

**Operations Support Engineer**

**Competition Information Booklet**

Please read carefully

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| **Position:** Operations Support Engineer  **Grade:** Engineer Grade II  **Directorate:** Transport Technology  **Reporting to:**  Technical Operations Manager  **Location:** Haymarket House, Smithfield, Dublin 7 with a blended working  model  **Starting salary:** €74,701 (effective from 1 August 2025 in line with  Circular 16/2025)  Closing date for receipt of completed applications:  **12pm (noon) on Friday, 15th August 2025**  **Contact:** [ntacareers@rsmireland.ie](mailto: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 establish a panel of suitably experienced and qualified Operations Support Engineers from which 2 immediate vacancies, and relevant vacancies as they arise, may be filled. The panel will be live for one year and may be extended for a further year.

**About the Directorate**

The NTA’s Transport Technology Directorate is responsible for setting strategic direction, and leading the development and delivery, of best-in-class technology solutions for all public transport services under the NTA’s remit within the State. Transport Technology is responsible for the operational management of technology solutions across three principal areas: ticketing and fares collection, vehicle location and management, and passenger (travel) Information services.

The Transport Technology (TT) team ensures that the supplied systems are delivered, operated and maintained within agreed service levels. A key objective of the division is to significantly improve integration of supported systems on all modes of transport. To do this we work collaboratively with internal teams, suppliers, and transport operators to ensure that the NTA’s technology vision and strategy are fit for purpose, efficient, integrated, up-to-date, and that they represent value for money.

Our key driver in all technology deployment and service delivery is to provide the most reliable and accessible customer experience to all public transport users.

**Duties and Responsibilities**

The principal duties and responsibilities of the Operations Support Engineer will include some or all of the following:

* Ensuring Transport Technology systems are operating and maintained to the highest standards. These systems currently include (but are not limited to):
* Automatic vehicle location (AVL) systems which includes on-bus equipment and operational reporting systems;
* Ticketing systems which includes on-bus equipment, station/stop based equipment, and operational reporting functions; and
* Real-time passenger information (RTPI) systems.
* Being responsible for addressing service-related issues at operator sites, including but not limited to: troubleshooting minor software problems, firmware upgrade, hardware troubleshooting, providing training to customers and new operations personnel.
* Being responsible for coordinating system installations and/or upgrades at NTA and customer sites, working collaboratively with suppliers and transport operators to actively resolve technical issues with all systems.
* Developing and updating documentation covering all aspects of operations support to facilitate knowledge transfer and standardise operational support interfaces and communication channels between service providers, transport operators and the NTA.
* Being accountable for the development, operation and maintenance of practices, processes and procedures as applicable to the operations team.
* Ensuring the timely and prioritised management of incident faults relating to vehicle equipment and relevant NTA back-office systems through a managed service desk.
* Supporting and maintaining the relationship with managers, internal stakeholders, customers, suppliers, and contractors that supply services to Transport Technology and the NTA.
* Managing, reporting and mitigation of risks across all Transport Technology systems and business services.
* Other related tasks as assigned by the Technical Operations Manager as required from time to time.

**Note:** The functions and responsibilities initially assigned to the positions are based on the current organisational requirements and may be changed from time to time. The persons appointed require 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 a NFQ Level 7 qualification in a relevant technical subject, preferably engineering or computing;
2. Have a minimum of 5 years’ recent satisfactory experience in a technical support, development, or testing function;
3. Have a minimum of 2 years’ experience in managing people or projects;
4. Good working knowledge IT Service Management processes, to assist in the identification and resolution of issues;
5. Demonstrated experience in developing and running service processes and procedures, preferably in accordance with a recognised service management standard (ITIL or equivalent); and
6. Experience of stakeholder management in a complex multi-vendor IT or engineering environments.

**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 have:

1. Knowledge of public transport industry and its operating models;
2. Knowledge of software and systems design/system engineering for public transport services applications;
3. Experience in business analysis including requirements gathering and process mapping; and
4. A project management and/or operations management qualification.

**Remuneration**

**Salary Grade: Engineer Grade II**

**Salary Scale: €74,701, €76,408, €78,110, €79,821, €81,527, €81,981, €83,662, €85,408, €88,250 (LSI 1), €91,100 (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).

**€71,072, €72,700, €74,313, €75,941, €77,562, €79,183, €80,798, €82,436, €83,836 (LSI 1), €86,539 (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](mailto: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 Operations Support 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 15th August 2025. 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](mailto:ntacareers@rsmireland.ie)**.**

**Operations Support 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 |
| 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 |