



Garda Representative Association

The mission of the Garda Representative Association is to defend and promote members' interests with due regard for public wellbeing, and the Garda oath to protect and serve. We negotiate and advocate for members of Garda rank in respect of policy, garda welfare, pay, terms and conditions.

Following a review of the GRA and views expressed by the Workplace Relations Commission, we now wish to appoint four IRO's on a geographical basis:

- GRA North-Western Region
- GRA Southern Region
- GRA DMR plus Eastern region (North)
- GRA DMR plus Eastern region (South)

THE ROLE

These positions are full time for a fixed term of one year with a probationary period of 6 months.

Key Responsibilities:

- Represent members in the pursuit of IR issues / disputes at appropriate levels of AGS DRP.
- Manage cases of individual / collective disputes with the relevant representative(s) which utilise the state dispute resolution bodies, engaging with legal services as approved.
- Develop and maintain professional relationships with GRA representatives, Regional Garda Management and any external bodies that they are directed to engage with.

- Deliver relevant sections of GRA training when required.
- Represent GRA members' interests on working groups, focus groups and industrial relations fora where required.
- To engage with AGS IRO's in each region to identify and address issues identified to be mutually beneficial.
- Carry out all duties assigned by the General Secretary.

Candidate Criteria:

- Be a serving Garda member and a member of the GRA for the duration of the secondment.
- Experience of representing their members in the industrial relations machinery of the state (desirable but not essential).
- Have experience in GRA representation.
- Excellent interpersonal skills including the ability to work in a diplomatic, tactful and discreet manner, while dealing with confidential and sensitive information.
- Ability to work on own initiative within the organisation, while also maintaining effective channels of communication with Garda Management in their areas.
- Have excellent IT, verbal communication and writing skills.
- Good time and diary management and the ability to action disputes and claims within the required specified timeframes.
- A competent researcher who can support their position with appropriate, relevant data.

It is advisable to download a copy of the job description by visiting www.gra.ie

Email application [CV and cover letter to include preferred geographical location(s)] to iroapplications@gra.ie

Closing date for receipt of applications is 5pm, Friday 25th August 2023.

Note *If shortlisted, candidates will be contacted by email and must be available for interview on 4th, 5th or 7th September.

The GRA is an equal opportunities employer and welcomes applications from all suitably qualified people.