# Competition Application Form

**Before completing this form and for information on accessibility, please review the** [GUIDANCE ON COMPLETING THE FORM](#_GUIDANCE_ON_COMPLETING) **section at the end of this document.**

## PHOTOGRAPH AND OFFICIAL USE SECTION

|  |  |
| --- | --- |
| Competition ID (Official Use Only) | RE0027 |
| Candidate Number (Official Use Only) |  |

*Textbox 1:Insert Photograph*

Insert a high-resolution passport-style photo taken against a plain background into this textbox. [Inserting a Photo](https://revenue.ie/en/corporate/documents/careers/resize-insert-photo-restricted-editing.pdf)

## SECTION A: APPLICANT’S DETAILS

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| **INFORMATION REQUIRED** | **YOUR ANSWER** |
| 1. First Name |  |
| 1. Surname |  |
| 1. Address |  |
| 1. Telephone Number 1 |  |
| 1. Telephone Number 2 |  |
| 1. Email Address 1 |  |
| 1. Email Address 2 |  |

**Reasonable Accommodation**: Reasonable accommodation in our selection process refers to adjustments and practical changes which would enable a candidate with a disability to have an equal opportunity for this competition. Examples of adjustments we provide include the use of assistive technology, extra time, scribes and/or readers. If a candidate requires any reasonable accommodations to be made at any stage of the selection process, the candidate should set out the requirement in the next table and Revenue will endeavour to make the necessary arrangements.

Alternatively, candidates can email [CSDOpenRecruitment@revenue.ie](mailto:CSDOpenRecruitment@revenue.ie). Requests for reasonable accommodations must be outlined in advance; any matters brought to attention afterwards may not be taken into consideration.

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| **INFORMATION REQUIRED** | **YOUR ANSWER** |
| 1. Reasonable Accommodation |  |

## SECTION B: RELEVANT QUALIFICATION AND ELIGIBILITY DECLARATIONS

Please refer to Section 5 of the Information Booklet (Essential Entry Requirements and Date) and, in the following tables, state the details relating to **one qualification** (title as per transcripts)which would deem you eligible for this role.

Limited or unclear information regarding qualifications may result in your form not being progressed in a shortlisting or eligibility sift process.

To determine the Irish National Framework of Qualifications level (or equivalent) of your qualification, please visit the [NFQ website](https://urldefense.com/v3/__https:/www.qqi.ie/what-we-do/the-qualifications-system/national-framework-of-qualifications__;!!Lbhp7Nn6!R7X6zCcfZQhuAa8HKlUZ7NOQBaVuptdYUK6IFCYv_DczsEXbWekd3UTbPb9XPLxa7NZ0pbqw-IsY5H5QwvpEfsUxL4k$). Your complete education history must only be listed in Section E: Education.

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| 1. **Insert ‘YES’ into the Essential Entry Requirement under which you are citing your eligibility:** | |
| 1. Level 6 Qualification which includes a financial/ legal discipline |  |
| 1. Internationally recognised industry certified equivalent qualification (e.g., A.I.T.I., Tax Technician, Accounting Technician) |  |
| 1. Level 8 Qualification |  |

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| **INFORMATION REQUIRED** | **YOUR ANSWER** |
| 1. Qualification Title |  |
| 1. NFQ Level |  |
| 1. Name of Awarding Body |  |

Please answer the competition eligibility and proficiency in Irish statements in the following table.

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| **DECLARATIONS** | **YOUR ANSWER** |
| 1. I have read the Information Booklet and confirm that I am eligible as per Section 5 Essential Entry Requirements (insert **YES**). |  |
| 1. Please refer to Section 15 of the Information Booklet ‘Eligibility to Compete and Certain Restrictions on Eligibility’. Successful candidates must be eligible by the time of a job offer. Confirm your eligibility (insert **YES** or **EXPECT TO BE ELIGIBLE**). |  |
| 1. Please refer to Section 6.7 of the Information Booklet and indicate if you wish to claim proficiency in Irish (Insert **YES** or **NO**). |  |

## SECTION C: CURRENT/ MOST RECENT EMPLOYMENT

Please state only your **current or most recent** employment position in the following table. Your complete employment/ internship history must only be listed in Section F: Employment.

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| --- | --- |
| **INFORMATION REQUIRED** | **YOUR ANSWER** |
| 1. Name of Organisation |  |
| 1. Title of Post Held |  |
| 1. From (MM/YYYY) |  |
| 1. Until (MM/YYYY) /Current |  |
| 1. Reason for Leaving (Enter N/A if still in role) |  |
| 1. Please confirm the employment category currently appropriate to you:  * Unemployed * Student * Private Sector * Civil/Public Service * Revenue |  |

## SECTION D: LOCATION INFORMATION

This is a nationwide competition. Please state in the next table the locations for which you hope to be considered. You may choose up to a **maximum of two locations**. Please indicate your order of preference by numbering your choices 1 and 2. If selecting only one, enter 1. Do not enter X.

Please be mindful that you should only select locations where you would be willing to serve. Please also note while you may not change your location preferences after the closing date of this competition, Revenue may, subject to business needs, offer posts in other locations which were not cited as location preferences at application stage. If this occurs, offers would be made in strict order of merit from the panel established. Revenue has modern, flexible, and family-friendly working policies, which include opportunities for blended working. In blended working arrangements, some office attendance will be required in all roles, in line with business needs. Successful candidates are required to remain in their assigned location for a minimum of two years.

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| **COUNTY** | **YOUR PREFERENCE** |
| Clare |  |
| Cork |  |
| Donegal |  |
| Dublin |  |
| Galway |  |
| Kerry |  |
| Kildare |  |
| Kilkenny |  |
| Limerick |  |
| Louth |  |
| Mayo |  |
| Meath |  |
| Monaghan |  |
| Roscommon |  |
| Sligo |  |
| Tipperary |  |
| Waterford |  |
| Westmeath |  |
| Wexford |  |

## SECTION E: EDUCATION

List your academic, professional, or technical qualifications in the following table with the **most recent first**. Include the details you have already provided in Section B.

Qualification titles should be as stated on your transcripts e.g., Bachelor of Arts in Applied Taxation. Please specify the grade obtained e.g., 1st, 2.1, 2.2, Pass, etc. To determine the Irish National Framework of Qualifications level (or equivalent) of your qualification, please visit the [NFQ website](https://urldefense.com/v3/__https:/www.qqi.ie/what-we-do/the-qualifications-system/national-framework-of-qualifications__;!!Lbhp7Nn6!R7X6zCcfZQhuAa8HKlUZ7NOQBaVuptdYUK6IFCYv_DczsEXbWekd3UTbPb9XPLxa7NZ0pbqw-IsY5H5QwvpEfsUxL4k$).

| Year Obtained | Title of Qualification | Grade | Irish NFQ Level | School, College, University or Examining Authority |
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## SECTION F: EMPLOYMENT

List current and previous employment in the following table with the **most recent first**. Include the details you have already provided in Section C.

| Period Employed MM/YYYY to MM/YYYY | Name of Organisation / Division / Branch | Job Title | Salary and Brief Description of Duties | Reason for Leaving (Enter N/A if still in role) |
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## SECTION G: KEY ACHIEVEMENTS SECTION

Before completing this section, please review the Candidate Information Booklet, paying particular attention to the following areas:

* Job Description
* Person Specification
* Competency Framework

In this section of the application form, we are interested in finding out what you consider to be your key strengths and achievements and how you feel they demonstrate your suitability for the role of Executive Officer – Tax, Audit and Compliance in Revenue.

The information you provide **may** form part of a preliminary stage, such as an eligibility sift or a shortlisting process, in order to identify those considered suitable for progression to the next/ final stage.

Should you reach the interview stage, an interview board will use your statements to establish the main topics for interview, with particular reference to the actions you took and your rationale. It is, therefore, in your interest to provide a detailed and accurate account of your qualifications and experience on the application form.

In this section, you will be asked to give a brief statement outlining an example of your experience under the requested topic, stating the nature of the task, your personal contribution, and the outcome.

There are 4 tables in which to enter your responses.

### QUESTION 1 – PEOPLE MANAGEMENT

**An Executive Officer:**

* Consults and encourages the full engagement of the team, encouraging open and constructive discussions around work issues
* Gets the best out of individuals and the team, encouraging good performance and addressing any performance issues that may arise
* Values and supports the development of others and the team
* Encourages and supports new and more effective ways of working
* Deals with tensions within the team in a constructive fashion
* Encourages, listens to and acts on feedback from the team to make improvements.
* Actively shares information, knowledge, and expertise to help the team to meet its objectives

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| 1. Give a brief statement of any management experience you have, including an example which outlines your style and approach, and how you maximise and support the performance of your team (maximum 400 words). |
|  |

### QUESTION 2 – ANALYSIS AND DECISION-MAKING

**An Executive Officer:**

* Effectively deals with a wide range of information sources, investigating all relevant issues (before and during dealings with the taxpayer or agent)
* Understands the practical implication of information in relation to the broader context in which they work – procedures, organisational objectives, etc.
* Identifies and understands key issues and trends
* Correctly extracts & interprets numerical information, conducting accurate numerical calculations
* Draws accurate conclusions and makes balanced and fair recommendations backed up with evidence

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| 2. Give a brief statement of any decision-making experience you have, including an example which demonstrates your ability to analyse, evaluate, and make evidence-based recommendations on complex issues to the benefit of your team/ organisational objectives (maximum 400 words). |
|  |

### QUESTION 3 – DELIVERY OF RESULTS

**An Executive Officer:**

* Takes ownership of tasks and is determined to see them through to a satisfactory conclusion
* Is logical and pragmatic in approach, setting objectives and delivering the best possible results with the resources available through effective prioritisation (in a compliance area)
* Constructively challenges existing approaches to improve efficient customer service delivery
* Accurately estimates time parameters for project, making contingencies to overcome obstacles
* Minimises errors, reviewing learning and ensuring remedies are in place
* Maximises the input of own team in ensuring effective delivery of results
* Ensures proper service delivery procedures/ protocols/ reviews are in place and implemented

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| 3. 3. Give a brief statement on your experience in successfully delivering results, including an example which outlines your approach, how you take ownership, and how you see the task through to a satisfactory conclusion for all stakeholders (maximum 400 words). |
|  |

### QUESTION 4 – SPECIALIST KNOWLEDGE, EXPERTISE AND SELF-DEVELOPMENT

**An Executive Officer:**

* Displays high levels of skills/ expertise in own area and provides guidance to colleagues
* Has a clear understanding of the role, objectives, and targets and how they support the service delivered by the unit and Department/ Organisation and can communicate this to the team
* Leads by example, demonstrating the importance of development by setting time aside for development initiatives for self and the team

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| **4.** Provide details and examples of your specialist knowledge, expertise, and self-development, specifically with a view to the role of an EO in Tax, Audit and Compliance and which clearly demonstrate how you meet the requirements as outlined in the information booklet (maximum 500 words). |
|  |

The competencies ‘Interpersonal and Communication Skills’ and ‘Drive and Commitment to Public Service Values’ will be assessed throughout the interview. For your reference, the competency descriptions are as follows:

### INTERPERSONAL AND COMMUNICATION SKILLS COMPETENCY

**An Executive Officer:**

* Modifies communication approach to suit the needs of a situation/ audience (taxpayer/ agent and colleagues)
* Actively listens to the views of others
* Liaises with other groups to gain co-operation
* Negotiates, where necessary, in order to reach a satisfactory outcome (e.g. in an audit/ compliance intervention)
* Maintains a focus on dealing with customers in an effective, efficient, and respectful manner
* Is assertive and professional when dealing   
  with challenging issues (in an audit/ compliance environment)
* Expresses self in a clear and articulate manner when speaking and in writing

### DRIVE AND COMMITMENT TO PUBLIC SERVICE VALUES COMPETENCY

**An Executive Officer:**

* **Is committed to the role, consistently striving to perform at a high level**
* **Demonstrates flexibility and openness to change**
* **Is resilient and perseveres to obtain objectives despite obstacles or setbacks**
* **Ensures that customer service is at the heart of own/ team’s work**
* **Is personally honest and trustworthy**
* **Acts with integrity and encourages this in others.**

## **ADVERTISING SURVEY**

To assist us with our recruitment strategy, please let us know how you heard about this recruitment campaign by completing the next table. Please include as many options as apply.

|  |  |
| --- | --- |
| **INFORMATION REQUIRED** | **YOUR ANSWER** |
| Please select from the options below:   * Revenue.ie * Publicjobs * Social Media (please specify platforms) * Jobs.ie * LinkedIn * Career Fair/ Trade Event (please specify) * Word of mouth * Other (please specify) |  |

## CHECKLIST

Before submitting, please review your form and confirm each of the following by entering YES:

|  |  |
| --- | --- |
| **FORM CHECKLIST ITEM** | **YOUR ANSWER** |
| I have fully completed all sections of the form. (Incomplete forms will not be accepted.) |  |
| I have inserted a photograph into the textbox on page 1. |  |
| I consulted the Information Booklet, particularly Section 5 – Essential Entry Requirements, and have entered YES in Section B as a declaration of my eligibility. |  |
| I consulted the Information Booklet, particularly Section 15 - Eligibility to Compete and Certain Restrictions on Eligibility and have entered YES or EXPECT TO BE ELIGIBLE as a declaration of my eligibility. |  |
| I have reviewed the wordcount in Section G and I confirm that I have not exceeded the stated limit as exceeding this limit will result in my form not being processed. |  |
| I have saved my form in MS Word Format with the title “EO TAC 2025 - your name” |  |

GUIDANCE ON COMPLETING THE FORM

COMPLETING THE FORM

* We strongly recommend saving a copy of the Information Booklet and the application form template for future reference.
* This is a restricted editing document. The fields you are required to enter information into are identifiable by brackets and a yellow highlight. Should you have difficulty viewing your content and wish to hide the brackets and highlights, go to the REVIEW tab, select RESTRICT EDITING, and deselect the “HIGHLIGHT THE REGIONS I CAN EDIT” field. When you have finished entering your information, select the “HIGHLIGHT THE REGIONS I CAN EDIT” to ensure that you have completed all fields.
* You must fully **complete all sections** of the form with the information requested. **Please enter N/A if required.** Incomplete forms will not be accepted.
* If you wish to use bullet points, enter your content and press return so that the cursor is below the text. Using the mouse, select the text you wish to apply the bullets to. Go to the Paragraph group and select the required bullet style. Select the bullet points and use the Decrease Indent button in the Paragraph Group to set your preferred alignment.
* The table fields will automatically expand as you enter content. This document contains page-breaks.
* You are required to insert a passport-style headshot in the textbox located on the first page. This will be used to confirm your identity should you be invited to interview. For further information on how to do this, please access our instructions on [Inserting a Photo](https://revenue.ie/en/corporate/documents/careers/resize-insert-photo-restricted-editing.pdf).
* Consult the Information Booklet when completing this form, particularly Section 5 – Essential Entry Requirements, Appendix 1 - Competency Framework, and Section 15 - Eligibility to Compete and Certain Restrictions on Eligibility.
* **Do not exceed the wordcount limits** set for Section G as to do so may prevent your application form from being processed. To check the wordcount go to the status bar at the bottom of your screen. Right click the status bar and click to select the Word Count check box. Highlight the text that you want to count and establish the number of words by viewing the status bar.
* Allow yourself plenty of time to complete and submit the form.
* Save the completed application form in **MS Word** format with the title “EO TAC 2025 - Your Name” - other formats, e.g., PDF, will **not** be accepted.

SUBMITTING THE FORM

* Incomplete forms or forms submitted in the incorrect format will not be processed.
* It is not advisable to submit more than one version of your application form. If more than one version is received before the closing date and time, **only** the most recent version will be used in the competition.
* Earlier versions, although submitted, **will not be processed** after the closing date and time.
* No extensions will be given, and for this reason, it is crucial that you submit your application form **well in advance of the closing date and time.**
* Do not send a link to a file-sharing platform.

DEADLINE FOR SUBMISSION

Please submit this form by email as an **MS Word** attachment with the subject line “EO TAC 2025 – Your Name” to the following address [Revenue\_Open\_Recruitment@revenue.ie](mailto:Revenue_Open_Recruitment@revenue.ie)

Closing Date and Time**: Friday, 02 May 2025 at 13.00.**  Applications cannot be accepted after this date and time.

ACCESSIBILITY INFORMATION

We hope this form is as accessible to as many users as possible; however, some may require outside assistance with certain aspects of the form, such as inserting the photograph. Please note the following important information:

* Tab and Arrow Keys: Users with a preference for tab key navigation should note that the Restrict Editing setting on this document will limit your tab key navigation to the tables. You should use the up and down arrow keys to navigate the rest of the document. You may also need to press the Control button to navigate some or all of the document.
* Photograph: There is one textbox on the first page where you need to insert a photograph. The textbox is located on the left side of the page in the section entitled [PHOTOGRAPH AND OFFICIAL USE SECTION](#_PHOTOGRAPH_AND_OFFICIAL). For information on how to insert a photograph, please see [Inserting a Photo](https://revenue.ie/en/corporate/documents/careers/resize-insert-photo-restricted-editing.pdf). To the right of the photo textbox, there is a table which is for official use only.
* Tables: There is a total of 16 tables in this form, including the one for official use only. To navigate this form, please ensure that table mode is enabled if appropriate to your particular type of assistive technology. For example, if you use JAWS, please access the list of tables by using the keys Insert + Ctrl + T and navigate by using the up or down arrows. Select the table you wish to edit by pressing Enter.
* Alternative Text (alt-text): All textboxes and tables contain an alt-text for use with screen readers.
* Should you have any queries about this form, please contact [CSDOpenRecruitment@revenue.ie](mailto:CSDOpenRecruitment@revenue.ie).

To return to the start of the form, please access [COMPETITION APPLICATION FORM](#_Competition_Application_Form)