

# Opportunity starts here

Our Employee Value Proposition (EVP)





# Work that inspires

**Come to SDCC to do your greatest work. We're forward-thinking and focused on diversity, inclusion and community.**

As an equal opportunities employer, we're opening the doors to new careers, creating flexible ways of working and putting people at the heart of everything we do.

Welcome to a team that's making a difference – powered by people like you.





# About SDCC

## About us

**We're the people responsible for local government in South Dublin County.**

From housing, libraries and our built and natural environment, to business, tourism and the arts, our role is to support the 300,000+ people in our community by connecting them with services to help them thrive. At home, at work and in life.

## Opportunity for All

We work to remove barriers, empower people, and create real, sustainable paths forward. Every day, we act to realise greater opportunity for all — because when opportunity grows, everyone benefits.

## Our Values — We are...



### Future-focused

We do things differently, unafraid to break boundaries and challenge norms. We never take anything for granted, constantly seeking new and better ways to improve both now and for the future. With a focus on sustainability, we make informed and thoughtful decisions.



### Inclusive & Supportive

We are caring, considerate, and approachable, celebrating diversity in our communities and striving to engage and connect with everyone. Through collaboration, cooperation, and mutual respect, we work together to achieve more.



### Leading with Determination

We get things done and do them right. As a community of hardworking people, we respect and value those around us, taking pride in our work and leading by example. We trust one another to lead with confidence and deliver with determination.



### Accountable & Transparent

We are straightforward and upfront. We recognise that we don't have all the answers, which is why we value and listen to every voice. We believe in a no-nonsense approach—open, honest, and transparent in everything we do.

## How we work

We're friendly, energetic and inclusive, and believe everyone should have a healthy balance between work and life.

Our leadership team is engaged, forward-thinking and building an innovation programme with workshops and seminars where we can share what we're doing and hear your ideas.

We focus on innovation and digital transformation through events and awards, and we're leading on climate action. In everything we do, we put people first and community always.

# Join an award-winning workplace



## We've won awards for many of our initiatives

– from community engagement and urban planning to sustainability, biodiversity and green spaces. We recognise and reward our people with our Staff Innovation Awards, and the Irish Planning Institute named us Workplace of the Year.

We were delighted to be named **Local Authority of the Year 2025** at the Chambers Ireland Excellence in Local Government Awards.



Chambers Ireland Excellence in Local Government Awards 2025

[Read more](#)

Irish Planning Institute's Irish Planning Awards 2025

[Read more](#)

Local Authority Members Association (LAMA) Awards 2025

[Read more](#)

Energy Globe Award 2024

[Read more](#)

Irish Landscape Institute (ILI) Design Award 2023 + 2024

[Read more](#)

Irish Planning Institute's Irish Planning Awards 2023

[Read more](#)

Chambers Ireland Excellence in Local Government Awards 2023

[Read more](#)

# Benefits, rewards, culture and work environment



## Sections:

### Compensation

*Salaries, pensions and subsidies*

### Work/life balance

*Supporting your life/work balance*

### Career progression and learning

*Grow with us*

### Wellbeing and health

*Support through life's ups and downs*

### Equity, diversity and inclusion initiatives and social clubs

*For your social circle*

### Life-stage support

*Support through all life stages*

### Work environment

*For wherever you work: our office,  
outdoors or at home*





## Compensation

### *Salaries, pensions and subsidies*

We offer an attractive salary that increases each year (public sector pay scales), a public sector pension, fully funded training, credit union, bike scheme, tax-saver commuter tickets, free on-site parking, a subsidised canteen, and discounts at local gyms and shops.



## Work/life balance

### *Supporting your life/work balance*

We have many ways for you to fit work around your life. We offer flexible working where you can start and finish earlier or later, and blended working to help you balance time in the office with time at home. Time off is important, so we provide up to 30 days annual leave and generous sick pay, plus maternity leave, parent leave, adoptive leave and carers leave. SDCC also has an on-site creche.

## Career progression

### *and learning*

#### *Grow with us*

Our work is varied, which gives you lots of choice in terms of roles, service areas and career progression. From planning, administation, financial, engineering and technical roles, to opportunities for school leavers, graduates or returning to work after a break, you can take your career in whatever direction you choose. Together with in-house training, coaching and mentoring, we encourage continuous learning and offer up to 100% funding with study and exam leave. We can also pay your professional membership fees if they're essential to your role. And your efforts will be recognised – we're proud to be CPD-accredited by Engineers Ireland.

## Wellbeing and health

### *Support through life's ups and downs*

We support our people with many free services. These include flu vaccinations, health checks every two years and help with stopping smoking. Our employee assistance service is available 24/7 and includes up to 6 free, confidential counselling sessions for staff and their family each year, together with a digital resource of articles, courses, workouts, recipes and more. And our Wellbeing Champions support events including health seminars, yoga, and chair massage, and can signpost you towards other wellbeing services.





## Equity, diversity and inclusion initiatives and social clubs

### For your social circle

We offer many ways for you to connect with people across the council. From groups like our LGBTQ+ Staff Network to informal social groups like our Golf Society. Our Sports & Social Club offers activities like parties and overseas trips, and our Social Club room can be used for pool, table tennis, darts and small exercise classes. From the day you start, we have a buddy system to support you during your induction and onboarding.



## Life-stage support

### Support through all life stages

We take an employee first approach to supporting you through life's ups and downs. From paid time off when you start a family or need to care for others, our on-site creche, and bereavement leave when needed, to work-sharing and the opportunity for a shorter working year. We also provide support towards retirement.



## Work environment

### For wherever you work: our office, outdoors or at home

We want all our people to feel safe and comfortable – whether your work brings you indoors or takes you outside. Our HQ is in the heart of Tallaght, right by the LUAS, public transport, cycleways, the cultural quarter and The Square. It has a coffee dock, canteen and a foyer with comfy seating and break areas. We also have accessible showers, a drying room for wet clothes, hybrid meeting tech, and sit-stand desks. If you're working outdoors, we provide showers, a drying room and a canteen in each depot, together with safe places for your personal belongings.



# Work that makes an impact

**We work closely with people and businesses in South Dublin County to understand their needs and create initiatives that transform lives.**

We've led the way in Ireland with first-of-their-kind projects and programmes, and our work has been recognised with awards. See how people like you are making a difference in our community.



## Creating a first-of-its-kind heating scheme

Our innovative team created Ireland's first-of-its-kind district heating scheme. The Tallaght District Heating Project provides efficient, low-carbon heating to a number of public buildings by reusing waste heat from a data centre. The scheme reduces carbon emissions by 1,500 tonnes each year and was awarded the prestigious Energy Globe Award.

[Read more](#)

## Building safe spaces for teenagers

We've created a number of hangout spaces that younger members of our community can call their own. Informed by what teenagers told us they need, our Teenspace Programme helps support young people's physical and mental health by giving them dynamic spaces where they can get outdoors, meet with friends and be more active.

[Read more](#)







## Rewilding our community spaces

Together with volunteers from our community, we've been planting mini woodlands – rewilding our urban spaces with small, rapid-growing plantations of entirely native species. These 'stepping stone forests' help wildlife move from one area to another, encourage genetic diversity and provide a natural refuge in urban areas. So far we've created 39 mini woodlands, with 35,000 trees planted by 1,500 volunteers.

[Read more](#)

## People-powered budgeting

Our Participatory Budgeting Initiative asks residents to develop ideas for their local area, which they then vote on based on the real needs of the area. We deliver the winning ideas, so they can bring them to life. Community initiatives include building a new playground in Waterstown Park, planting native apple trees throughout Clondalkin and launching a heritage trail app. We were the first local authority in Ireland to run this type of funding initiative, and it's won a Chambers Ireland Local Government Award in Citizen Engagement and been shortlisted for a European Innovation in Politics award in the 'Democracy' category.

[Read more](#)

## Creating an innovative new urban quarter

Unique in Ireland, the City Edge Project is a transformative initiative to create a new liveable, sustainable and climate-resilient urban quarter at the western edge of Dublin City. Working together with Dublin City Council, the project will transform 700 hectares within the Naas Road, Ballymount and Park West areas to create 40,000 new homes and 75,000 jobs. It has the potential to contribute €13bn GVA a year to the economy, making it one of the largest regeneration projects in Europe.

[Read more](#)





## Creating a place for business to grow

Our purpose-built Innovation Centre (Work IQ) provides flexible office and coworking space for up to 60 businesses, together with contributing to the Dublin economy with programmes including training, mentoring, funding and skills development. The centre will support the creation of 700+ jobs, worth €80m to the economy and was shortlisted for LAMA Award 2025 (Best Enterprise and Startup Hub). It's part of our wider Innovation Quarter Tallaght project, which includes a new Affordable Housing Scheme, Tallaght District Heating Network and Innovation Square.

[Read more](#)

## Setting new standards in place-making

Clonburris, Dublin's newest community, is setting a bold new standard for sustainable urban living. Thoughtfully designed across 280 hectares of canalside parkland, this vibrant, eco-friendly neighbourhood is being developed in collaboration with major landowners and supported by Government investment through the Urban Regeneration Development Fund.

With 11,000 new affordable homes planned for over 23,000 residents, it stands as the largest residential project of its kind in Europe. Recently honoured with the LAMA National Impact Award, Clonburris is a transformative vision and a progressive model for communities.

[Read more](#)



# Job types

**Where will your work take you? Choose your career.**

From engineering, administrative and technical roles to opportunities for school leavers, graduates and people returning to work after a career break, you can take your career in whatever direction you choose.



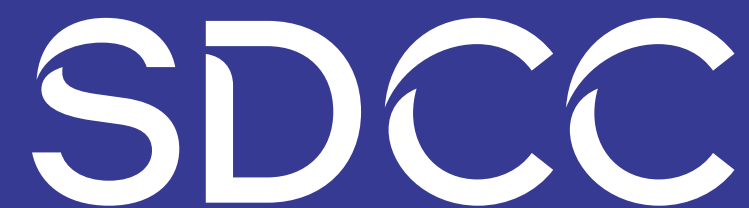
# Bring your passion and skills to make a greater difference with us – whatever your career stage.

[Sign up](#) for job alerts

<b>Developing infrastructure and economy</b>  <b>Who</b> <ul style="list-style-type: none"><li>• Engineers, planners, architects, project managers, quantity surveyors and technicians</li><li>• Tradespeople like painters, plumbers and carpenters, craft workers and general services teams</li><li>• Business advisors and economic development officers</li></ul> <b>What</b> <ul style="list-style-type: none"><li>• Working on exciting and innovative development projects</li><li>• Supporting start-ups and SMEs</li><li>• Promoting tourism, placemaking and creating destinations</li></ul>	<b>Supporting and developing the organisation</b>  <b>Who</b> <ul style="list-style-type: none"><li>• Administrators, managers and facilities staff</li><li>• Accountants, solicitors, legal professionals</li><li>• Human resources, IT and technology specialists</li><li>• Procurement, data protection and audit specialists</li></ul> <b>What</b> <ul style="list-style-type: none"><li>• Supporting SDCC and our people across all service areas and locations</li><li>• Providing safe and welcoming public buildings, libraries and community facilities</li><li>• Supporting our Elected Members in maintaining the electoral register and managing local elections</li></ul>	<b>Caring for our environment and outdoor spaces</b>  <b>Who</b> <ul style="list-style-type: none"><li>• Landscape architects, park rangers, climate action and active travel officers</li><li>• Dog and litter wardens, craft gardeners and general operatives</li></ul> <b>What</b> <ul style="list-style-type: none"><li>• Developing our parks and amenities</li><li>• Making sure our open spaces are well maintained and accessible for our communities</li><li>• Protecting our heritage and biodiversity</li></ul>	<b>Providing community services, libraries, and arts &amp; culture events</b>  <b>Who</b> <ul style="list-style-type: none"><li>• Librarians and school wardens</li><li>• Community development, integration and inclusion officers</li><li>• Arts, music and sports development officers</li></ul> <b>What</b> <ul style="list-style-type: none"><li>• Supporting education through creating and maintaining learning and resources</li><li>• Managing festivals, cultural and community events</li><li>• Working with people to build safe, inclusive and sustainable communities</li></ul>	<b>Making a difference for people</b>  <b>Who</b> <ul style="list-style-type: none"><li>• Housing officers, social workers, estate management officers</li><li>• Communications, digital marketing and customer service agents</li></ul> <b>What</b> <ul style="list-style-type: none"><li>• Providing vital housing services</li><li>• Offering excellent and inclusive customer service</li><li>• Communication and citizen engagement to create greater opportunity for all</li></ul>
--	---	---	--	---

See our current vacancies





Comhairle Contae  
Átha Cliath Theas

South Dublin  
County Council