



Assistant Scientist

Information for Candidates

March, 2026



About Fingal County Council

Fingal is a highly attractive place to live, work, visit and do business. It comprises a geographical area of 450 sq.km stretching from Balbriggan in the north, to Blanchardstown in the west and to Howth in the east. The area is defined by the diversity of its landscape and settlement patterns with rural, urban and suburban locations all rolled into one county. There is 88kms of coastline, three large, protected estuaries and salt marsh habitats and 13 major beaches.

Fingal County Council is one of the county's major local employers and currently employs approximately 1,600 staff. The Council is mandated to deliver a diverse range of functions and services which can be broadly described under the headings of the provision of physical and social infrastructure, housing, economic and tourism development, community development, recreation and amenity services and the management of the planning and environmental regulatory framework. The role of the County Council as provided for in law is to represent, lead and serve the communities of Fingal.

Duties

The Environment Division of the Council covers the areas of water quality, air and noise pollution, waste and litter management, landfill aftercare management of recycling facilities and climate action.

Working as part of team in the Environment Division the Assistant Scientist will report to and work under the direction and guidance of an Executive Scientist / Engineer or higher. The duties which are typically assigned to an Assistant Scientist include, but are not limited to, the following:

- Management of closed Landfills and investigation of contaminated land
- Investigation of pollution incidents, including if necessary, preparing files for prosecution and giving evidence in court
- Investigation and resolution of environmental complaints
- Carrying out standard inspections and audits of licensed facilities, farms, domestic and larger wastewater treatment systems
- Air, water & wastewater sampling and analysis and associated data management
- Reporting on the environmental aspects of planning applications and compliance submissions
- Use of Mapping (GIS) systems
- Procurement & contract management
- Complying with Health and Safety Requirements of Employees under the Council's Health and Safety Statement, preparing risk assessments and ensuring compliance by others with Health and Safety Obligations
- Carrying out any other duties as may be assigned from time to time

The successful candidate will be assigned to the Environment, Climate Action, Active Travel and Sports Directorate.

Qualifications and Requirements of the Post

CHARACTER

Each candidate must 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. Successful candidates will be required to have the physical capacity to carry out environmental testing and collection of samples of the natural environment and will require a basic level of fitness to fulfill the requirements of the role.

EDUCATION, TRAINING, EXPERIENCE, ETC.

Candidates must on the latest date of receipt of completed application forms:

- (a) Hold an honours degree (level 8 in the National Framework of Qualifications) in Science; or
- (b) Have at least two years satisfactory experience of scientific work; and
- (c) Possess a high standard of technical training and experience.

The Ideal Candidate will

- Through study and experience, possess a good knowledge of some or all of following:
 - Water Quality
 - Wastewater
 - Contaminated Soil
 - Landfill Aftercare
 - Waste Management
 - Environmental Assessment
 - Air and Noise pollution
 - Relevant Environmental Legislation
- Have the ability to work within a team which may be multidisciplinary,
- Possess good interpersonal and communication skills and can deal with people in an enforcement scenario,
- Good writing skills,
- Possess good IT skills including Microsoft Excel and Geographical Information Systems,
- Possess a current unendorsed full driving licence (Category A1, A and / or B) as he / she may be required to drive in the course of his / her duties.

Candidates will be required to furnish a degree transcript. Shortlisting may take place based on the relevance of the degree qualification to the role.

Benefits

At Fingal County Council, we value our employees and want to support them to develop their careers. We offer flexible working arrangements, competitive salaries and pension benefits, a positive work environment, training and development opportunities, a defined career path in a supportive and inclusive culture and the opportunity to make a difference, along with the following benefits:

➤ Standard working day is 9-5 with Flexitime (up to 13 flexi days per year)	➤ Excellent Work/Life balance with Family Friendly Schemes such as Shorter Working Year and Work-sharing
➤ Opportunities for promotion and career development	➤ Employee Assistance and Wellbeing Programme
➤ Pension Scheme	➤ Blended Working available - up to 2 days per week

Particulars of Employment

The employment is wholetime, permanent and pensionable. Persons who become pensionable employees of a local authority who are liable to pay the Class A rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 1.5% of their pensionable remuneration plus 3.5% of net pensionable remuneration (i.e. pensionable remuneration less twice the annual rate of social insurance old age contributory pension payable at the maximum rate to a person with no adult dependent or qualified children).

Persons who become pensionable employees of a local authority who are liable to pay the Class D rate of PRSI contribution will be required in respect of their superannuation to contribute to the local authority at the rate of 5% of their pensionable remuneration.

All persons who become pensionable employees of a local authority will be required in respect of the local Government (Spouses and Children's Contributory Pension) Scheme to contribute to the local authority at the rate of 1.5% of their pensionable remuneration in accordance with the terms of the Scheme.

PROBATION

- (a) there shall be a period after such employment takes effect during which such persons shall hold such employment on probation,
- (b) such period shall be one year, but the Chief Executive may at his or her discretion extend such period,
- (c) such persons shall cease to hold employment at the end of the period of probation unless during such period the Chief Executive has certified that the service of such persons is satisfactory.

SALARY

€47,770 – €50,438 – €52,425 – €54,487 – €56,600 – €58,748 – €60,915 – €63,083 – €65,250 – €67,421 – €69,603 – €71,834 LSI1 – €74,068 LSI2 per annum.

Persons who are not serving local authority employees will be based on the minimum of the scale.

Holders of the post shall pay to the local authority any fees or other monies (other than their inclusive salary) payable to or received by them by virtue of their post or in respect of any services which they are required by or under any enactment to perform.

HEALTH

For the purpose of satisfying the requirement as to health it will be necessary for successful candidates, before they are employed, to undergo a medical examination by a qualified medical practitioner to be nominated by the Local Authority.

RETIREMENT AGE

The retirement age is 70 years.

RECRUITMENT

A local authority may decide, by reason of the number of persons seeking admission to a competition, to carry out a shortlisting procedure. The number of persons to be invited, in these circumstances, to interview shall be determined by the local authority from time to time, having regard to the likely number of vacancies to be filled.

Selection will be by means of an interview conducted by or on behalf of the local authority. Candidates will be required to pay any expenses incurred by them in attending the interview.

Panels may be formed on the basis of such interviews. Candidates whose names are on a panel and who satisfy the local authority that they possess the qualification declared for the post and that they are otherwise suitable for employment may, within the life of the panel, be employed as appropriate vacancies arise.

The local authority shall require a person to whom employment is offered to take up such employment within a period of not more than 6 weeks and if he or she fails to take up the employment within such period or such longer period as the local authority in its absolute discretion may determine, the local authority shall not employ the person.