Sundays and Public Holidays, on a rota basis, during the season.

Annual Leave must be applied for in advance and will only be granted if operational requirements allow.

UNIFORM

As a condition of employment the holder of the post will be required, at all times when on duty, to wear such uniform and/or items of protective clothing as are specified from time to time by Dublin City Council.

ADDITIONAL RELEVANT INFORMATION FOR CANDIDATES

- The *National Vetting Bureau (Children and Vulnerable Persons) Act 2012 to 2016* came into effect on 29th April 2016. The Act places a statutory obligation on Dublin City Council to ensure that ‘any work or activity which is carried out by a person, a necessary and regular part of which consists mainly of a person having access to, or contact with children or vulnerable persons will be the subject of Garda Vetting’.
- Subject to the provisions of the *Freedom of Information Act 2014*, applications will be treated in strict confidence.
- Any attempt by a candidate themselves or by any person(s) acting at the candidate’s instigation, directly or indirectly, by means of written communication or otherwise, to canvass or otherwise influence in the candidate’s favour, any employee of the City Council or person nominated by the City Council to interview or examine candidates, will automatically disqualify the candidate for the position being sought.
- It is important to remember that this is a competitive process for a role where integrity is paramount. Sharing information on the selection / interview process e.g. through social media or any other means, may result in a candidate being disqualified from the competition.
- Dublin City Council does not allow the unsanctioned use of any type of recording equipment during interviews or on its premises. This applies to any form of sound recording and any type of still picture or video recording, whether including sound recording or not, and covers any type of device used for these purposes.
- An candidate who is found to be ineligible at any stage of the competition will not be further considered. Provision of inaccurate, untrue or misleading information will lead to disqualification from the competition, withdrawal of employment offer or dismissal.
- A candidate who does not attend for interview when and where required by the City Council, or who does not, when requested, furnish such evidence as the City Council requires in regard to any matter relevant to their candidature, will have no further claim to consideration.
- The City Council will not be responsible for any expenses candidates may incur in connection with their candidature.
- The onus is on the candidate to keep a regular check on their Email Account as email notifications of updates may sometimes be filtered into your Junk/Spam email folders. Dublin City Council accepts no responsibility for communication not accessed or received by a candidate.

Please state clearly on the Additional Information Tab of the application form the **dates you will be available to take up duty** and also the **date on which you expect to finish your contract**.

CLOSING DATE

All applications must be made through Dublin City Council’s official Digital Recruitment Platform.

Candidates are required to upload a copy of their Beach Lifeguard Award of Irish Water Safety, or equivalent, with your application.

Applications must be submitted before Midnight on Friday 21st March

For any queries please contact hrqueries@dublincity.ie.

This document is also available in Large Print, High Contrast Print and Braille on request.

INFORMATION SHEET – COMPETENCY FRAMEWORK

The following competency framework has been developed for the position of **Beach Lifeguard (Temporary) – Dollymount Beach**. The key competencies for the role are as follows;

Competency	Examples of Behaviours
Leadership & Initiative	<p>Ability to make informed decisions and to weigh up the pros and cons of a situation (including safety implications).</p> <p>Takes initiative when they see the opportunity to make a contribution.</p> <p>Implements high quality service and customer care standards.</p> <p>Adopts a positive and constructive approach to work.</p> <p>Represents the organisation positively and professionally when dealing with members of the public and other stakeholders.</p>
Interpersonal Understanding/Communication	<p>Relates well to others and maintains positive working relationships</p> <p>Has effective written and verbal skills.</p> <p>Good communicator with the ability to give and receive information accurately and clearly.</p> <p>Ability to work well in a team and cooperate with others.</p> <p>Is respectful, courteous and professional and remains composed, even in challenging situations</p>
Planning/Organising	<p>Delivers a high standard of service in line with work plans and schedules.</p> <p>Ability to prioritise tasks and manage time effectively to achieve goals.</p> <p>Ability to organise resources to meet the demands of the job.</p>
Technical Knowledge & Experience	<p>Has a range of experience relevant to the role.</p> <p>Has a good knowledge and awareness of Health & Safety Regulations, the implications for the organisation and their application to the workplace.</p> <p>Willingness to receive training.</p> <p>Has read and understood the Irish Sports Council Publication Code of Ethics and Good Practice for Childrens Sports</p> <p>Understands the role of Beach Lifeguard.</p>