



**Comhairle Contae
Dhún na nGall**
Donegal County Council

Ganger – Roads Service

Information for Candidates

November, 2025

1. The Position

The Council is seeking applications from suitably qualified candidates with relevant experience for the position of Ganger - Roads Service.

It is proposed to form a panel of qualified candidates from which any vacancies permanent or temporary which arise will be filled during the lifetime of the panel.

The successful candidate shall report to the Roads Service Supervisor or other appropriate person as determined by the Council from time to time.

2. Roles Duties & Responsibilities

The Council will assign duties to the successful candidate that is consistent with the agreed role description for this position. A non-exhaustive list of duties is provided below:

Core duties:

Provide support to the Roads Services Supervisor/ Foreman through;

- Supervision of works (including supervising staff, plant and materials) for maintenance work and new construction projects.
- Ensuring current Safety Health and Welfare policies of the Council are applied (electronically where required).
- Undertaking reviews of the condition of roads.
- Reporting to RSS/Foreman on requests from Elected Members, representatives of community groups, suppliers, contractors etc.
- Reporting on complaints to enable the need for improvement and maintenance work on different sections of the network to be assessed.
- Assisting in the preparation of cost estimates including carrying out such tasks as the measurement of road lengths, widths, etc.
- Monitoring budgets on projects assigned to him / her.
- Preparing records including time sheets, SSWPs, plant inspections, etc. (electronically where required).

Other duties:

- Being available as part of the out of hours, call out systems of the Council, such as in relation to winter maintenance and emergency response.
- Assisting in setting out.
- Supervising Contractors working for the Council.
- Reporting to the RSS on expenditure as required.

- The carrying out of the above duties (or similar) for other functional areas of the Council as and when these are assigned.

3. Qualifications & Requirement of the Post

(a) Character:

Candidates shall be of good character.

(b) 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 undergo a medical examination carried out by the Council's Occupational Medical advisor prior to appointment.

(c) Education, Training, Experience etc.

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

- Have a good Standard of Education;
- Hold a full, valid Category B Driving Licence (free from endorsement);
- Have previous experience in;
 - Road Maintenance and Construction of Road Projects;
 - Supervising employees;
 - Dealing with general public;
 - Safety, Health & Welfare at Work and maintaining H&S records;
 - Cost control;
 - Maintaining records;
- Have good communication skills;
- Be able to demonstrate organisational and leadership skills and be capable of working on their own initiative.

(d) Desirable Skills

- Hold a current valid Safepass Card;
- Hold a current valid Manual Handling Certificate;
- Hold a current valid CSCS Health & Safety at Roadworks Card (or a CSCS Signing, Lighting & Guarding Card);
- Technical qualifications would be an advantage;
- A basic knowledge of computers and associated software would be an advantage.

4. Particulars of the Post

(a) General

Donegal County Council proposes to create a panel of qualified candidates for the position of Ganger – Roads Service from which it will fill any vacancy that may arise.

(b) Probation

The successful candidate shall be required to be on probation for an initial period, as determined by the Council. This period may be extended at the discretion of the Council.

(c) Remuneration

The current national weekly payscale is €764.33 minimum to €788.73 maximum, as per circular EL 07/2025.

Holders of the post will be paid at the appropriate point on the salary scale in accordance with the relevant Department Circular.

New entrants will commence on the minimum point of the scale.

(d) Base

The base for the post of Ganger – Roads Service shall be as determined by the Council and will depend on the particular area to which the post holder is assigned.

(e) Residence

Holders of the post shall reside in the district in which their duties are to be performed or within a reasonable distance thereof.

(f) Working Hours / Annual Leave

The normal hours of work will be 39 hours per week. The Council reserves the right to alter the hours of work from time to time.

Successful candidates will be required to periodically work outside of normal hours in accordance with demands of the roads service.

The Road Services Ganger will be required to enter into arrangements to work on an on-call rota basis and work out of hours including public holidays.

Annual leave allowance will be a maximum 25 days.

(g) Requirement to Drive

Candidates shall be required:

- (a) to possess a full current category B Driving Licence.
- (b) to have their own vehicle available for use while performing their duties and the associated costs will be covered by the appropriate allowances.
- (c) the successful candidate may be required to drive a vehicle supplied by Donegal County Council, from time to time, when carrying out duties assigned by the Council.

(h) Citizenship Requirements

Eligible candidates must be, on the latest date for receipt of completed application forms;

- (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.

(i) Conflicts of Interest

The post holder shall not engage in any gainful occupation, other than as an employee of a local authority, to such an extent as to impair the performance of his or her duties as an employee of a local authority or in any occupation which might conflict with the interests of the local authority or which might be inconsistent with the discharge of his duties as a local authority employee.

(j) Garda Vetting

Candidates may be subject to Garda Vetting. Please note all candidates must attain a satisfactory Garda Vetting Disclosure prior to appointment, otherwise the offer of employment will be withdrawn.

In the event where a Garda Vetting Disclosure indicates that there is a case pending, then the appointment cannot proceed at that time and the offer of employment will be withdrawn. The candidate will however retain their position on the panel and will be considered for the next vacancy should same arise within the lifetime of the panel.

5. Recruitment Process

A. Application Form

- Applications can **only** be accepted via the official **online application form** and all sections of the form must be fully completed.
- Applications must be received by the deadline specified on the system.

B. Short Listing & Interview

Candidates may be short-listed for interview on the basis of information supplied. In the event of a short-listing exercise being required, an Expert Panel will convene to examine and assess the application forms against a set of pre-determined criteria, based on the requirements of the job. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form.

Where it is considered, by reason of the number and standard of applications received, that it would be reasonable not to admit all candidates to the interview, only persons likely to attain at the interview a standard sufficient for selection and recommendation for appointment shall be called for interview. Candidates should note that interviews may be held within a short timeframe of the closing date of the competition.

C. Right to Information and Review - # GRS 001

The Council is committed to offering feedback and information to candidates. Any candidate who wishes to do so may request to have a decision or the process reviewed. Any such request must be submitted in writing, stating the grounds of the request and this must be submitted to the Human Resources Department, Three Rivers Centre, Lifford, Co. Donegal within five working days of the date of notification of a relevant decision quoting the above reference number.

D. Confidentiality

Subject to the provisions of the Freedom of Information Act 2014, applications will be treated in strict confidence.

E. Other

Appointments to the Council are subject to satisfactory checks with regard to references, qualifications, medical examinations, and Garda Vetting, as applicable.

F. Canvassing Will Disqualify

Any attempt by a candidate (or by any persons acting on their behalf) to canvass or otherwise influence any officer of the Council (or persons

nominated by it to interview or examine applicants) in the candidate's favour, either directly or indirectly, by means of written communication or otherwise, will automatically disqualify the applicant for consideration for the position.

G. General Data Protection Regulation

Donegal County Council is committed to protecting your personal data and we comply with our obligations under the Data Protection Acts, 1988 – 2018, and the General Data Protection Regulation.

- **Basis for Processing your Personal Information**

The basis for processing your personal data is to process your application for the position you have applied for with Donegal County Council under the Terms of the Employment (Information) Act 1994 and Human Resources Department policies and procedures.

When your application form is received, we create a computer record in your name, which contains much of the personal information you have supplied on your application form. This personal record is used solely in processing your candidature. You are entitled to obtain at any time, a copy of information about you, which is kept on record.

- **Sharing of Information**

Outside of the relevant recruitment team, the information provided in your application form will only be shared for progressing the competition for which you have applied for, with a designated shortlisting and/or interview board.

If, following the competition, you are deemed a qualified candidate and offered a position; the information provided in your application form will form part of your Personnel File.

Furthermore, should you be offered a position and subsequently confirm your interest in the position, the information provided on your application form will be used to request service records and employment references.

- **Storage period**

Your application will be retained for two years from the date of the competition. Applications that are not progressed to interview stage will be destroyed post competition.

Donegal County Council's Privacy Statement can be assessed at:
www.donegalcoco.ie