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South Kerry Local Employment Service



12th Jan 2015

General Vacancies

CE Vacancies are available in the following areas:

KCYMS Management Ltd. CE Scheme require: **Two Kitchen Assistants** for Killorglin Day Care Centre, **Shop Assistant/Relief Kitchen Worker** (Maternity cover) 19.5 hours weekly. Must qualify for Community Employment. Apply with CV and PPS No. to Eileen Clifford at CYMS Hall Killorglin, or to cymskillorglin@eircom.net. Tel. 066-9762053

A Cook / Kitchen Assistant for Beaufort Community Centre. Apply to: Beaufort Community Council Ltd CE Project, Beaufort, Killarney, Co. Kerry or email to beaufortcoco@eircom.net Closing Date for Applications is the 23-01-2015. Please include your PPS and Contact number in all applications.

A Kitchen Assistant is required for Castlemaine Community Centre. Apply to Dan Walshe, CE Supervisor, Castlemaine Community Centre or email to cmainefrc@eircom.net 066-9767833

Store Person: A store person required for motor factors in North Cork, Full Time Position. Apply to Box No DS229P, The Kerryman Office, Tralee.

Warehouse & Packing Staff required. Experience in picking & packing beneficial. Apply to jobs@iihealthfoods.com or mail to Irish Health Foods Ltd., Baile Bhuirne, Co. Chorcaí

An Electrical Contractor based in Dingle has a vacancy to fill asap: **2nd or 3rd Year Apprentice Electrician. Full-time position, B Licence preferable.** Call Pdraig Murphy (O'Murchu Electrical) 087-6263698 for more info.

Electricians and Gas Service Engineers (Self Employed) required for Nationwide Contract. Electricians must have national raft FETAC 6, FÁS. City & Guilds equivalent, safe pass plus Testing and versification qualification. Gas Service Engineers must have GID, Safe Pass and a minimum 3 years experience. Experience of domestic installation work is essential for all

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of the above skill sets. Own van and own insurance. For more information, please Email your CV with cover note including your contact details to applications@sierra.ie confirming your preferred work areas/counties and your availability to start.

Designer/Production Operative: Sika Signs require a Designer/Production Operative, to work in a busy sign manufacturing operation. 3 years experience in design and layout of signs, preparation of artwork and of wide format printing. High Proficiency Computer skills and in use of photoshop, illustrator, sign lab. Contact Sika Signs Killarney on 087 1698471, 087 2530173, 064 6633811 or email sikasigns@thesafetyshop.ie

Enercon Windfarm Services Ireland is recruiting for the following positions based in Tralee, Co Kerry Headquarters.

Installation Technicians	Fleet Co Ordinator
Grid Connection Technicians	Warehouse Administrator
Commissioning Technicians Indoor	Electrical Technician - First level support
300 Hours Technicians	Mechanical Engineer - Service Quality Assurance
Grid Operation Technician	Electrical Engineer - Service Quality Assurance
Field Service Technician	Electrical Service Technician
Mechanical Service Technician	Site Manager - Installation Works

Installation Co - Ordinator. Many of these positions will involve travel nationwide and abroad on a weekly basis depending on business requirements. Further information can be found on www.enercon.de/careers or by contacting the HR Department on 066 7178216. Please send a CV and Cover Letter ASAP, indicating salary expectations and earliest availability or service.ie@enercon.de

Manager Required for Horans Fruit and Veg for their Newcastlewest Store. Please contact Mike on 087 6223495.

Temporary Part Time Customer Assistant required for Tesco Manor West Tralee. Fully Flexible, 5 Days a week. Please apply before 13th January 2015.

Part Time Store Assistant required for Lidl, Tralee. Please email hr@lidl.ie Quote this reference number SA T948 CHA Q414 when applying.

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Office

Experienced Accountant required for part time position in Art Project in South West Kerry. Might suit a retired accountant living in Kerry with an active interest in the arts. Send letter of application and CV to crsiopa@gmail.com

Admin/Sales: Splash in Farranfore are expanding and looking for a talented person to impress in a new position. You will be handling inbound calls from new and existing customers with a professional manner. You must have strong communication skills and have an ability to work well on your own initiative. Please email stephen@splash.ie with your CV

Full Time Permanent Accountant required for Listal. Duties include, General book keeping, processing all financial transactions on an accounting package, processing payroll and maintenance of records, production of monthly management accounts, preparation of budgets and ad-hoc reports, general office and reception duties. The successful candidate will ideally be a newly qualified accountant and must be proficient in Microsoft Excel and Word. He/She will be flexible and able to work on own initiative and to tight deadlines. Please forward CV and cover letter for the attention of the General Manager, Listal Ltd, Listowel Business Park, Listowel Co Kerry or email to listalltd@aol.com

Sales

Sales Executive: Interflow logistics are actively seeking an Exp. sales executive in the Killarney area. Duties include: **Requirements:** A proven track record of new business. Third Level qualification. Be Computer literate with a good level of IT Skills. Forwarding or relevant trade qualification desirable (not essential). Please email your CV to sales@interflow.ie or call Beverley on 01 6853845 to discuss the role in further details. Visit www.interflow.ie/careers for more information.

Sales Person Required for Bathrooms 4 U. The Ideal candidate would preferably have

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experience in bathroom or tiling sales. Strong communication skills both verbal and written. Ability to work well within a team as well as on own initiative. Work well under pressure and be able to multi task. Please forward CV to info@bathrooms4u.ie

Sales Assistant/Deli Assistant required for a busy forecourt in Tralee town. Send CV to Box No 0150 Kerry's Eye, 22 Ashe Street, Tralee.

Shop Assistant is required for supermarket outside Killarney town. Must be flexible, F/t & P/t. Own transport required. Apply to Killarney Advertiser, Park Place, Killarney Closing date 16th Jan

Hotel/Catering

Executive Head Chef: Manor West Hotel are looking for a head chef. Send CV to hboyle@manorwesthotel.ie

Aghadoe Heights require **Accomm Supervisor & Accomm Assistant**. Apply to info@aghadoeheights.com Also **Business Development Executive** (see website for more details) Apply to sales@aghadoeheights.com

Brown Sugar Café require **Deli & Floor Staff**. P/t & F/t Positions. Apply within: Over Daly's Supervalu, Park Rd., Killarney. Tel. 064-6638765

Counter Assistant & Kitchen Porters required for the Cafe in Ballyseedy Home and Garden Centre. Candidates with a minimum of two years experience working in catering need only apply. Candidates must be friendly and customer focused. Please send a CV by email to info@ballyseedy.ie

A Pastry Chef & a Junior Sous Chef are required by the Heights Hotel, Killarney. Must have a minimum of 2 yrs experience within a hotel kitchen environment. Call Robert on 087-7814565

The Ross Hotel, Killarney require a **Food & Beverage Manager**. Previous experience essential. Apply to ciara.treacy@theross.ie

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HealthCare

SouthDoc wishes to recruit **Telephone Triage Nurses** at the Killarney Call Centre. Job sharing posts to cover maternity leave. These positions offer: Fixed term contracts for 9 months with an opportunity of continued employment for successful candidates. Part time positions, overnight, weekdays, weekend work, excellent pay and conditions. We are an equal opportunity employer. Please forward CV and covering letter of application detailing your experience to HR Manager SouthDoc, Floors 2&3 Hilliard House, High Street Killarney Co Kerry. Closing date for applications is Friday 16th January 2015.

Nurses on Call: Calling all Nurses and Midwives, pick your own hours, work as much or as little as you like. Agency Nursing lets you take charge of your own work schedule. For more information, please call Tanya Gorey on 01 4965199 (Mon - Fri 9-5) or email nurseoncalljobs@nurseoncall.ie

Staff Nurses: required for Our lady of Lourdes Care Facility Kilcummin Killarney. Immediate start. Please send your CV to Director of Nursing Linda Smith: lin63da@gmail.com

Killorglin Family Resource Centre is currently recruiting **Relief Childcare Practitioners** to cover staff holidays, absences and sickness. Candidates must have a minimum qualification of FETAC Level 5 in Childcare and be fluent in English. Successful candidates will have excellent interactions with children, parents and our staff team with enthusiasm for the role and our business. First Aid, Manual Handling and Food Safety training are all an advantage. Please send your CV to Eileen at: launchildcareservice@gmail.com before Friday January 16th 2015.



Equality in the Work Place:

The Employment Equality Acts 1998 to 2011 outlaw discrimination in a wide range of employment and employment-related areas. These include recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment. The legislation defines discrimination



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as treating one person in a less favourable way than another person based on any of the following 9 grounds:

- **Gender:** this means man, woman or transsexual
- **Civil status:** includes single, married, separated, divorced, widowed people, civil partners and former civil partners
- **Family status:** this refers to the parent of a person under 18 years or the resident primary carer or parent of a person with a disability
- **Sexual orientation:** includes gay, lesbian, bisexual and heterosexual
- **Religion:** means religious belief, background, outlook or none
- **Age:** this does not apply to a person aged under 16
- **Disability:** includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- **Race:** includes race, skin colour, nationality or ethnic origin
- Membership of the Traveller community.

What is discrimination?

Discrimination is defined as less favourable treatment. An employee is said to be discriminated against if he/she is treated less favourably than another is, has been or would be treated in a comparable situation on any of the above 9 grounds. To establish direct discrimination, a direct comparison must be made, for example, in the case of disability discrimination the comparison must be between a person who has a disability and another who has not, or between persons with different disabilities.

Indirect discrimination occurs when practices or policies that do not appear to discriminate against one group more than another actually have a discriminatory impact. It can also happen where a requirement that may appear non-discriminatory adversely affects a particular group or class of persons.

Specific situations covered by employment equality legislation



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Disability: Employers are obliged to make reasonable accommodations for staff with disabilities. This includes providing access to employment, enabling people with disabilities to participate in employment including promotion, and training.

Pregnancy: Pregnancy-related discrimination is discrimination on the ground of gender and includes recruitment, promotion and general conditions of employment. Women who are pregnant or have recently given birth are also protected under maternity protection and unfair dismissals legislation.

Equal pay: Employment equality legislation provides for equal pay for like work. *Like work* is defined as work that is the same, similar or work of equal value. It is one of the terms that must be part of the contract of employment as a result of laws passed by the Dail. A claim for equal pay can be made on any of the 9 grounds above.

Harassment including sexual harassment that is based on any of the 9 grounds is a form of discrimination in relation to conditions of employment. Bullying at work which is linked to one of the 9 discriminatory grounds above comes under employment equality legislation.

Victimisation: Under employment equality legislation you are protected against victimisation if you bring a claim or are involved in a complaint of unlawful discrimination against your employer. This means that your employer may not penalise you by dismissal, unfair treatment or an unfavourable change in your conditions of employment.

Enforcing your rights

The Irish Human Rights and Equality Commission and the Equality Tribunal are separate organisations that work to ensure equality at work. The Irish Human Rights and Equality Commission is a statutory body set up to provide information to the public on human rights and equality legislation. It can, at its discretion, provide legal assistance to people who wish to bring claims to the Equality Tribunal. See website: ihrec.ie

The Equality Tribunal is the place to bring a discrimination claim under the Employment Equality Acts 1998 - 2011 using the new online complaint form (available by selecting 'Make a complaint in relation to employment rights' on workplacerelations.ie). It investigates or mediates claims of unlawful discrimination under equality legislation.