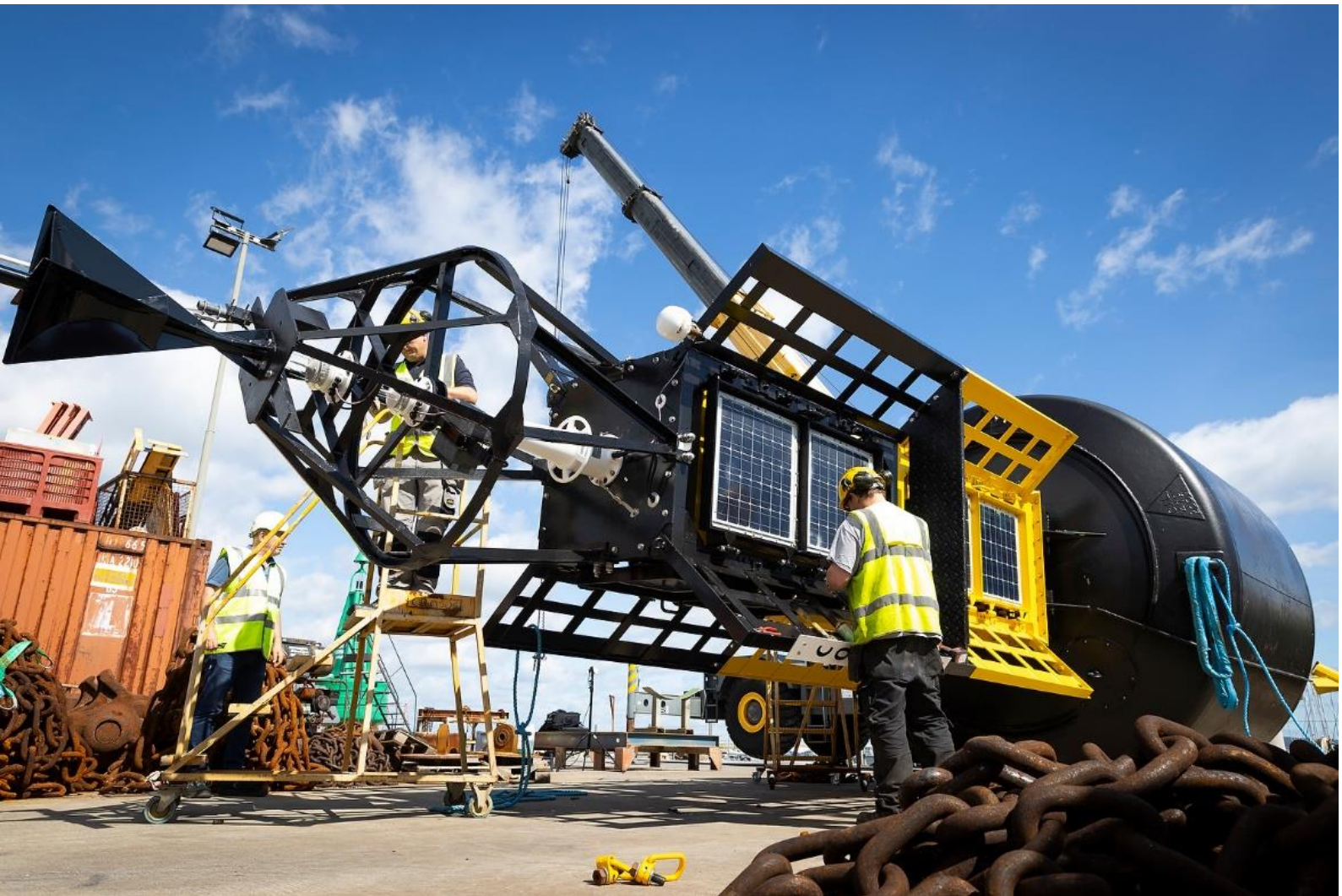




Commissioners of  
**IRISH LIGHTS**


Navigation  
and Maritime  
Services

**CANDIDATE BRIEFING PACK**  
Buoy Team Painter & Support Operative  
Coastal Operations



Please send a brief cover letter outlining why you are interested in this role together with your CV to [human.resources@irishlights.ie](mailto:human.resources@irishlights.ie)

Closing date for applications is midnight on 23 August 2024



**Irish Lights operates a critical, reliable and technologically advanced navigation infrastructure for the maritime sector around Ireland and Northern Ireland. This includes lighthouses, beacons, buoys and electronic aids to navigation.**

**Some of our lighthouse stations are over 200 years old but with new communication and navigation equipment as well as powerful LED lights they continue to provide a vital service to mariners and increasingly also to local tourism, heritage, and environmental protection programmes.**



### Overview of Role

The Buoy Team Painter & Support Operative (BTP/SO) will be responsible for the provision, maintenance and management of Irish Lights assets and other activities. The BTP/SO will operate as part of a multidisciplinary team based in Irish Lights Dun Laoghaire and will, on occasion, be required to work on the coast of Ireland wide basis or at a third-party location.

The BTP/SO will work within their training, skills and competencies to deliver the required work packages in an efficient and effective manner.

While the essential requirement is for a qualified and experienced painter to undertake related duties, the greater part of the role will be in the other duties and responsibilities listed below.

The role holder will report to the Irish Lights Dun Laoghaire Buoy Team Lead for their day-to-day duties and to the Lighthouse Team Lead when working on the Coast.

### Main duties and responsibilities of the role include:

- Provision of quality workmanship in all aspects of the role, particularly in painting duties
- Washing, grit blasting, painting and assembly of mechanical structures (buoys)
- Climbing scaffolding/ladders and working at heights
- Undertaking basic welding of buoy bowls and daymarks
- Undertaking basic electrical (12 volt dc) and mechanical assembly work
- Operating mobile plant equipment e.g. fork lift, teleporter, crane
- Undertaking stores operations, such as, operating stores reach truck, issuing goods, stock checks
- Driving a van, as required, for both short and long distances
- Assisting technicians with general operative work
- Regular physical activity
- Maintaining positive environmental standards and procedures
- Adhering to risk, safety and environmental management
- Efficient use of Irish Lights assets
- Have a flexible approach to work, including working hours and carrying out other duties, as required
- Delivering on objectives agreed in the annual Performance and Development System.

### Core Competencies required in the role

- **Personal Responsibility** – Taking responsibility for your own actions and being open to learning and change
- **Manage Work** – Identifying, prioritising and organising work for delivery. Taking ownership and being accountable for your work
- **Communicate Effectively** – Two-way information sharing process which involves sending a message in a clear and responsible way that is easily understood
- **Teamwork** – Working collaboratively with others, both within and outside your department, to achieve the best outcome



### Key requirements, qualification, experience and required skills

#### **Essential**

- Relevant painting qualification – Solas apprenticeship or equivalent
- Experienced painter
- Ability to work at heights
- A good level of physical fitness
- Evidence of working within a team
- Ability to self-organise and work independently
- Commitment to ongoing personal upskilling and development
- Good communications skills
- Prepared to travel and work away from base when required
- Full, clean driving license

#### **Desirable**

The following are desirable, but training will be provided where required:

- Relevant qualification – holder of Construction Skills Certification Scheme (CSCS) card
- Experienced general worker with broad skills and capabilities to undertake the duties of the role
- Experience of spray painting with 2-pack paint
- Experience of preparing surfaces to be painted and checking the finished product
- Experience of mobile plant operation – forklift, pallet truck, teleporter, crane, slinging and signaling
- Experience of working in a workshop
- Experience of stores operation
- Experience of grit blasting, high pressure washing
- Experience of basic welding
- Experience of slinging or lifting operations
- Experience of driving large vehicles, for example, a van or driving a van
- Basic mechanical and electrical skills
- Reasonable ICT skills

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#### **Salary**

A salary of €35,525 rising to €44,527 with very generous pension benefits are attached to this role.



### Terms and Benefits\*

Irish Lights offers a comprehensive and market-competitive range of benefits to employees, including a generous range of family friendly/flexible working policies and a commitment to the further development and education of its staff.

**Remuneration:** An attractive salary range and pension benefits (defined benefit scheme, 28.97% employer contribution) are attached to this role.

**Death in service pension benefits:** The pension scheme will pay 2 times annual salary to a nominated person(s) in the event of a member's death in service.

**Annual Leave:** 21 days, increasing 23 days after 7 years continuous service and 26 days after 12 years continuous service.

**Sickness Absence Provisions:** For employees unfortunate enough to become ill, the Sick Leave Policy provides up to a total of 13 weeks paid leave (less any social welfare payments) in one year, followed by a further 13 weeks half pay (less half of any social welfare payments) thereafter, subject to a maximum of a total of 26 weeks paid sick leave in any four year period. These benefits are enhanced after 3 years satisfactory service.

**Location:** The role will be based in our Head Office in Dun Laoghaire.

**Training and Development support:** Irish Lights aims to ensure that all employees have the knowledge, skills and experience necessary to be successful in their roles and to fulfil their career potential and operates a Performance and Development Process through which development can be planned and achieved.

**Family Friendly Policies:** Irish Lights has a range of family friendly policies that allow employees to balance work with other aspects of their lives. These include Maternity, Paternity, Adoptive and Parental Leave provisions, the majority of which have elements which are enhanced beyond the statutory entitlements.

**Canteen:** There is an onsite canteen that offers a variety of options for breakfast and lunch, including a barista coffee service.

**Employee Assistance Programme (EAP):** Irish Lights provides an independent, 100% confidential EAP service, delivered through VHI, offering professional and impartial advice, information and counselling on a range of issues including legal, financial, and health matters. This service is free to employees and is also available to immediate family members.

**Occupational Health Service:** Irish Lights works with an independent Occupational Health service provider, who provides support and advice for employees who have an illness or a medical condition affecting their ability to work.

**Eyesight test:** Employees can avail of an eye sight test voucher.

**Travel and Subsistence:** Travel and subsistence expenses are paid to employees required to travel, in accordance with approved rates.

**Car parking:** There is onsite car park available to employees at our Dun Laoghaire office.

**TaxSaver Scheme:** Employees who travel to work using public transport can avail of an Annual TaxSaver ticket which provides significant savings on travel costs.

**Bikes for Work Scheme:** Employees who cycle to work or use a bicycle on part of their journey can avail of the Bikes for Work Scheme.

\* To be considered for this role, candidates must be able to prove they have the right to work in Ireland. Applicants should note that eligibility is determined by the Department of Enterprise, Trade and Employment. Further information regarding eligibility is available at: <https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/>

Non-EEA applicants are responsible for ensuring they can secure a visa to travel to Ireland. Any offer of employment is conditional on applicants securing the appropriate employment permissions.



### Irish Lights Remit

The mission of Irish Lights is Safe Navigation at Sea. We are a maritime organisation delivering essential 24/7 safety and navigation services around Ireland and Northern Ireland, 365 days a year. Our vision is to protect lives, property, trade and the environment by delivering next generation maritime services at the interface of navigation technology, engineering and data management. Playing a lead role in maritime safety, Irish Lights operates a 24-hour emergency response function.

Irish Lights is responsible for Maritime Aids to Navigation under the Safety of Life at Sea (SOLAS) Convention. This remit includes the provision and maintenance of over 340 general aids to navigation, the superintendence of approx. 3,500 local aids to navigation, and marking or removing dangerous wrecks outside harbour areas around Ireland.

Irish Lights also provides a range of navigation and contract commercial services including ship charter, buoy and maritime data. We provide value added services to support the development of the broader maritime economy including Met and Coastal Data Services. The Irish Lights tourism and heritage initiative, 'Great Lighthouses of Ireland' was developed in partnership with local communities and offers visitors from home and abroad the chance to visit or stay in a working lighthouse.

### Mission Statement

**Safe Navigation at Sea:** To be a leading and innovative provider of reliable, efficient and cost-effective navigation and maritime services for the safety of all.

### Vision Statement

To protect lives, property, trade and the environment by delivering next generation maritime services at the interface of navigation, technology, engineering and data management.

### Values

Irish Lights' strategy will be delivered by holding true to the values of the organisation. Our Values set the foundation for our interactions with our stakeholders, customers, suppliers, and the community. These values, which are the cornerstone for the success of the organisation, are as follows:

- Professionalism
- Respect
- Trust
- Quality
- Innovation
- Collaboration



## How to Apply

**Applications with CV and cover letter to be submitted to;**

Gemma Gregan, HR Advisor

E: [human.resources@irishlights.ie](mailto:human.resources@irishlights.ie)

T: +353 1 2715400

Closing date for applications is midnight on **23 August 2024**.

Please view [Irish Lights Job Applicant Privacy Notice](#) on the Vacancies page of our website.



Commissioners of  
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*The Commissioners of Irish Lights is an equal opportunities employer and promotes diversity in the workplace.*