

Kildare and Wicklow Education and Training Board

Invites applications for the following vacancy

Title of Post:	Caretaker
Nature of Position:	Part-time (6hpw), Permanent and pensionable
Reporting to:	Principal, Craddockstown School, Naas,Co.Kildare

Duties and Responsibilities:

The duties of the Caretaker are listed below. Duties may vary depending on the needs of the school. The Principal will confirm duties on appointment.

1. Ensure that the school buildings are safe and secure at the conclusion of classes, examinations, or functions.
2. Take care of the school premises and contents and to prevent as far as possible any damage to the structure, furniture and equipment.
3. To keep the school premises, furniture and equipment secure.
4. To keep the school premises, furniture and fittings in a clean condition.
5. To keep in a clean condition all glass doors, windows, etc., and to carry out painting of walls, wood-work and window frames as directed by the Principal and/or the Deputy Principal.
6. To see to the heating requirements of the building and safeguard the heating and water pipes during the cold period of the year.
7. To keep in safe custody the keys of all rooms in the building and to ensure that no unauthorised person has access to any part of the building.
8. To open and close the school for functions outside of the normal school hours when necessary.
9. When night classes, examinations or school functions are being held, the Caretaker will be obliged to be on duty a minimum of a half an hour before the start of such classes or functions and have rooms in readiness for classes and functions. Duties as assigned by the
10. Principal to be carried out during evening / night attendance.
11. To be available to attend alarm call out on a 24/7 basis
12. To give such assistance as may be required outside the school building as directed by the Principal/Deputy Principal.
13. To keep the school grounds in good order.
14. To open and close the school as directed by the Principal and /or the Deputy Principal. To control the entry of students and their exit from the school and have all classrooms ready for classes at least half an hour before the official time of commencing.
15. To note and arrange for the receipt of furniture, equipment, stores, fuel, timber, parcels of glass and other materials for general use and for the transfer of stores, equipment and similar transactions.
16. To perform such similar duties as may be required and generally to carry out such duties as may be required from time to time by the Committee, the Chief Executive Officer, the Principal, the Deputy Principal, or the Teacher in Charge of the school.
17. To complete all relevant documentation as required under Health and Safety legislation.
18. Co-operation with any new technology with regard to work and security of schools and

other premises.

19. Co-operation in relation to call outs as a result of break-ins.
20. Co-operation with security check on school (especially in evenings, at weekends and during holidays).
21. Co-operation in efforts to heighten awareness of health and Safety in the workplace through new procedures.
22. Co-operation with on-going legislative changes.
23. Co – operation with the introduction and utilisation of new technology and acceptance that this may result in changes in existing work practices.
24. To work as part of a team with the ancillary staff, Principal and Deputy Principal in keeping the school fit for purpose.
25. To carry out all lawful instructions of the Chief Executive or their representative.

The above list is a guide to the general range of duties in the post. It is not intended to be either definitive or restrictive and will be subject to periodic review.

Person Specification:

Essential Requirements

- Reasonable commute to work, ideally within 25km radius of the school
- Proven experience/ability to undertake caretaking duties
- Experience in grounds keeping (e.g. garden maintenance)
- Understand/experience in electrics, plumbing and carpentry
- Experience and understanding of Health and Safety issues
- Experience of taking responsibility for the security of school buildings
- Ability to follow instructions on equipment, materials etc.
- Clean driving licence
- Punctual, reliable and trustworthy
- Ability to work effectively and supportively as a member of the school team
- Good interpersonal and communication skills
- Ability to act on own initiative, dealing with any unexpected problems that arise
- Good organisational and time management skills
- Flexible with the ability to deal with unexpected events and changing work activities
- Willingness to work flexibly and outside normal hours as required
- A willingness to undertake further training and development as required.
- A respect for school culture.
- Confidentiality with regard to school business

Desirable requirements:

- Experience of working in a trade would be an advantage
- Current and clean category 'EB' driving licence an advantage.
- Attendance at courses relating to cleaning, caretaking and / or Health and Safety.

General Terms and Conditions of Employment:

Hours of work: Caretaker hours of work will be not less than 6 hours per week delivered in a flexible manner over the year. Hours may be allocated between the hours of 7:00 am. and 10:00p.m., Monday to Friday. Overtime rate may be paid for work on Saturday or Sunday, or call outs.

*Hours will be confirmed on appointment by the Principal

Annual Leave: Holidays must be taken at times to coincide with school holidays and by prior agreement with management. Annual leave entitlement for full time 22 days per annum (pro rata). *Pro rata Annual leave entitlement will be confirmed on appointment

Remuneration:

The New Entrant salary is €37,079 per annum based on a full-time position (39 hours per week).

This position is for **6 hours per week**, with a pro-rata salary of approximately **€5,710 per annum**. Following successful completion of 6 months' service, the salary will increase to **€5,814.73 per annum**. Annual increments will apply thereafter in line with the relevant pay scale.

These are the current rates per annum as set out by the Department of Education and may be amended from time to time

Pension: Compulsory membership of a public service pension scheme with ongoing deductions from salary.

Probation: A six-month probationary period applies to this post.

Garda Vetting: Employment is subject to the Garda Vetting Procedure and compliance with all appropriate Child Protection and Department of Education guidelines will be required.

Application process:

Fully completed applications forms to be submitted by **12 noon on Tuesday, 3rd March 2026**.

Please note the following

- Short listing may apply.
Canvassing by or on behalf of the candidate will automatically disqualify.
- Late applications will not be accepted.
- It is the responsibility of the candidate to ensure that the application form is submitted by the deadline.
- Any technical difficulties encountered by the sender when submitting an application are not the responsibility of the KWETB.

Reasonable Accommodation Statement

Kildare and Wicklow Education and Training Board (KWETB) is committed to fostering an inclusive and supportive environment for all applicants, learners, and staff. We welcome and encourage applications from individuals of all backgrounds and abilities. We actively support the development and employment of people with disabilities and promote diversity and inclusion throughout the organisation.

In line with the Employment Equality Acts 1998–2015, we are committed to ensuring that candidates with disabilities are treated fairly, have the opportunity to perform at their best and that all recruitment processes are based on merit. We provide positive support to candidates who disclose a disability and ensure that requests for reasonable accommodations are assessed through a collaborative, transparent, and consistently applied process.

Reasonable accommodations are adjustments or supports that help remove barriers for individuals with disabilities, without imposing a disproportionate burden on an organisation.

Examples of reasonable accommodations may include:

- Providing accessible interview locations or online interview options
- Supplying materials in alternative formats (e.g. large print, Braille, or digital)
- Allowing additional time for interviews, assessments, or tests
- Modifying workspaces for accessibility
- Adjusting work schedules or offering remote working options
- Providing assistive technology or software
- Arranging for an Irish sign language interpreter or personal assistant during interviews or training

For more information or to request a reasonable accommodation, please contact niamhtormey@kwetb.ie to arrange a confidential conversation with a member of our team. All requests will be handled with sensitivity and confidentiality.

Dr. Deirdre Keyes, Chief Executive

Kildare and Wicklow Education and Training Board
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Osberstown
Naas
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