



# Becoming a member of An Garda Síochána

## THE GARDA RECRUITMENT PROCESS



### Stage 1 - Garda Online Assessments

Applicants are firstly invited to complete a series of online assessments from their computer or laptop at home.

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### Stage 2 - The Assessment Centre

The top group of candidates from Stage 1 are invited to Assessment Centre. This time similar assessments are held in an assessment centre under supervised conditions. Report writing, and job simulation exercises are also held.

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### Stage 3 - The Competency-Based Interview

During the interview candidates are asked to give examples of times when they displayed competencies effectively, such as problem solving, resilience, initiative, motivation etc...

Most people pick examples from their previous work experience, voluntary experience, educational experience, or a hobby that they enjoy.

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### Stage 4 - The Physical Competence Test & Medical Examination

Garda vetting is also carried out at this stage.

If a person successful in the recruitment process, they will be placed on a panel. As spaces become available, they will be called to the Garda College in Templemore for training.





## THE GARDA COLLEGE, TEMPLEMORE, CO. TIPPERARY



# THE GARDA TRAINING COLLEGE

The Training Programme is delivered over 2 years.

## PHASE 1

- Phase 1 is 34 weeks including two weeks leave.
- The Trainee Gardaí reside at the Garda College, Templemore. Co. Tipperary.
- They receive a training allowance of €184 per week.
- On successful completion of Phase 1, the Trainee Garda will progress to Phase 2 of their training. The Trainee Garda will then become a Probationer Garda and will be appointed as a member of An Garda Síochána.



## PHASE 2

- Phase 2 is 34 weeks in total.
- In Phase 2, the Probationer Garda begins training at a designated Garda Station.
- They work alongside a fully trained Garda that has been assigned to assist them.



## PHASE 3

In this phase of the training, the Probationer Garda works independently.

There are a number of modules studied throughout the two-year training programme:

- Foundations of Policing
- Professional Competence
- Crime & Incident Policing
- Policing with Communities
- Road Traffic Policing
- Station Roles and Responsibilities
- Officer and Public Safety
- Law and Procedures



# THE GARDA TRAINING COLLEGE



To be eligible for selection as a Trainee, an Applicant must:

- (i) Be of good character.
- (ii) Be in good health, suited physically and mentally to performing the duties of a member of the Service.

- (iii) Have passed a Physical Competence Test.
- (iv) Be between 18 and 34 years of age.

Throughout the programme Trainee Gardaí/Probationers must undertake mandatory academic examinations and professional assessments. Trainee Gardaí/Probationers are required to pass all examinations and assessments during the phases in order to make it to the end of the programme.

- (v) Have obtained an Irish Leaving Certificate with a grade O6 minimum in five subjects at Ordinary Level, including two languages one of which must be either English or Irish.

## DID YOU KNOW?

Until a number of years ago, men joining the force had to be at least 5' 9" and women had to be at least 5' 5". These preconditions were replaced instead with a physical competence test.





# INTERVIEW WITH A MEMBER OF AN GARDA SÍOCHÁNA



## TELL US ABOUT YOUR FIRST DAY IN TEMPLEMORE?



"The first day I found the hardest throughout my 8 months in the college. Once the induction classes started the day got a bit easier. You start to get to know names of everyone in your class and the people sitting next to you, will in time become your best friends. Once the first 2/3 hours were over I found myself over the worst and to be honest I enjoyed the rest."

## WHAT IT'S LIKE IN THE COLLEGE?

"The facilities on campus are excellent, there is a gym, swimming pool, sports hall, tennis courts, pitches and recreation hall so there is plenty to do in the evenings. The accommodation is grand you have your own room (with sink, desk and wardrobe) and you have to share two toilets and two showers between every six people so it's well manageable. The food is terrible by the way."



## DIFFICULTIES THAT AROSE DURING YOUR TIME IN TEMPLEMORE?

"To be fair in the college everyone is there to help. All the students wants to see each other pass out together. That's the main difference that I found between Templemore College and any other college is that none of the students are competing against each other for grades everyone wants their classmates to graduate together."







# An Garda Síochána Career Progression

**Gardaí who have the required skills may apply for promotion.  
The Ranks of An Garda Síochána are:**

- |                          |                                  |
|--------------------------|----------------------------------|
| <b>1. Garda</b>          | <b>5. Chief Superintendent</b>   |
| <b>2. Garda Sergeant</b> | <b>6. Assistant Commissioner</b> |
| <b>3. Inspector</b>      | <b>7. Deputy Commissioner</b>    |
| <b>4. Superintendent</b> | <b>8. Commissioner</b>           |

## Specialist Areas in An Garda Síochána

**New members must spend at least three years as a regular uniformed Garda. After that, they are free to apply for any vacancies which may arise in specialist areas. Each section has its own unique selection procedures.**



### Traffic Corps

The Traffic Corps main area of responsibility is ensuring the free movement of traffic and the enforcement of all aspects of traffic legislation. The Garda Traffic Corps use a wide range of vehicles, ranging from motorcycles to patrol cars and 4x4 jeeps.



# National Bureau of Criminal Investigation (NBCI)

The unit is responsible for the investigation of serious and organised crime nationwide and consists mainly of detectives, who are generally senior investigators.



## Garda Public Order Unit

Commonly known as the Garda Riot Squad, this is a unit of the Garda Síochána, that deals with public disorder, including riots and protests.

## Crime and Security Branch (CSB)

Also known as "C3", it is responsible for the administration of national security, counterterrorism, and serious crime investigations within the Garda Síochána. It consists of the following units:

- Special Detectives Unit
- Emergency Response Unit (ERU)
- National Surveillance Unit (NSU)

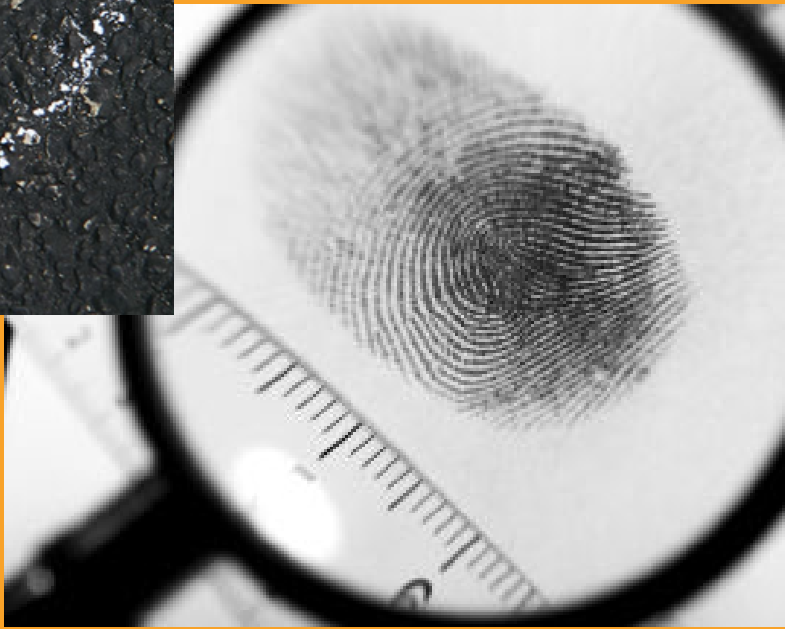


Daoine Sábháilte – Keeping People Safe



## Garda National Drugs Unit (GNDU)

This specialist unit investigates domestic and international drug trafficking. Its focus is to take down drug networks involved in importation and distribution.



## Garda Technical Bureau

Teams from the Technical Bureau are comprised of experts in ballistics, fingerprints, and photography. These are the Gardaí that investigate and analyse crime scenes using advanced equipment and top range technology.