

**Transport Fleet Engineer**

**Competition Information Booklet**

Please read carefully

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| **Position:** Transport Fleet Engineer  **Grade:** Engineer Grade II  **Directorate:** Transport, Planning and Investment  **Reporting to:**  Transport Fleet Manager  **Location:** Haymarket House, Smithfield, Dublin 7 with a blended working  model.  **Starting salary:** €72,511  Closing date for receipt of completed applications:  **12pm (noon) on Friday, 1st November 2024**  **Contact:** **ntacareers@rsmireland.ie** |

The National Transport Authority is committed to a policy of equal opportunity.

**Overview of the National Transport Authority**

The National Transport Authority (NTA) is a statutory body established by the Minister for Transport on 1 December 2009.

At national level, the Authority has responsibility for securing the provision of public passenger land transport services, including subsidised bus and rail and light rail services. The Authority also licenses public bus passenger services delivered by private operators and has responsibility for the regulation of the small public service vehicle (SPSV) industry (taxis, hackneys and limousines). Other areas of responsibility include the State’s rural transport programme, integrated information systems for public transport customers, management of the Integrated Ticketing Scheme for Ireland (the Leap Card system), and regulation of vehicle clamping.

Within the Greater Dublin Area (GDA) the Authority carries additional responsibilities including:

* Strategic planning of transport;
* Development of an integrated, accessible public transport network;
* Promoting cycling and walking;
* Provision of public transport infrastructure generally including light rail, metro and heavy rail; and
* Effective management of traffic and transport demand.

The GDA includes the local authority areas of Dublin City, Fingal, Dún Laoghaire-Rathdown, South Dublin, Kildare, Meath and Wicklow.

The Authority’s Capital Investment Programme includes an exciting and challenging range of projects and programmes for development and delivery over the coming years. These include mega-projects such as MetroLink, BusConnects Dublin and the DART+ Programme, together with numerous other major projects/programmes in the heavy rail area, light rail area, bus infrastructure and public transport fleet, in addition to a large portfolio of projects in the active travel area. Along with other initiatives in the areas of micro-mobility, transport technology and climate adaption, there are stimulating and rewarding opportunities to make a real contribution to enhancing Ireland’s overall transport system.

Further information on the Authority is available on its website [www.nationaltransport.ie](http://www.nationaltransport.ie)

The National Transport Authority wishes to recruit a suitably experienced and qualified individual to the role of Transport Fleet Engineer. Successful candidates may be placed on a panel from which future vacancies may be filled.

**Duties and Responsibilities**

The Authority wishes to appoint a person to the post of Transport Fleet Engineer to assist the Authority in dealing with fleet aspects of its public transport investment programme.

The Authority has in recent years taken on the functions of directly procuring new buses and coaches through tendered contracts with vehicle suppliers, and providing those buses/coaches to the various operators of Authority-funded public bus services such as Dublin Bus, Bus Éireann and Go-Ahead Ireland. The person appointed to this role will assist with the procurement and delivery of new buses and coaches and will assist with the putting in place, and the operation of, appropriate asset management processes in relation to the Authority’s bus and coach fleet. In addition, the Authority is also involved in the development and upgrading of bus depots and the transitioning of the urban bus fleet to zero-emission buses, and the successful candidate will also be involved in those areas.

While the main activity in this role will be focused on bus/coach fleet, the successful candidate may also be involved in the areas of light rail rolling stock and heavy rail rolling stock.

**The principal duties and responsibilities of the role may include some or all of the following**:

* Assisting with the management of existing contracts for the purchase of new buses and coaches;
* Assisting with the identification and assessment of suitable vehicle types, and with the development of specifications for various types of new buses and coaches, for use on Authority-funded public bus services;
* Assisting with the management of procurement competitions for the purchase of various types of new buses and coaches and other fleet-related activities;
* Liaising closely with operators of Authority-funded public bus services in relation to bus and coach fleet provision and operation, and the infrastructure and systems to support the operation of zero-emission vehicles;
* Assisting with the development, implementation and operation of appropriate asset management processes in relation to the Authority’s bus and coach fleet;
* Researching, recommending and introducing initiatives to reduce the carbon impacts of Authority-funded public bus services, including zero-emission technologies;
* Management of the Authority’s grant funding programme covering bus- and coach-related projects sponsored by operators of Authority-funded bus services;
* Assisting with the development of bus, coach, light rail rolling stock and heavy rail rolling stock fleet strategies;
* Assisting with the preparation of, bus, coach, light rail rolling stock and heavy rail rolling stock fleet investment plans;
* Liaising with the Authority’s Transport Technology team in relation to on-vehicle systems, equipment and interfaces;
* Inputting into the design of infrastructure (e.g. depots, bus stops, etc.) required to support the operation of vehicles;
* Undertaking procurement competitions, contracts management and grant-funded projects in compliance with internal and national policies, including procurement rules and the public spending code;
* Assisting with the preparation of regular progress / expenditure reports; and
* Taking part in other Authority projects and initiatives as required.

**Note:** The functions and responsibilities initially assigned to the position is based on the current organisational requirements and may be changed from time to time. The person appointed requires the flexibility to fulfil other roles and responsibilities at a similar level within the Authority.

**Essential Criteria**

**Please note: In order to satisfy the shortlisting panel that you meet these criteria you must explicitly reference how you meet same in your application. Failure to demonstrate these may prevent your application progressing to future shortlisting stages.**

Each candidate must meet the following requirements at the time of the competition closing:

1. Hold a minimum of an NFQ level 7 qualification in a relevant discipline, being mechanical engineering, automotive engineering or equivalent;
2. Have at least 5 years’ satisfactory experience related to bus and/or coach and/or rail fleet, in any of the areas of operation, management, maintenance, design, specification, procurement, manufacture or similar, with at least 2 years’ satisfactory experience in the management of projects and/or contracts; and
3. Possess a high standard of technical training and experience.

**Desirable Criteria**

**Please note: Should further shortlisting be required after essential criteria above, a selection of the following may be assessed.**

The ideal candidate will also:

1. Have a good knowledge of zero-emission heavy-duty vehicles, including electrified powertrains, and the infrastructure and systems required to support their operation;
2. Have a reasonable level of knowledge of bus/coach fleet;
3. Have a reasonable level of knowledge of the infrastructure and systems required to support the operation of bus/coach fleet;
4. Have experience in specifying and/or procuring fleet for public transport use;
5. Have a reasonable knowledge and awareness of European and Irish public service vehicle regulations and legislation;
6. Have a reasonable level of knowledge of light rail rolling stock and/or heavy rail rolling stock;
7. Have a reasonable level of knowledge of the infrastructure and systems required to support the operation of light rail rolling stock and/or heavy rail rolling stock;
8. Be able to work within a multi-disciplinary team and contribute proactively to achieve optimal overall outcomes for the team;
9. Possess strong leadership, management, interpersonal and communication skills;
10. Have superior report writing skills together with an ability to produce high quality analysis and reporting; and
11. Possess good I.T. skills.

**Remuneration**

**Salary Grade: Engineer Grade II**

**Salary Scale: €72,511, €74,168, €75,821, €77,481, €79,137, €79,577, €81,210, €82,904, €85,663 (LSI 1), €88,429 (LSI 2)**

**Personal Pension Contribution (PPC) rate.** This salary is payable to an individual who is required to make a personal pension contribution (PPC) to their main pension (in general those persons whose initial appointment to the Public Service is on or after 6th April 1995).

**€68,988, €70,569, €72,134, €73,715, €75,288, €76,862, €78,429, €80,020, €81,378 (LSI 1), €84,002 (LSI 2)**

**Non Personal Pension Contribution (non-PPC) rate.** This salary is payable to an individual who is not required to make a personal pension contribution (PPC) to their main pension scheme.

**Annual Leave:** 27 days per annum. This leave is on the basis of a five day week and is exclusive of the usual public holidays.

**Note:**

* entry will be at point 1 of the scale and will not be subject to negotiation;
* different pay and conditions may apply if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant;
* the rate of remuneration may be adjusted from time to time in line with Government pay policy.

**Contract:** Permanent Contract

**Probation:** There is a 6 month probationary period which may at the discretion of the CEO be extended to 10 months.

**Selection Process**

Prior to completing your application please read the Important Candidate Information Booklet on our careers page here: [www.nationaltransport.ie/about-us/careers](https://www.nationaltransport.ie/about-us/careers/)

**How to Apply**

Please submit your application in one single word document or PDF referencing the title of the role you wish to apply for in the subject of the email to **ntacareers@rsmireland.ie** with the following:

1. A comprehensive cover letteroutlining why you wish to be considered for the post and where you believe your skills and experience meet the requirements for the role of Transport Fleet Engineer; and
2. A comprehensive CV (not to exceed 3 pages).

Please note that omission of any or part of the 2 requested documents, as set out above, will render the application incomplete. Incomplete applications will not be considered for the next stage of the selection process.

**Closing Date**

**The closing date and time for applications is strictly 12pm (noon) on Friday, 1st November 2024. Applications received after the specified deadline cannot be accepted.**

If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please email **ntacareers@rsmireland.ie.**

**Transport Fleet Engineer - Key Competencies**

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| **Team Leadership** | Works with the team to facilitate high performance, developing clear and realistic objectives and addressing and performance issues if they arise |
| Provides clear information and advice as to what is required of the |
| Strives to develop and implement new ways of working effectively to meet objectives |
| Leads the team by example, coaching and supporting individuals as required |
| team Places high importance on staff development, training and maximising skills & capacity of team |
|  | Is flexible and willing to adapt, positively contributing to the implementation of change |
| **Judgement, Analysis & Decision Making** | Gathers and analyses information from relevant sources, whether financial, numerical or otherwise weighing up a range of critical factors |
| Takes account of any broader issues, agendas, sensitivities and related implications when making decisions |
| Uses previous knowledge and experience in order to guide decisions |
| Uses judgement to make sound decisions with a well-reasoned rationale and stands by these |
| Puts forward solutions to address problems |
| **Management & Delivery of Results** | Takes responsibility and is accountable for the delivery of agreed objectives |
| Successfully manages a range of different projects and work activities at the same time |
| Structures and organises their own and others work effectively |
| Is logical and pragmatic in approach, delivering the best possible results with the resources available |
| Delegates work effectively, providing clear information and evidence as to what is required |
| Proactively identifies areas for improvement and develops practical suggestions for their implementation |
| Demonstrates enthusiasm for new developments/changing work practices and strives to implement these |
| Applies appropriate systems/ processes to enable quality checking of all activities and outputs |
| Practices and promotes a strong focus on delivering high quality customer service, for internal and external customers |
| **Interpersonal & Communication Skills** | Builds and maintains contact with colleagues and other stakeholders to assist in performing role |
| Acts as an effective link between staff and senior management |
| Encourages open and constructive discussions around work issues |
| Projects conviction, gaining buy-in by outlining relevant information and selling the benefits |
| Treats others with diplomacy, tact, courtesy and respect, even in challenging circumstances |
| Presents information clearly, concisely and confidently when speaking and in writing |
|  | Collaborates and supports colleagues to achieve organisational goals |
| **Specialist Knowledge, Expertise and Self Development** | Has a clear understanding of the roles, objectives and targets of self and team and how they fit into the work of the unit and Department/ Organisation and effectively communicates this to others |
| Has high levels of expertise and broad Public Sector knowledge relevant to his/her area of work |
| Focuses on self development, striving to improve performance |
| **Drive & Commitment to Public Service Values** | Strives to perform at a high level, investing significant energy to achieve agreed objectives |
| Demonstrates resilience in the face of challenging circumstances and high demands |
| Is personally trustworthy and can be relied upon |
| Ensures that customers are at the heart of all services provided |
| Upholds high standards of honesty, ethics and integrity |