

An Garda Síochána



Graduate Internship

An Garda Síochána Diversity Internship Programme
2021 - 2022

Application Form

Applications must be completed in full and submitted to Internship@garda.ie. Any queries may also be sent to that address in advance of the closing date.

Closing date is 5pm on **Monday 17th May 2021** and late applications will not be accepted.

THE DIFFERENCE IS YOU

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

Internships in An Garda Síochána



An Garda Síochána is the national police and security service of Ireland. At present there are approximately 14,500 Garda Members, 3,400 Garda Staff and 500 Garda Reserves. The mission of An Garda Síochána is 'Keeping People Safe' and each of those people play a pivotal role in achieving that mission.

As part of our Equality, Diversity and Inclusion Strategy 2019-2021, An Garda Síochána has launched its inaugural Internship Programme for graduates. With a particular focus on graduates from communities that have been traditionally under-represented within An Garda Síochána, the Internship Programme aims to provide graduates with an opportunity to be part of the organisation for a period of 11 months commencing September 2021.

The Internship Programme includes placements across the country in a range of positions and offers graduates the opportunity to gain valuable experience working in a unique organisation. An Garda Síochána is a dynamic organisation and the successful interns will see first-hand how we support and protect communities. The graduate positions this year are in the areas of: Project Management, Social Science, Law, Finance, Communications, ICT and Human Resources.

Who are we looking for?



An Garda Síochána is looking for candidates from those communities who have been traditionally under-represented within An Garda Síochána who:

- Have excellent interpersonal and communication skills
- Be Microsoft Office proficient
- Be willing to work as part of a team while also using his/her own initiative
- Have undertaken a course of study relevant to the field of work selected below
- Be self-motivated
- Show interest and commitment to self-development

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What will the Interns be doing?



It is envisaged that our interns will work with us across a number of areas in order to continue to fulfil our mission. These areas could include:

- Developing and deploying ICT projects to support policing;
- Working as part of a team to create social media and other communication campaigns to support policing and the work of An Garda Síochána, internally and externally;
- Supporting community engagement and the rollout of our Diversity strategies;
- Assisting with reviewing existing processes across a number of areas, including HR, Finance, Legal and Compliance;
- Assisting with delivery and implementation of our ambitious transformation programme A Policing Service For Our Future (APSFF).

What criteria do I need to meet?



Candidates must, on **Monday 17th May, 2021**:

- Have achieved a 3rd Level degree prior to their starting date in September 2021;
- 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 is a spouse or child of an EEA or UK or Swiss citizen and has a stamp 4 visa; or
- A person awarded international protection under the International Protection Act 2015 or any family member entitled to remain in the State as a result of family reunification and has a stamp 4 visa; or
- A non-EEA citizen who is a parent of a dependent child who is a citizen of, and resident in, an EEA member state or the UK or Switzerland and has a stamp 4 vis

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How do I apply?



Please complete the details at Appendix A and return to Internship@garda.ie by **5pm on Monday 17th May 2021**. Applications received after the closing date will not be considered.

What happens after I submit my application?

Selection Process

Applications will be reviewed by selected Garda Personnel. Depending on the number of applications received you may then be contacted for an online interview. Successful candidates must undergo Garda vetting before they will be offered the Internship.

You will be kept informed at each stage of this process and if you have any queries they can be sent to Internship@garda.ie.

Candidates who wish to avail of Reasonable Accommodation

If you have a disability and would like to share information that you feel would assist you through this process, please let us know at Internship@garda.ie and we will contact you to discuss your needs.

What are the Terms and Conditions?

The successful candidates will be offered a position from September 2021 to July 2022 with an annual salary of **€30,884** pro rata.

The term of the Internship will be for a fixed period of **11 months**.

In line with the Civil Service hours of attendance will be fixed from time to time but will not be less than **43 hours 15 minutes per week** (including a 15 minute break and one hour per day for lunch).

Interns will have a paid leave entitlement of 22 days for the full duration of the Internship exclusive of public holidays.

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Each intern will be given induction training and will be assigned a **mentor** for the duration of the internship.

Due to the Commission for Public Service Appointments (CPSA) regulations, it will not be possible to extend the internship into a permanent contact.

Other Information



Code of Ethics

The Code of Ethics sets out nine standards of conduct and practice for everyone in An Garda Síochána, each with a number of commitments. It has been developed by the Policing Authority, in accordance with The Garda Síochána Act, 2005, as amended. The Code has regard to the Policing Principles set out in that Act.

Candidates should note that, should they be deemed successful in the competition, they will be required to sign a declaration to affirm his/her commitment to the Code of Ethics and will declare that they have read and understand the Code of Ethics of An Garda Síochána and will adhere to the standards set out therein.

General Data Protection Regulation (GDPR) and Data Protection Act 2018

The personal data provided by candidates will be processed in accordance with the above legislation and Garda data protection policy, for the purposes set out in this document only. All necessary measures will be put in place to ensure the personal data is kept safe and secure. Only relevant personal data will be processed, and will not be retained for longer than is necessary.

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Appendix A – Application Form

Personal Details

Name:	
Contact Phone Number:	
Email Address:	

Education

Year	Course Followed / Qualification Attained	Institution

Location

You may choose multiple positions. If choosing more than one area please rate in order of preference.

Preference	Location
	Dublin
	Tipperary
	Waterford
	Cork

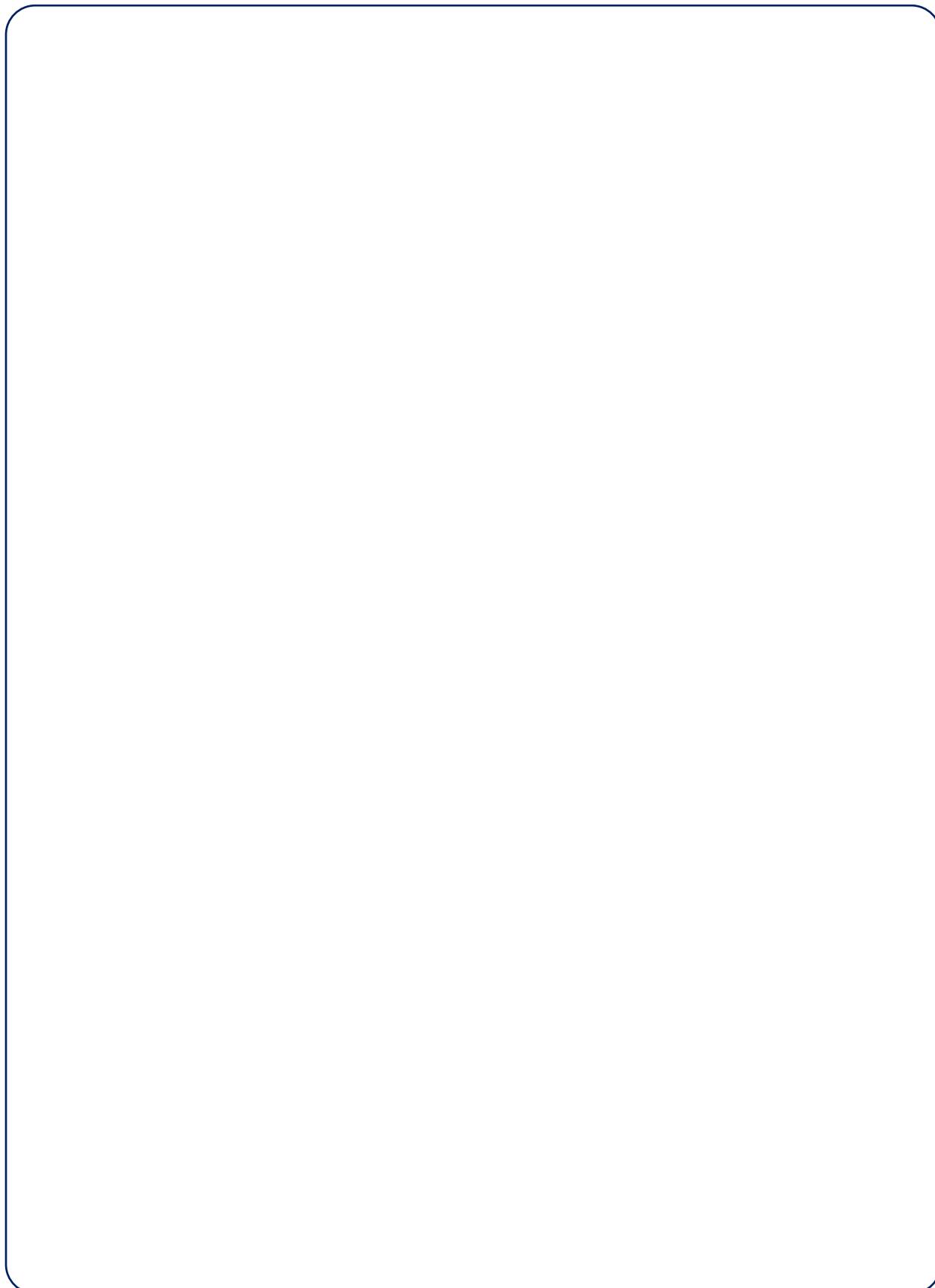
Describe any experience, additional course work and/or skills that will help in undertaking an Internship in An Garda Síochána:

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Please outline what Equality, Diversity and Inclusion means to you and how your experiences of these issues will help you to contribute to An Garda Síochána.

(Maximum 500 words)



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