

Information Event supported by



Career Development Centre



An Garda Síochána
Ireland's National Police and Security Service

Why should I join An Garda Síochána?

- Modern policing entails much more than crime fighting. Reducing the fear of crime and working in partnership with communities are the keys to making a positive difference and improving quality of life for all citizens.
- As a member of An Garda Síochána, you will operate on the front line, supporting victims and witnesses, providing reassurance and instilling confidence. You will also be in a position to make a proactive contribution to your area, building relationships and trust within the community.
- Your training will provide you with all the tools you need to carry out the necessary functions and tasks expected for policing an increasingly diverse society. Policing is intrinsically rewarding but you also receive a competitive salary with attractive allowances.
- To reach trainee stage however you must go through a rigorous selection procedure, designed to test whether you have the qualities necessary to become a successful member of An Garda Síochána.
- After training the career presents opportunities to work in a wide variety of fields including Community Policing, Traffic Control and Regulation, Public Order, Detective Duties, investigating Organised Crime, Fraud and Drugs Offences.
- The B.A. in Applied Policing is the Foundation Programme for Garda Trainees. This Training Programme is delivered over 104 weeks leading to a B.A. in Applied Policing. The initial period of 34 weeks takes place at The Garda College. Subsequent training takes place predominantly in selected Garda Divisions.

Crime Victim Support Crime Prevention Road Policing

- Garda Trainees will receive an allowance of €184 per week for the 32 weeks leading to attestation. Accommodation and food is provided by the Garda College.
- Garda Trainees attest after 32 weeks and move onto the first point of the Garda incremental pay scale of €30,296.
- **If you already have a degree you start on point 3 of the scale.**
- The incremental scale rises to €48,754 per annum after 8 years with two further increments after 13 and 19 years' service which bring the maximum of the pay scale to €52,482 per annum after 19 years (1st January, 2019 rates). Other allowances may also be payable, including for unsocial hours, as may overtime.



Specialist Units

- Operational Support services.
- Special Tactics & Operations Command.
- Technical Bureau.
- Immigration (GNIB).
- Criminal Assets Bureau (CAB).
- Garda National Economic Crime Bureau.
- Garda National Bureau of Criminal Investigation.
- Garda National Drugs and Organised Crime Bureau.
- Garda National Cyber Crime Bureau (GNCCB)
- Garda National Protective Services Bureau (GNPSB)
- Garda National Vetting Bureau (GNVB)



Find out more at: <https://www.garda.ie/en/About-Us/Specialist-Units/>



An Garda Síochána
Ireland's National Police and Security Service

The Garda Reserve is a voluntary unpaid body drawn from the community to assist the existing Service at times when extra personnel are required.

Reserve Gardaí have certain Garda powers while on duty and perform their policing duties as determined by the Commissioner under the supervision of, and supported by, regular Garda members.

The principal role of the Reserve consists of local patrols and crime reduction initiatives, targeted at specific local urban or rural problem areas.

Members of the Garda Reserve are also involved in policing major incidents and events, and in providing other operational support to regular Garda members on the basis of an individual Garda Reserve member's skills or local knowledge. They are expected to provide a quality service at all times and are a clear sign of partnership between An Garda Síochána and the



The Rank structure of An Garda Síochána is as follows:

- Garda
- Sergeant
- Inspector
- Superintendent
- Chief Superintendent
- Assistant Commissioner
- Deputy Commissioner
- Commissioner



Gardaí who have the required skills may apply for promotion to the role of Garda sergeant and climb the ranks of an Garda Síochána. Application for promotion follows a competency based format which is carried forward into interview.

Similar to the application to join An Garda Síochána the interviews follow this competency application.

The main headings that these interviews follow depending on the position are as follows:

- 1. Organizing , Co-ordinating, and Implementation Skills.**
- 2. Assessing, Evaluating and Analysing Information.**
- 3. Sound and Timely Decision-Making.**
- 4. Team Leading and Standard Setting.**
- 5. People Handling Skills.**
- 6. Two-way Communication Skills.**
- 7. Personal Drive and Commitment.**



Where do civilians work in An Garda Síochána?

Civilians, known as 'Garda Staff' are involved in the provision of a wide range of important administrative, professional, technical and industrial support services. As well as providing clerical support and financial management functions in Garda stations and offices across the country, civilian staff carry out a range of specialised support roles in areas such as HR, IT and telecommunications, teaching, finance and procurement, internal audit, communications, research and analysis, accommodation, scene-of-crime support, legal and medical services. In addition, a number of vital operational support areas are either wholly or largely staffed by civilian staff, such as the Garda Central Vetting Bureau (GCVB), the Garda Information Services Centre (GISC), the Fixed Charge Processing Office (FCPO) and the Command and Control Centre (C&C).

Following Government approval, An Garda Síochána will increase the number of civilians in the organisation by 2,000 by 2021, which will bring in much-needed skills and experience in a wide-range of areas to help improve the organisation.



Next intake from the current recruitment campaign begins in April therefore, it is anticipated the next campaign may take place after this.

Career Information

<https://www.garda.ie/en/Careers/>

Sign up for Recruitment Campaign Alerts

www.publicjobs.ie