

CRSS

(A company limited by guarantee, having among its objectives support for certain agencies providing services to the people of the Diocese of Cork and Ross)

Information for candidates for the post of :

Diocesan Advisor for Faith Development in Primary Schools in The Diocese of Cork and Ross

The Employer:

CRSS CLG is a registered charity whose objective is to support certain agencies providing services to the Catholic Diocese of Cork and Ross and operates only with funding to sustain the post from the said Diocese.

Essential Criteria:

The successful candidate in this role :

- Will uphold and be accountable to CRSS for so upholding the Catholic Ethos of each school in the Diocese of Cork and Ross as determined by the Bishop of the Diocese.
- Demonstrate to the satisfaction of CRSS an understanding of and commitment to the ethos and values underpinning the mission and ministry of the Diocese of Cork and Ross.
- Demonstrate to the satisfaction of CRSS an understanding of issues relating to religious faith and practice in contemporary Ireland
- Will hold qualifications in Education (including Religious Education) of a kind, level and grade deemed essential by CRSS for appointment to this post.
- Will have experience in teaching the required curriculum full time to all age-groups in recognised Primary Schools in the Republic of Ireland for a period of not less than Five years
- Will have Pastoral experience of a kind, level and duration adjudged relevant and adequate for the post by CRSS.
- Show evidence of personal motivation, self-management and attention to detail of a kind and to a degree deemed necessary by CRSS for the effective discharge of the functions of this post.
- Display a willingness to engage in ongoing Continuous Professional Development with particular reference to the acquisition of additional professional knowledge and skills in respect of matters and topics which, in consultation with the Bishop of the Diocese, CRSS deems necessary and/or useful from time to time and so informs the person appointed in writing.
- Must be freely available to visit schools during the school year.
- A willingness to be flexible with regard to working hours.

- Demonstrate Computer literacy and ability to use IT to enhance all aspects of the role.
- A current Driving Licence and access to own transport.

Contract:

The current fixed-term contract is an agreement between CRSS and the employee for the period from September, 2023 to 31st August, 2026 . The nature of this employment contract is **Full-Time Fixed-Term**. This position is fully funded by the Diocese of Cork and Ross and continuation of the employment Contract is dependent upon the continuation of these funds. The Contract is, therefore ,issued on such objective grounds.

Candidates will be selected following an interview process.

The successful candidate will be required to sign a Contract prior to commencement of employment. A copy of the Contract will be furnished with any offer of employment

Date of Commencement:

September, 2023

Duties and Responsibilities

- (a) Working at Cork and Ross Diocesan Offices, Redemption Road, Cork and in Primary Schools, Parishes and Families of Parishes in the Diocese of Cork and Ross with extensive travel throughout the Diocese required as need arises..
- (b) Hours: The position is based on a 35 hour working week.
- (c) Duties: See Job Description for Diocesan Advisor for Faith Development attached.

Flexibility : The post will involve attendance from time to time as required at relevant meetings/conferences at local or national level, meetings outside of normal working hours . Flexibility on the part of the employee is required and will be reciprocated by way of Time in Lieu by the Company subject to the circumstances in any given instance and in consultation with the Diocesan Secretary for said Diocese

Time in Lieu:

The normal working week is thirty five hours. Hours worked in excess of 35 hours per week, up to a maximum of 20 extra hours per calendar month, during the school year may be accumulated and taken as additional leave during Christmas, Easter and Summer holidays in the calendar year in which the leave was accumulated or at other times in consultation with the Diocesan Secretary.

The employee must ensure that his/her activities or work will not result in his/her working in excess of 48 hours weekly.

Transport:

The successful candidate will be required to have the use of a Car, a clean current Driving Licence and ensure that said vehicle has appropriate insurance cover for this employment. Travelling expenses (not recoverable from any other person or body) will be paid by the Company in accordance with current Revenue Civil Service Mileage and Subsistence Rates applicable to engine capacity in respect of journeys undertaken in the course of the employee's duties as an employee of CRSS on receipt of detailed travel log certified by the Diocesan Secretary of said Diocese.

Remuneration

Salary is commensurate with qualifications and experience .

Wages which are taxable are paid monthly on the 20th. of each month by electronic bank transfer into the designated bank account of the employee.

Annual Leave

Statutory entitlements.

Sick Leave

The contract and Company policy will dictate the conditions which apply in respect of Sick Leave. A copy of the Company guidelines on leave will be furnished with Contract.

Probationary Period

The current contract states that the employee shall be on probation for a period of **Six Months** from the commencement date and CRSS shall have the right to terminate this employment at any time during the said probation period on giving at least 14 days notice to expire on any date prior to the expiration of said probationary period, or at the discretion of CRSS to pay salary in lieu of such notice.

The probationary period may be extended at the discretion of CRSS but the extended period will not in any case exceed 2 months

The employee will be monitored throughout the probationary period and notified of any extension to the probationary period and/or successful completion of the probation. The probation period will not be deemed to be completed until such notification has been received.

Cessation

Notwithstanding the terms herein, the employee shall be entitled to cease his/her employment at any time on giving not less than 30 (thirty) days prior notice to CRSS

Reporting to CRSS and Responsible to CRSS, but day-to-day accountability to the Bishop of Cork and Ross or his delegate to whom this responsibility is delegated by CRSS, for attendance and for work undertaken.

GENERAL

Candidates are required to provide the names and contact details of two referees to testify to the professional competence and character of the candidate. The Company will contact referees only if an offer of employment is being made

Offer of Employment

It should be noted that no offer of employment is made, or should be interpreted as having been made, until CRSS makes a formal order of appointment and the applicant is notified of same.

Garda Vetting:

In accordance with Company Policy the successful Candidate must be Garda Vetted prior to commencement of employment and any offer of employment is dependent on successful Garda vetting

Confidentiality

The person appointed to this position may have access to information which is confidential to CRSS and or to the Diocese of Cork and Ross or to Parish authorities. All records and information are strictly confidential and on no account should information be divulged or discussed except when necessary in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons may obtain access to them and must be kept in safe custody when no longer required. When required for use all records and information must be so safeguarded that no person not authorised in writing to do so by CRSS and/or by the said Diocese may have access to them and shall when no longer in use be kept in safe custody and inaccessible to all unauthorised persons.

Safeguarding & Data Protection

The successful candidate will be required to have a clear understanding and knowledge of Safeguarding/Data Protection principles and procedures

NOTE:

- (1) CRSS is precluded by law from employing persons not eligible for employment in the Republic of Ireland and hereby gives notice that an Application for this post from a person not so eligible will be deemed null and void**
- (2) The Job Description attached is a guide to the duties expected of the employee. The nature of the position requires flexibility and adaptability to change as the duties may vary from time to time. The Employer reserves the right to require the employee to undertake duties within his/her capabilities which are not necessarily recorded in the initial job description

CRSS is an equal opportunities employer