

**Grade VI Assistant Financial Analyst**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | **Grade VI Assistant Financial Analyst**  (Grade Code: 0574) |
| **Campaign Reference** | NRS14757 |
| **Closing Date** | Wednesday, 2nd July 2025 12:00pm |
| **Proposed Interview Date (s)** | Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | There is currently one permanent and whole-time vacancy available in HSE National Finance Division, Planning & Performance, Brunel Building, Heuston South Quarter, Dublin **8**  A panel may be formed as a result of this campaign for **Grade VI, Financial Analyst Support Planning & Performance within the ACFO Planning & Performance Unit, National Finance Division** from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled. |
| **Informal Enquiries** | Name:Caroline Fitzsimons, Planning & Performance  Email: [caroline.fitzsimons1@hse.ie](mailto:caroline.fitzsimons1@hse.ie) |
| **Details of Service** | The Finance Directorate holds fiduciary responsibility for the Executive and provides a wide range of professional financial services.  The Finance Directorate’s aim is to provide financial expertise and quality information to the Leadership, Management, Government Departments and agencies, citizens, and taxpayers in conformity with generally accepted accounting principle and statutory and legal requirements and policies.  The responsibilities of the ACFO Planning & Performance unit include:   * Ensuring the HSE has in place a robust Financial Planning and Financial Performance Management & Assurance which limits possible overruns. * Ensuring National Divisional Managers and Service Managers at All Levels have access to the necessary financial management information & support to assist them in achieving their fiduciary responsibilities * Facilitating and supporting national budget allocation |
| **Reporting Relationship** | The post holder will report directly to a nominated line manager |
| **Key Working Relationships** | The post holder will work with colleagues across the National Finance Division whilst also engaging with a variety of stakeholders, both internal and external as part of their duties and responsibilities. |
| **Purpose of the Post** | To assist in validating and providing Financial Reporting and Management information by assembling and summarising data, preparing reports, and making presentations of findings and recommendation on a timely basis to a consistently high standard & in the required format |
| **Principal Duties and Responsibilities** | The position of Grade VI encompasses both managerial and administrative responsibilities which include the following:   * Assisting in the Annual Estimates & Budgeting Processes * Collecting, analysing, comparing and interpreting data and providing trends and forecasts * Assisting in month end reporting * Review, assess and provide financial commentary and variance analysis on performance; identify the reasons behind and contribute towards the development of remedial action plans, where appropriate * Preparing & presenting comprehensive reports on findings * Co-ordinating information requirements * Resolving any issues that affect data integrity and its delivery * Participating in the design and continuous improvement of monthly reporting * Enhancing reporting processes by developing new automated reports * Assisting in the development of business analytics and benchmarking models * Represent National Finance at meetings as required * Liaise with external stakeholders and Government Departments when required. * Maintain relationships with key stakeholders. * Promote co-operation and working in harmony with other teams and disciplines * Solve problems and make decisions in a timely manner. * Ensure decisions are in line with local and national agreements * Line manage staff as assigned * Contribute to team effort and assist co-workers as needed to balance workloads * Ensure deadlines are met and that service levels are maintained * Working on ad hoc projects as they arise * Any other appropriate duties, as may be determined from time to time.   **Administration**  **Customer Service**   * Promote and maintain a customer focused environment by ensuring service-users are treated with dignity and respect   **Human Resources / Supervision of Staff**   * Supervise and ensure the well-being of staff within own remit * Create and maintain a positive working environment among staff members, which contributes to maintaining and enhancing effective working relationships * Co‐ordinate, monitor and review the work of the administrative/ support staff * Conduct regular staff meetings to keep staff informed and to hear views * Identify and agree training and development needs of team and design plan to meet needs * Manage the performance of staff, dealing with underperformance in a timely and constructive manner * Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.   **Service Delivery and Service Improvement**   * Ensure accurate attention to detail in own work and work of team. * Maintain a good understanding of internal and external factors that can affect service delivery including awareness of local and national issues that impact on own area. * Embrace change and adapt local work practices accordingly by finding practical ways to make policies work, ensuring team knows how to action changes. * Encourage and support staff through change processes. * Monitor efficiency of service provided by team, identify and implement changes to the administration of the service where inefficiencies arise.   **Standards, regulations, policies, procedures & legislation**   * Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc; * To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service; * Adequately identifies, assesses, manages and monitors risk within their area of responsibility.   **The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | ***This campaign is confined to staff who are currently employed by the HSE, TUSLA, other statutory health agencies\*, or a body which provides services on behalf of the HSE under Section 38 of the Health Act 2004 as per Workplace Relations Commission agreement -161867***   1. **Eligible applicants will be those who on the closing date for the competition:**   Have satisfactory experience as a clerical officer in the HSE, TUSLA, other statutory health agencies, or a body which provides services on behalf of the HSE under Section 38 of the Health Act 2004  Or  Have obtained a pass (Grade D) in at least five subjects from the approved list of subjects in the Department of Education Leaving Certificate Examination, including Mathematics and English or Irish1. Candidates should have obtained at least Grade C on higher level papers in three subjects in that examination.  Or  Have completed a relevant examination at a comparable standard in any equivalent examination in another jurisdiction.  Or  Hold a comparable and relevant third level qualification of at least level 6 on the National Qualifications Framework maintained by Qualifications and Quality Ireland, (QQI).  Note1: Candidates must achieve a pass in Ordinary or Higher level papers. A pass in a foundation level paper is not acceptable. Candidates must have achieved these grades on the Leaving Certificate Established programme or the Leaving Certificate Vocational programme. The Leaving Certification Applied Programme does not fulfil the eligibility criteria.  And   1. Candidates must possess the requisite knowledge and ability, including a high standard of suitability and management ability, for the proper discharge of the office.   **Health**  A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.  **Character**  Each candidate for and any person holding the office must be of good character.  *\* A list of ‘other statutory health agencies’ can be found* [*here*](http://health.gov.ie/about-us/agencies-health-bodies/)*.* |
| **Post Specific Requirements** | * Experience of working in a finance environment to include preparation, reporting, analysing financial data and producing summary reports as relevant to the role * Experience in prioritising workloads and achievement of weekly, monthly and yearly deadlines with multiple stakeholders. * Experience in supervising a team |
| **Other requirements specific to the post** | * A flexible approach to working hours is required in order to ensure deadlines are met. * Access to appropriate transport as posts may involve occasional travel to other HSE locations. |
| **Skills, competencies and/or knowledge** | **Professional Knowledge & Experience**  **Demonstrates:**   * High levels of numerical accuracy and experience in applying various analysis tools and techniques as relevant to the role * Demonstrate excellent analytical skills to enable analysis, interpretation of data and data extraction from multiple data sources * Demonstrate extensive understanding and experience of finance and budgeting systems in a computerised organisation * Excellent MS Office skills to include, Word, Excel and PowerPoint * Highly proficient in MS Excel with high level working knowledge of financial spreadsheets and financial databases * Knowledge and experience of budgets, forecasting and month end reporting and processes * Knowledge of HSE Financial Regulations * A working knowledge of relevant IT systems A knowledge of resource management and the importance of value for money * General knowledge of the work of the Planning and Performance Unit within the HSE   **Evaluating Information, Problem Solving & Decision Making**  **Demonstrates:**   * Excellent analytical skills to enable analysis, interpretation of data and data extraction from multiple data sources. * Ability to perform complex variance analysis and commentary * The ability to gather and analyse information from relevant sources, weighing up a range of critical factors to develop solutions and make decisions quickly and accurately as appropriate * Ability to make sound decisions with a well-reasoned rationale and to stand by these * Initiative in the resolution of complex issues * Flexibility, problem solving and initiative skills including the ability to implement change   **Planning & Managing Resources**  **Demonstrates:**   * Strong planning and organising skills including, structuring and organising own work load and that of others effectively * The ability to use computer technology effectively for the management and delivery of results * The ability to take responsibility and be accountable for the delivery of agreed objectives * A logical and pragmatic approach to workload, delivering the best possible results with the resources available * The ability to proactively identify areas for improvement and to develop practical solutions for their implementation   **Communication & Interpersonal Skills**  **Demonstrates:**   * Excellent communication and interpersonal skills in order to deal effectively with a wide range of stakeholders * The ability to present information clearly, concisely and confidently when speaking and in writing. * The ability to build and maintain relationships with colleagues and other stakeholders to assist in performing the role   **Team Working**  **Demonstrate:**   * The ability to lead the team by example, coaching and supporting individuals as required. * The ability to work with the team to facilitate high performance, developing clear and realistic objectives * The ability to address performance issues as they arise * Flexibility and willingness to adapt, positively contributing to the implementation of change * Results focused, motivated and enthusiastic with a ‘can do’ attitude   **Commitment to a Quality Service**  **Demonstrates:**   * Evidence of incorporating the needs of the service user into service delivery * Evidence of proactively identifying areas for improvement and the development of practical solutions for their implementation * Evidence of practicing and promoting a strong focus on delivering high quality customer service for internal and external customers |
| **Campaign Specific Selection Process**  **Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.  Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.  Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Diversity, Equality and Inclusion** | The HSE is an equal opportunities employer.  Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.  The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.  The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.  Read more about the HSE’s commitment to [Diversity, Equality and Inclusion](https://www.hse.ie/eng/staff/resources/diversity/diversity.html) |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).  The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.  Read the [CPSA Code of Practice](https://www.cpsa.ie/pdf/?file=https://assets.cpsa.ie/media/275828/b88e3648-c663-4293-9471-d2d75bd1d685.pdf). |
| The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.  This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. | |

**Assistant Financial Analyst (Grade VI)**

**Terms and Conditions of Employment**

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| **Tenure** | The current vacancy available is permanent and whole time.  The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.  Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration** | The salary scale for the post is: (as at 01/03/2025)  €56,757, €58,110, €59,761, €62,862, €64,716, €67,025, €69,341 LSIs  New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard weekly working hours of attendance for your grade are **35** hours per week. Your normal weekly working hours are **35** hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.  You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars. |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.  Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.  Visit [HSE Children First](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/) for further information, guidance and resources. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).  Key responsibilities include:   * Developing a SSSS for the department/service[[1]](#footnote-2), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. * Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. * Consulting and communicating with staff and safety representatives on OSH matters. * Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. * Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-3). * Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. * Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.   **Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS. |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://healthservice.hse.ie/staff/health-and-safety/safety-statement/).

   2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)