



**Candidate Campaign Information Pack**  
**General Manager Professional Support**  
**(with responsibility for Alternative Care, Foster care and Emergency Arrangements) West / Northeast**

Dear Candidate,

Thank you for your interest in the post of – General Manager Professional Support (with responsibility for Alternative Care, Foster care and Emergency Arrangements) West / Northeast

This Candidate Pack includes the following information:

- Full and detailed Job Specification and important dates to note.
- Recruitment Process detail and important dates to note.
- Candidate General Declaration

Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process. [Candidate Information Pack - Recruitment Process](#)

For any informal enquiries regarding the position and job specification please contact: Paddy Martin, [rco.wne@tusla.ie](mailto:rco.wne@tusla.ie) **087 2303514**

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via [recruitwestnorthwest@tusla.ie](mailto:recruitwestnorthwest@tusla.ie) or **Tusla Recruit Campaign Manager: Denise Nugent** [denise.nugent@tusla.ie](mailto:denise.nugent@tusla.ie) 087712351

Kind Regards,  
Tusla Recruitment Team



An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency

### Job Specification

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| <b>Job Title, Grade and Grade Code</b>  | General Manager Professional Support (with responsibility for Alternative Care, Foster care and Emergency Arrangements) West / Northeast<br>Grade Code: 0041                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Campaign Reference Approval Code</b> | TCWNW20261358                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Applications considered Via</b>      | Tusla Recruit Portal only                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Opening date for Applications</b>    | Thursday 30 <sup>th</sup> July 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Closing Date for Applications</b>    | 12 noon, Monday 17 <sup>th</sup> August 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Proposed Interview date(s)</b>       | August /September 2026<br>- <i>may be subject to change based on volume of candidates and availability of Service resources.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Contact for Informal Enquiries</b>   | Paddy Martin, <a href="mailto:rcw.wne@tusla.ie">rcw.wne@tusla.ie</a> 087 2303514<br><br><i>Making an <b>informal enquiry</b> gives you the opportunity to ask questions about the campaign and job specification. This informal enquiry contact is available only for the duration of the application process.</i>                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Location of Post</b>                 | The current vacancy is within West / Northeast Region with office location negotiable.<br><br>However, the initial assignment will be confirmed upon appointment.<br><br>A panel may be created for the purpose of filling current vacancies. Once vacancies are appointed the panel will cease.<br><br>For Tusla Region/ Networks please check the following link: <a href="#">Find My Network</a>                                                                                                                                                                                                                                                                                                                                        |
| <b>Details of Service</b>               | The Child and Family Agency was established on 1 <sup>st</sup> January 2014 and is responsible for a range of statutory functions including provision of child protection, alternative care, specified regulatory services and a range of family support services. The Agency has commenced a major improvement programme with significant focus on Practice, Culture and Structure.<br><br>The Agency currently has responsibility for a budget of circa €1.2billion and delivers its services through over 5,500 people in 259 locations across the Country.<br><br>The Child and Family Agency has responsibility for the following range of services: <ul style="list-style-type: none"> <li>• Child Protection and Welfare</li> </ul> |

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|                                    | <ul style="list-style-type: none"> <li>• Parenting, Family Support and Early Help Services</li> <li>• Alternative Care</li> <li>• Birth Information &amp; Tracing and Adoption</li> <li>• Tusla Education Support Services (TESS)</li> <li>• Children's Service Regulation</li> <li>• Counselling and Therapeutic Supports</li> </ul> <p>Further information is available on <a href="http://www.tusla.ie">www.tusla.ie</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Purpose of Role</b>             | The General Manager will manage Special Emergency Arrangements for the Region and The Fostering Team as a whole in the areas of Fostering and recruitment and Support and Supervision in the West / Northeast Region. Working as part of the Regional Management Team, the General Manager will have responsibility for overseeing, improving, delivering, managing and supervising Child and Family operational services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Reporting Relationship</b>      | The post holder will report to the Regional Chief Officer West / Northeast                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Duties and Responsibilities</b> | <p><b>Main Duties and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Management responsibility for Alternative Care, Foster care and Special Emergency Arrangement's</li> <li>• Provide effective management, and a system of supervision and personal development planning in line with Tusla policies for all relevant staff.</li> <li>• As part of the Regional Management Team, be responsible for: whole systems change processes by implementing national policies, procedures, guidelines and practice frameworks; developing West / Northeast policies and guidelines in line with national direction.</li> <li>• Have oversight of the development and implementation of service improvement plans to ensure high quality service delivery and compliance with Health Information and Quality Authority (HIQA) standards as they apply to the service.</li> <li>• As part of the Regional Management Team lead on practice, structural and cultural reform as part of Tusla's Integrated Reform programme.</li> <li>• Engage and collaborate with key external stakeholders to promote inter-agency collaboration and promote joint working.</li> </ul> <p><b>Managing &amp; Delivering Results (Operational Excellence)</b></p> <ul style="list-style-type: none"> <li>• Effectively plan and organise resources to achieve objectives and actions set out in the West / Northeast service plan, within agreed timelines, while achieving quality results and value for money.</li> <li>• Work to tight deadlines and operate effectively with multiple competing priorities. Take personal responsibility to initiate activities and drive objectives through to a conclusion.</li> </ul> <p><b>Teamwork, Leadership &amp; Building and Maintaining Relations</b></p> <ul style="list-style-type: none"> <li>• Provide leadership and expertise at both strategic and operational level.</li> <li>• Establish and maintain good relationships with partners in the Child and Family sector, statutory partners and other stakeholders.</li> <li>• Lead and contribute to relevant aspects of National Child and Family Agency operational policy development.</li> <li>• Be responsible for identifying training and development needs of assigned staff through personal development planning and implementation of appropriate training</li> </ul> |

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|                                                                               | <p>in conjunction with Workforce Learning and Development.</p> <ul style="list-style-type: none"> <li>• Ensure that statutory and regulatory obligations are compiled with</li> <li>• Provide leadership and direction that reflects the overall ethos, policy and statutory obligations of the Child and Family Agency.</li> <li>• Provide a vision in relation to what changes are required to achieve immediate and long-term organisational objectives.</li> <li>• Building and maintain key internal and external relationships in achieving organisational goals.</li> </ul> <p><b>Critical Analysis &amp; Decision Making</b></p> <ul style="list-style-type: none"> <li>• Provide data analysis to senior management and other key stakeholders regarding performance measurement, data analytics, data management and interpretation, and make recommendations where necessary.</li> <li>• Interpret data and data extraction from multiple data sources and evaluate complex information from a variety of sources to make effective decisions for the delivery of an effective service. Consider the organisational impact of decisions before taking action.</li> <li>• To scope out the data requirements in consultation with colleagues and to review data provision on an ongoing basis to ensure that the Agency requirements are met.</li> </ul> <p><b>Health &amp; Safety</b></p> <ul style="list-style-type: none"> <li>• Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards.</li> <li>• Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the service for example National Standards for Child Protection and Care and comply with associated Tusla – Child and Family Agency protocols for implementing and maintaining these standards as appropriate to the role.</li> <li>• To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.</li> </ul> <p><b>The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</b></p> |
| <p><b>Eligibility Criteria<br/>Qualifications and /<br/>or Experience</b></p> | <p><b>Applicants must by the closing date of application have the following:</b></p> <ul style="list-style-type: none"> <li>• Have a minimum Level 8 qualification on the National Framework of Qualifications in Ireland (or equivalent in another jurisdiction) in a relevant discipline (Social Work, Social Care or other related discipline)</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• Have at least 5 years’ senior management and leadership experience.</li> <li>• Have experience in the area of Child and Family Services as relevant to the requirements of the role</li> <li>• Have experience of delivering change in a complex environment which has involved</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|                                                                                                                     | <p>working collaboratively with multiple internal and external stakeholders.</p> <ul style="list-style-type: none"> <li>• The requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.</li> </ul> <p><b>Health</b></p> <p>A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b></p> <p>Each candidate for and any person holding the office must be of good character.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Skills, competencies and/or knowledge</b>                                                                        | <p><a href="#">Tusla Leadership Competency Framework</a></p> <p>The <a href="#">Tusla Leadership Competency Framework</a> describes the behaviours that are key to Tusla colleagues being effective in the execution of their role at all levels within the Agency. The competencies and associated behavioural descriptors, capture the transversal knowledge, skills, abilities and other characteristics that will enable colleagues, regardless of role or rank, to be effective in their work. The Tusla Leader Framework relevant for this role is <a href="#">Leading Service</a>. Please access this <a href="#">Leading Service</a> link to fully familiarise yourself with the impact of this <a href="#">Leading Service</a> proficiency for Tusla.</p> <p><b>The Competency of Professional Knowledge is specifically linked to the duties, responsibilities and criteria for this role.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Other requirements of the role</b>                                                                               | <ul style="list-style-type: none"> <li>• The post holder will require access to appropriate transport as the post may involve travel.</li> <li>• Have awareness of children and young people's participatory practice</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Application Process</b><br><br><b>Campaign Specific Selection Process</b><br><br><b>Shortlisting / Interview</b> | <p>The online application system has a time out facility, this is in order to protect the privacy of the user. This time out facility activates if the application has been 'dormant' for over 60 minutes. Any work not saved will be lost if the system times out due to lack of activity. As such please ensure to save your application as you work on it, any lost data cannot be recovered. It might be an idea for candidates to work on their applications outside of the system and copy and paste their answers into the online application forms once they are fully complete and submit then. Once your application is fully submitted you will receive a confirmation email to your profile. If you do not receive this email, your application HAS NOT been submitted and received and you should log back on to submit fully.</p> <p>AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process.</p> <p>Short listing may be carried out on the basis of information supplied in your application. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.</p> |

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| <b>Code of Practice</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>The Recruitment Service Child and Family Agency will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of practice are published by the CPSA and are available on <a href="http://www.cpsa.ie">www.cpsa.ie</a>.<br/>Tusla Child and Family Agency is an Equal Opportunities Employer.</p> <p>Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 - 2018 and the Freedom of Information Act 2014</p> |
| <p><b>The Integrated Reform Programme is a significant initiative being undertaken by Tusla to improve the way in which we deliver our services to children and families.</b></p> <p><b>Tusla has designed a consistent regional structure to ensure this equitable provision of services and as part of this design Tusla is moving from 17 areas to 30 networks. The initial assignment will be to West North-East Region. It is important to note that this is an initial assignment and maybe subject to change in line with the Integrated reform process. The Integrated Reform Programme may also impact on duties of this role as structures change, and you will be notified of same as the programme progresses as appropriate to this role.</b></p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p> <p><b>Tusla values individual's rights and freedoms in respect of privacy and fully complies with the requirements of the Data Protection Act 2018.</b></p> <p><b>All roles within Tusla carry responsibility towards the protection of personal and sensitive data.</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Tenure</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>The current vacancies available are permanent and whole time.<br/>The post is pensionable.</p> <p>A panel may be created for the purpose of filling this position. Once the position is appointed the panel will cease.</p> <p>Appointment as an employee of the Child &amp; Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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| <b>Remuneration</b>                                                                                              | <p>The Salary scale for the whole time equivalent of this post is:</p> <p><b>1/6/26</b> €87,470, €89,679, €93,178, €96,703, €100,200, €103,707, €108,804</p> <p>LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI (where applicable).</p> <p>The appointee shall commence on the first point of the salary scale. Incremental credit may be given on appointment for certain types of relevant experience- more information available in Appendix 5.</p> <p>Candidates should note that entry will be at the minimum point of the scale and will not be subject to negotiation, and the rate of remuneration may be adjusted from time to time in line with Government pay policy.</p> <p>Different terms and conditions may apply if the appointee is currently a serving civil or public servant.</p> |
| <b>Working Week</b>                                                                                              | The standard working week applying to the whole time equivalent of this post is: 35 hours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Annual Leave</b>                                                                                              | The annual leave associated with the whole time equivalent of this post is 30 days per annum.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Superannuation</b>                                                                                            | This is a pensionable position with Tusla. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Probation</b>                                                                                                 | <p>A probation period of 39 weeks, or proportion of same for fixed term /specified purpose contracts, where applicable shall apply from the commencement of employment, during which the contract may be terminated by either party in accordance with this contract. The probationary period may be extended at the discretion of management by a further 9 weeks or proportion of same for fixed term/specified purpose contracts, where applicable. Confirmation of appointment as a permanent member of staff is subject to the successful completion of the probationary period, for permanent contracts.</p> <p>Where you have already completed a probationary period with the Child and Family Agency, Health Service Executive, Local Authority, and there is no break in service, no period of probation applies.</p>                                                                                                                       |
| <b>Responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)</b> | The safety and welfare of children and young people is a key priority for Tusla – Child and Family Agency. All employees of Tusla are required to be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Tusla Designated Person in a timely manner, in keeping with the Tusla – Child and Family Agency Child Protection policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>National Standards for Children and Family Services</b>                                                       | Employees must have a working knowledge of HIQA Standards ( <a href="https://www.hiqa.ie/areas-we-work/childrens-services">https://www.hiqa.ie/areas-we-work/childrens-services</a> ) and / or the Adoption Authority of Ireland Standards as they apply to the role.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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|                                                                                                                                                                                                                                    | <p>All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Ethics in Public Office 1995 and 2001</b></p> <p><b>Positions remunerated at or above the minimum point of the Grade VIII salary scale</b></p> <p><b>NOTE</b></p> <p><b>THIS SECTION REFERS TO POSTS AT €82,258 PLUS</b></p> | <p>Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below.</p> <p>A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive not later than 31<sup>st</sup> January in the following year.</p> <p>B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of Tusla and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive.</p> <p>C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website <a href="http://www.sipo.gov.ie/">http://www.sipo.gov.ie/</a></p> |