



**Tailte
Éireann**

Clárúchán, Luacháil,
Suirbhéireacht
Registration, Valuation,
Surveying

Tailte Éireann
Candidate Information Booklet

**Valuer
(Engineer Grade III)
Full-Time**

A panel may be formed to fill future temporary or permanent **Valuer** vacancies across Tailte Éireann locations.

Reference Number: Ext 2026-10

Closing Date: 30th June 2026 at 5pm

General Queries: Resourcing@Tailte.ie

Tailte Éireann is an equal opportunities employer.

Tailte Éireann (TÉ) is committed to attracting, recruiting, developing and retaining the highest calibre of staff to build a diversified, supportive, innovative and inclusive workforce reflective of the wider community. Our aim is to attract the best people who have the experience, knowledge, skills, abilities and competencies to support TÉ's mission. TÉ supports equality of opportunity, diversity and inclusion and encourages underrepresented groups to make applications and accommodates candidates with disability to apply for posts.

Our Mandate and Strategic Context



TÉ was established by legislation to provide property registration, valuation and surveying services for the State.

As the principal source of property information and geospatial data, TÉ leads the development and provision of streamlined, enhanced, land, property and geospatial services to Government, public and private sector stakeholders, and the public. We are focused on strategic planning, evidence-based decision-making, and innovative service delivery.

Amidst a rapidly evolving digital landscape, TÉ is mindful of Government’s priorities as set out in the Programme for Government. It is especially aware of the Better Public Services the Public Service Transformation 2030 Strategy; the Connecting Government 2030 digital and ICT strategy and EU Digital Decade targets set for Ireland.

These strategies emphasise data-driven decision-making, innovative solutions, an agile workforce, user-centric digital services, effective data management, integrated public service infrastructure, continual innovation, digital skills development, and strong leadership.

These initiatives collectively reflect TÉ’s commitment to leveraging digital technology and innovation for improved public service delivery.

<p>Our Mission To provide trusted land registration, valuation and surveying services that benefit Irish society and the economy.</p> <p>Our Vision To be the authoritative provider of world class digital-first land and property services.</p>	<p>Our Drivers</p> 
<p>The Values that guide us:</p> <p>Proud Custodians: We preserve and provide access to centuries of Ireland’s records, honouring our heritage and enabling sustainable use for current and future generations.</p> <p>Meet requirements: We deliver trusted registration, mapping, valuation and archive services to our customers, fulfilling our commitments while pursuing excellence.</p> <p>Strive Together: We collaborate openly, share ideas, overcome challenges, embrace change and solve problems.</p> <p>Act Ethically: We treat people with fairness, respect and dignity, maintaining the highest standards in everything we do.</p>	<p>Our Strategic Goals</p>  <p>Integration Bring our people and processes together to deliver integrated services that maximise our potential value.</p> <p>Data-Driven Digital Services Ensure we use our data to develop digital-first solutions. By extracting value from our data, we contribute to evidence-based policy development.</p> <p>Optimising Land, Property and Geospatial Services Leverage the benefits of the merger to unlock the full potential of our land, property and geospatial information.</p> <p>Investing in our People Embrace new ways of working and develop our people and culture for the benefit of our stakeholders.</p>

The Role

Title of Post:	Valuer
Pay Scale:	Engineer Grade III
Location:	The substantive location for these posts is in T� headquarter in Dublin. We have several regional locations which may allow for successful candidates to be based outside of Dublin, subject to business needs and office capacity in the regional locations. T� operates a Blended Working Policy. An initial training period of approximately 12 to 16 weeks in T� headquarter will be required on a full-time basis.
Reporting To:	Valuation Manager

The Valuer (Engineer Grade III) will join a team of Valuers within the T  Valuation function, operating under the supervision of the Unit Manager. They will be responsible for carrying out both statutory and non-statutory valuations.

Role Responsibilities

The role of Valuer includes, but is not limited to, the following duties:

- Carrying out or contributing to 'Red Book' compliant market valuations, including capital and rental valuation, in accordance with T  procedures, practices, and policies, and relevant professional regulations and guidelines, with appropriate supervision, guidance, and support;
- Efficiently determining statutory valuations for rating purposes in accordance with the Valuation Act 2001 (as amended), and in line with T  procedures, practices, and policies, with appropriate supervision, guidance, and support;
- Collecting, recording, and analysing market transactions and relevant data, statistics, information, and evidence in accordance with T 's procedures, practices, and policies, with appropriate supervision, guidance, and support;
- Preparing valuation evidence advocating, where required, at appeals before the independent Valuation Tribunal or other appeal bodies on behalf of T , in accordance with established procedures, practices, and policies, with appropriate supervision, guidance, and support;
- Providing materials and drafting responses to correspondence, representations from public representatives, and parliamentary questions in a timely and efficient manner, under appropriate supervision, guidance, and support.

A Valuer will be expected to:

- Develop and demonstrate the competencies and skills expected of a professional Valuer;
- Maintain and apply a strong working knowledge of relevant legislation, including the interpretation and application of precedent, practice notes, and case law that underpin rating and wider valuation practices and principles;
- Collaborate effectively within a team environment and formal project governance structure;
- Manage workloads efficiently and meet deadlines by applying the most effective and appropriate working methods;

- Deliver work outputs in a timely manner and to the required quality standards, in accordance with TÉ's procedures, practices, and policies;
- Manage, priorities, and progress multiple work activities concurrently;
- Actively contribute to the achievement of corporate objectives through a positive, flexible, and constructive approach;
- Share knowledge, skills, and expertise with colleagues in an open and collaborative manner, and develop proficiency in applying relevant Valuation Tribunal and Higher Court precedents and determinations in ongoing casework;
- Maintain a strong commitment to continuous professional development by seeking feedback and growth opportunities, with the objective of attaining Chartered Valuation Surveyor status within a reasonable timeframe.

Note: This job description is subject to re-definition as part of ongoing reforms within the Public Service and change management initiatives within TÉ.

Person Specification

On the closing date of Tuesday, 30th June 2026 at 5pm candidates must satisfy all the following requirements:

Essential Criteria:

- Hold a relevant academic qualification at a minimum of Level 8 on the National Framework of Qualifications, or equivalent, in a property, built environment, business-related discipline, or a closely related discipline. Where applicable, candidates must provide independent verification that all elements of the relevant course have been successfully completed and passed; **and**
- The capacity to demonstrate to a high level the key competencies that have been devised for posts at this level under the following headings (see Appendix A for more details):
 1. Leadership Potential;
 2. Analysis & Decision Making;
 3. Delivery of Results;
 4. Interpersonal & Communication Skills;
 5. Specialist Knowledge, Expertise and Self Development;
 6. Drive & Commitment to Public Service Values.

Desirable Criteria:

- Currently a Chartered Valuation Surveyor or demonstrate a clear intention to achieve Chartered Valuation Surveyor membership within a reasonable timeframe;
- Possess a strong understanding of the key factors influencing changes in the Irish property market;
- Demonstrate excellent organisational skills and ability to carry out methodical and accurate work;
- Can work both independently and as part of a team;
- Can acquire technical knowledge of valuation processes, procedures and methodologies within a reasonable timeframe;
- Exhibit strong ICT skills;
- Can perform effectively under pressure and meet demanding deadlines.

Principal Conditions of Service (Please also refer to the Important Additional Information Document provided)

General

The appointment is on a probationary basis to a permanent post in the Civil Service and is subject to the Civil Service Regulations Acts 1956 to 2005, the Public Service Management (Recruitment and Appointments) Act 2004 and any other Act for the time being in force relating to the Civil Service.

Salary

The PPC (Personal Pension Contribution) salary for this position with effect from 1st June 2026 is as follows:

1	2	3	4	5	6	7	8	9
€40,374	€42,921	€43,602	€47,001	€50,412	€53,886	€57,526	€59,823	€62,132
10	11	12	13	14	15	16	17	
€64,461	€66,776	€69,097	€71,418	€73,732	€76,066	€78,644 (LSI1)	€81,218 (LSI2)	

The Grade Code for Valuer (Engineer Grade III) is HRMS: R15

Personal Pension Contribution (PPC)

The PPC pay rate applies when the individual is required to pay a Personal Pension Contribution (otherwise known as a main scheme contribution) in accordance with the rules of their main/personal superannuation scheme. This is different to a contribution in respect of membership of a Spouses' and Children's scheme, or the Additional Superannuation Contributions (ASC).

A different rate will apply where the appointee is not required to make a Personal Pension Contribution. Long service increments may be payable after 3 (LSI1) and 6 (LSI2) years satisfactory service at the maximum of the scale.

Important Note

Entry will be at the minimum of the scale, and the rate of remuneration will not be subject to negotiation and may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if you are a currently serving civil or public servant.

Subject to satisfactory performance, increments may be payable in line with current Government Policy. Payment will be made weekly / fortnightly in arrears by Electronic Fund Transfer (EFT) into a bank account of your choice. Payment cannot be made until a bank account number and bank sort code has been supplied on appointment and statutory deductions from salary will be made as appropriate.

You will agree that any overpayment of salary, allowances, or expenses will be repaid by you in accordance with Circular 07/2018: Recovery of Salary, Allowances, and Expenses Overpayments made to Staff Members / Former Staff Members/Pensioners.

Tenure and Probation

The appointment is to a permanent position on a probationary contract in the Civil Service. The probationary contract will be for a period of one year from the date specified on the contract. During the period of your probationary contract, your performance will be subject to review by your manager(s) to determine whether you:

- (i) Have performed in a satisfactory manner;
- (ii) Have been satisfactory in general conduct;
- (iii) Are suitable from the point of view of health with particular regard to sick leave.

Prior to the completion of the probationary contract a decision will be made as to whether or not you will be retained pursuant to *Section 5A (2) Civil Service Regulation Acts 1956–2005*. This decision will be based on your performance assessed against the criteria set out in (i) to (iii) above. The detail of the probationary process will be explained to you by HR, and you will be given a copy of the Department of Public Expenditure and Reform’s guidelines on probation.

All appointees will serve a one-year probationary period. If an appointee who fails to satisfy the conditions of probation has been a serving civil servant immediately prior to their appointment from this competition, the issue of reversion will normally arise. In the event of reversion, an officer will return to a vacancy at their former grade in their former Department.

In the following circumstances your contract may be extended and your probation period suspended.

- The probationary period stands suspended when an employee is absent due to Maternity or Adoptive Leave;
- In relation to an employee absent on Parental Leave or Carers Leave, the employer may require probation to be suspended if the absence is not considered to be consistent with the continuation of the probation; and
- Any other statutory provision providing that probation shall -
 - (i) stand suspended during an employee’s absence from work, and
 - (ii) be completed by the employee on the employees return from work after such absence.

Where probation is suspended the employer should notify the employee of the circumstances relating to the suspension.

Unfair Dismissals Acts 1977-2015

The Unfair Dismissals Acts 1977–2015 will not apply to the termination of this employment by reason only of the expiry of this probationary contract without it being renewed.

The Organisation of Working Time Act

The terms of the Organisation of Working Time Act 1997 will apply, where appropriate, to this employment.

Headquarters

Headquarters will be such as may be designated from time to time by the CEO. When required to travel on official duty the appointee will be paid appropriate travelling expenses and subsistence allowances, subject to normal civil service regulations.

Duties

The employee will be required to perform any duties appropriate to the position which may be assigned from time to time. The officer may not engage in private practice or be connected with any outside business which would interfere with the performance of official duties or conflict with his/her role.

Hours of attendance

Hours of attendance will be fixed from time to time but will amount to not less than 41 hours 15 minutes gross per week or 35 hours net per week. No additional payment will be made for extra attendance (over and above 41 hours and 15 minutes gross or 35 hours net per week) as the rate of remuneration payable covers any exceptional extra attendance liability that may arise from time to time.

TÉ offers flexible working, with a commitment to work-life balance and a family-friendly workplace.

Annual Leave

The annual leave allowance for this position is 25 days, rising to 29 days after 5 years' service and to 30 days after 10 years' service. This allowance is subject to the usual conditions regarding the granting of annual leave in the civil service, is based on a five-day week and is exclusive of the usual public holidays.

How to Apply

The closing date and time for applications is **Tuesday, 30th June 2026 at 5pm**. Please note late or incomplete applications will not be considered.

Candidates **must** submit:

- A cover letter / personal statement (no more than 2 pages) clearly outlining why you wish to be considered for the post and where you believe your skills, knowledge, experience and values meet the requirements of the position (Calibri Font Size 12; 1.5 Line spacing, in MS Word format); **and**
- A completed Application Form (in MS Word format); **and**
- Proof of eligibility to be provided with application as set out below:

Citizenship Requirements (Proof of Eligibility)

Eligible candidates must be:

- A citizen of the European Economic Area (EEA). The EEA consists of the Member States of the European Union, Iceland, Liechtenstein, and Norway; **or**
- A citizen of the United Kingdom (UK); **or**
- A citizen of Switzerland pursuant to the agreement between the EU and Switzerland on the free movement of persons; **or**
- A non-EEA citizen who has a Stamp 4 permission¹ or a Stamp 5 permission.

Completed applications should be emailed to Resourcing@Tailte.ie with the job title and reference number in the subject line of the email.

Only fully completed applications that include all documentation required and have been received before or on the closing date and time will be considered. Incomplete or late applications will not be put forward for consideration.

We will acknowledge receipt of your completed application. If you have not received confirmation of receipt by 2nd July 2026, please send a follow up email to Resourcing@tailte.ie asking for confirmation of the receipt of your application.

It is the responsibility of the candidate to ensure they have submitted fully complete applications and all additional documentation by the closing date and time.

Competition Process

If the numbers applying are such that it would not be practical to interview all applicants, it may be decided to shortlist only those assessed as most suitable for the role based on the application submitted. In this case the selection board(s) will examine and assess the applications against pre-determined criteria. The assessment process may include one or more of the following:

- Shortlisting of candidates on the basis of the information contained in their application.
- Competitive preliminary interview.
- A final competitive interview.

¹ Please note that a 50 TEU permission, which is a replacement for Stamp 4EUFAM after Brexit, is acceptable as a Stamp 4 equivalent.

At interview you will be required to provide specific and detailed examples of where you have demonstrated the skills and competencies required for this role. These skills and competencies will be thoroughly and systematically explored in order to determine suitability for the role. The interview board may ask you for additional examples.

Your application and performance at interview may also be considered in the context of assessing communication skills.

At all stages of the recruitment process, applicants will be notified of the outcome. Post-interview feedback will be provided, upon request, by the Resourcing Team. Candidates seeking clarification of decisions following shortlisting or post interview, regarding their candidature should direct their request to Resourcing@tailte.ie. This feedback will be managed appropriately as a standard part of the appointment process and does not require the initiation of any formal procedures.

General Information

This competition will be used to fill the post of Valuer (Engineer Grade III) in T . Please note:

- Assignments are competitive and merit-based;
- The successful candidates can and will be assigned work in accordance with business demands;
- If shortlisting is required candidates will be assessed based on the evidence they provide, demonstrating the competencies required for the role. It is critically important that you give, specific and accurate examples of how you gained the experience and demonstrated the skills and experience required.

This competition will be held under the T  Recruitment Licence and in compliance with the Commission for Public Service Appointments (CPSA) Code of Practice – [CPSA - Code of Practice](#)

Conditions of Appointment

Appointment will be at the grade of Valuer (Engineer Grade III) and subject to the usual conditions governing such appointments. On appointment, officers serve the first 12 months in an unestablished capacity i.e. probationary period.

Panel

A panel may be established from this competition and may be used to fill further Valuer positions that may arise across T  Locations. The panel will expire 12 months from the date of the first appointment under this competition unless permanently exhausted prior to that date.

It should be noted that the filling of vacancies in T  is determined by the organisational requirements at the time a post is being filled and therefore, there is no guarantee that this panel will be fully utilised.

Appointment(s) will be offered, in order of merit.

The decision to accept or decline an offer must be made within 10 working days.

Officers must take up duty immediately or within an acceptable timeframe.

Codes of Practice

This competition will be held in compliance with the Commission for Public Service Appointments (CPSA) Code of Practice, *“Appointments to Positions in the Civil Service and Public Service”*. The Code reflects the following core principles:

- Probity;
- Appointments Made on Merit;
- An Appointments Process in Line with Best Practice;
- A Fair Appointments Process Applied with Consistency;
- Appointments Made in an Open, Accountable and Transparent Manner;

- Appointment made promoting equality, diversity and inclusion.

Candidates should familiarise themselves with the contents of the Code of Practice including the provisions in relation to the responsibilities placed on candidates who participate in the recruitment and selection process. The Code of Practice may be accessed by visiting www.cpsa.ie

Complaints and Requests for Review

Complaints and requests for review will be considered in accordance with the procedures set out in Sections 7 and 8 in the Code of Practice. Such complaints or requests for review should be emailed to erirqueries@tailte.ie, with the job title and reference number in the subject line of the email.

Expenses

TÉ will not be responsible for any expenses incurred as a result of applying, attending and/or being successful at this competition.

Data Protection

Information submitted as part of this competition is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data. All personal information and views submitted by you in competing in this competition will be held and used solely for the purposes of this competition.

Appendix A – Key Competency Framework – Valuer (Engineer Grade III)

Effective Performance Indicators

Leadership Potential	Is flexible and willing to adapt, positively contributing to the implementation of change
	Contributes to the development of policies in own area and the broader Department/ Organisation
	Seeks to understand the implications of taking a particular position on issues and how interdependencies need to be addressed in a logical and consistent way
	Maximises the contribution of the team, encouraging ownership, providing support and working effectively with others
	Formulates a perspective on issues considered important and actively contributes across a range of settings
Analysis & Decision Making	Is skilled policy analysis and development, challenging the established wisdom and adopting an open-minded approach
	Quickly gets up to speed in a complex situation, rapidly absorbing all relevant information/data (written and oral)
	Uses numerical data skillfully to understand and evaluate business issues
	Identifies key themes and patterns in and across different sources of information, drawing sound and balanced conclusions
	Sees the logical implications of taking a particular position on an issue
	Is resourceful and creative, generating original approaches when solving problems and making decisions
Delivery of Results	Assumes personal responsibility for and delivers on agreed objectives/ goals
	Manages and progresses multiple projects and work activities successfully
	Accurately estimates time parameters for projects and manages own time efficiently, anticipating obstacles and making contingencies for overcoming these
	Maintains a strong focus on meeting the needs of customers at all times
	Ensures all outputs are delivered to a high standard and in an efficient manner
	Use resources effectively, at all times challenging processes to improve efficiencies
Interpersonal & Communication Skills	Communicates in a fluent, logical, clear and convincing manner verbally and in writing
	Is able to listen effectively and develop a two-way dialogue quickly
	Maintains a strong focus on meeting the needs of internal and external customers
	Effectively influences others to take action
	Works to establish mutual understanding to allow for collaborative working
	Works effectively
Specialist Knowledge, Expertise and Self Development	Clearly understands the role, objectives and targets and how they fit into the work of the unit and Department/ Organisation.
	Develops the expertise necessary to carry out the role to a high standard and shares this with others
	Is proactive in keeping up to date on issues and key developments that may impact on own area, the Department and/ or wider public service
	Consistently reviews own performance and sets self challenging goals and targets
	Has significant expertise in his/her field that is recognised and utilised by colleagues
Drive & Commitment to Public Service Values	Consistently strives to perform at a high level
	Maintains consistent effort under pressure and is resilient to criticism or setbacks at work
	Demonstrates high levels of initiative, taking ownership for projects and demonstrating self sufficiency
	Is personally trustworthy and can be relied upon
	Places the citizen at the heart of all process and systems
	Upholds the highest standards of honesty, ethics and integrity