Associate Professor/Professor in Ageing and Community Nursing

School of Nursing and Midwifery
Faculty of Health Sciences
Post Specification

<table>
<thead>
<tr>
<th>Post Titles:</th>
<th>Associate Professor/Professor in Ageing and Community Nursing</th>
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</thead>
<tbody>
<tr>
<td>Post Status:</td>
<td>Permanent Post, Full-Time</td>
</tr>
<tr>
<td>Department / Faculty:</td>
<td>School of Nursing and Midwifery, Trinity College Dublin, the University of Dublin</td>
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<tr>
<td>Location:</td>
<td>24 D’Olier Street, Trinity College Dublin, the University of Dublin, College Green, Dublin 2, Ireland</td>
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<td>Reports to:</td>
<td>Head of School of Nursing and Midwifery</td>
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<tr>
<td>Salary:</td>
<td>Appointment will be made on the Professor in salary scale (€84,625 to €112,278 per annum) OR Associate Professor Salary Scale (€74,860 to €95,925 per annum) at a point in line with Government Pay Policy</td>
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<tr>
<td>Hours of Work:</td>
<td>Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please follow the link below: <a href="http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf">http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf</a></td>
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<tr>
<td>Closing Date:</td>
<td>12 Noon (Greenwich Mean Time), Friday 24th May 2019</td>
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</table>

Appointments will be made at the Associate Professor or Professor in Level dependent on the experience and qualifications of the appointee. Candidates must clearly indicate at application stage which position they wish to be considered for after having assessed their experience in line with the Person Specification.

The successful applicant will be expected to take up post on as soon thereafter as possible. Please note that Police vetting will be sought in respect of individuals who come under consideration for a post.
Ranked 1st in Ireland and 41st in the World by the QS World University Rankings by subject 2019, the School of Nursing and Midwifery aims to provide leadership in multi-professional healthcare research, education and practice at local, national and international levels. We strongly support the principle of equal access, and encourage all students and staff to achieve their full potential within an open, liberal and facilitative environment. The ethos of the School is one that sees the patient/client as the primary focus. We seek to make a major contribution to evidence based, high quality health care on the island of Ireland and abroad, and will achieve this through excellence in the provision of teaching for pre- and post-registration nurses and midwives and in the conduct of world-class research.

Post Summary

The School of Nursing and Midwifery within Trinity College Dublin seeks to appoint an Associate Professor/Professor in Ageing and Community Nursing. The primary purpose of this post is to contribute to ageing and community nursing, and general nursing teaching, research and administrative activities in the School. Candidates should indicate at which level they wish to apply.

The successful applicant will have a proven track record in research and education in the field of ageing and community nursing and will be expected to contribute to undergraduate and postgraduate teaching in the Discipline of General Nursing and to interdisciplinary curricular teaching, supervision and mentoring. This post provides an exciting opportunity to advance developments pertinent to ageing and community care nursing. Key to the role therefore will be the ability to provide strategic leadership in this regard. The successful candidate will be expected to have a depth of knowledge pertinent to the role and will be expected to attract research funding and attain scholarly publication.

The appointee will be able to avail of an outstanding environment for education, research and scholarly endeavour, and will be expected to engage with new innovations and research initiatives within ageing and community nursing, and the Discipline of General Nursing, the Trinity Centre for Practice and Healthcare Innovation and the Institute of Population Health where appropriate. They will have access to state-of-the-art facilities and resources within the School and College to support education, research and scholarly activities. The appointee will work closely with the Head of School, the Head of Discipline and other discipline members.

Further Information

Informal enquiries about this post should be made to Prof Anne-Marie Brady, Head of School. Email: abrady4@tcd.ie
Background to the post

The School of Nursing and Midwifery at Trinity College Dublin has achieved substantial success and is nationally and internationally recognised as a leading contributor in the field of general nursing. The discipline of general nursing is therefore a pivotal force in meeting the extant and changing requirements of service users across the continuum of care and in the development of robust evidence and its translation into policy and nursing practice. Contemporary health care delivery is undergoing significant development and general nursing is set to play a central role in leading and implementing resultant change. The post of Associate Professor/Professor in Ageing and Community Nursing arises from the intent to strengthen and advance the School’s already leading position in meeting the related requirements of ageing and community nursing care in contemporary society. Global ageing is recognised as one of the most significant achievements in contemporary societies. While this success is to be celebrated, later life is associated with increased co-morbidities that require a high degree of nursing competency to meet the complex care needs of older adults across the continuum of care. To meet this demand, the emphasis in our current health systems is witnessing a reorientation resulting in a greater emphasis on supporting the concept of ageing in place and care for all within the community more broadly. Central concerns in this regard include community healthcare innovation, seamless integration of care and greater emphasis on health promotion, prevention of illness and self-management. Nurses are set to have a central role in meeting the related community health needs of citizens. The successful candidate will have the opportunity to contribute to these and other relevant areas through the activities of the Trinity Centre for Practice and Healthcare Innovation and the Institute for Population Health, and/or develop a similarly significant research agenda in other areas of ageing, community care and general nursing.

The candidate will be expected to meet minimum requirements in the following areas:

- **Research**

  The candidate’s academic achievements in the area of research, measured by publication record and grant income in the area, and academic potential and trajectory will be a strong determinant of suitability. The successful candidate will have a strong publication record in international peer-review journals, and a significant track record of funded research projects and grants in ageing and community nursing that will complement and advance the School’s position as the leading School of Nursing & Midwifery in Ireland. In addition, the candidate is expected to make a significant contribution to the overall research profile of the School of Nursing and Midwifery and of General Nursing. Expectations in terms of numbers of publications and level of funded research will be dependent on the post applied for, i.e., Associate Professor or Professor In Ageing and Community Nursing, and there will also be an expectation of existing experience and success in mentoring junior researchers and/or post-docs. The appointee will be expected to collaborate with colleagues both inside Trinity College Dublin, in Ireland and abroad, and help to advance the research of PhD students and their discipline as appropriate for the realization of their research agenda. The successful candidate will be expected to provide academic leadership in all teaching and related activities in the School and College at undergraduate and postgraduate level. They should have proven experience in the organisation and delivery of high class teaching at both undergraduate and postgraduate levels and a commitment to the development of new, relevant and evidence-based options.

- **Teaching**

  The successful candidate will be expected to provide academic leadership in all teaching and related activities in the School and College at undergraduate and postgraduate level. They should have proven experience in the organisation and delivery of high class teaching at both undergraduate and postgraduate levels and a commitment to the development of new, relevant and evidence-based options.
Standard Duties and Responsibilities of the Post

The successful candidate will undertake teaching, funded research, research supervision, scholarly publication and academic administration.

Successful candidates will:

- Engage in funded high-level research activity in the School, with clinical practice partners and internationally
- Contribute to published research output in journals of high standing
- Develop and sustain a world-class research programme in the area of ageing and community nursing
- Provide research-led evidenced based teaching in ageing and community nursing, and general nursing to undergraduate and postgraduate students
- Contribute towards the future development of undergraduate and postgraduate programmes
- Supervise undergraduate, postgraduate and PhD students
- Carry out other responsibilities including audit, external quality assessment and administration as advised by the Head of School or their nominee
- Carry out, from time to time, duties on behalf of the University and represent the School of Nursing & Midwifery and Trinity College Dublin on appropriate national and international advisory boards and professional bodies
- Assume a leadership role and managerial role within the Discipline of General Nursing and the School of Nursing & Midwifery, appropriate to the level of appointment, and undertake the role of Head of Discipline if duly elected or appointed

Person Specification for Associate Professor Ageing and Community Nursing

Qualifications

- PhD degree (essential)
- Registered General Nurse with the Nursing and Midwifery Board of Ireland (NMBI) or relevant professional body in their jurisdiction (essential)
- Registered, or eligible to register on the Nurse Tutor’s division with the NMBI or hold an equivalent teaching and learning qualification (desirable).
- Postgraduate qualification in a relevant programme (desirable)
- Ideally, a minimum of 5 years’ experience in general nursing practice to include ageing and community care

Knowledge & Experience

The successful candidate will be expected to demonstrate the following:

Research

- A strong track record of funded research and an evidence of a trajectory of research excellence and success
- A consistent rate of research dissemination and peer reviewed publication arising from his/her research and related to ageing and community nursing in international high impact journals
- An ability to work collaboratively with colleagues within the School, nationally and internationally as relevant for the development of his/her research
- Contribution to the research component of the Schools’ strategic plan
Teaching
• Contribution to evidence-based teaching at undergraduate and postgraduate levels within the School
• Evidence of personal contribution and a commitment to educational excellence in ageing, community and general nursing
• Experience in the development of undergraduate and postgraduate curricula, to include devising new modules, innovation in teaching and learning, and the use of and teaching via new media
• Experience of research supervision at undergraduate, postgraduate and PhD levels (to completion)
• Experience of working collaboratively and effectively in a multidisciplinary environment
• Ability and willingness to teach outside of immediate area of specialisation

Service to the University/Administration
• Ability to undertake administrative responsibilities as required by the Discipline, School and College
• Organisational and leadership skills necessary to the performance of teaching, research and administration requirements of the role of Associate Professor
• Ability to establish and meet targets and goals in line with School and College strategies
• Enthusiasm and aptitude for collegial style of working, a collaborative ability in teaching and research and for international networking
• Ability to work effectively as a member of a team
• Ability to represent the School and College on appropriate national and international advisory boards and professional bodies
• Honesty and integrity
• Commitment to professional development

Knowledge & Experience
• Professional advice to government and public organisations
• External examiner roles
• Contributing to and leading in responding to calls for submissions on issues pertinent to ageing and community nursing, and the General Nursing Discipline

Person Specification for Professor in Ageing and Community Care Nursing

Qualifications
• PhD degree (essential)
• Registered General Nurse with the Nursing and Midwifery Board of Ireland (NMBI) or relevant professional body in their jurisdiction (essential)
• Registered, or eligible to register on the Nurse Tutor’s division with the NMBI or hold an equivalent teaching and learning qualification (desirable)
• Postgraduate qualification in a relevant programme (desirable).
• Ideally a minimum of 5 years’ experience in general nursing practice to include ageing and community care

Experience of engagement with the Discipline/Society
• Service to the intellectual infrastructure of the general nursing discipline (editing research journals, conference proceedings, other scholarly publications, websites, refereeing submitted materials, etc)
• Contribution to academic and professional committees
• Contribution to national and international bodies
• Invited appearances before academic or public audiences
• Organisation of workshops, seminars, conferences or other collaborative intellectual activity

The successful candidate will be expected to demonstrate the following:

Research
• A strong and sustained track record of funded research and an explicit trajectory of excellence in the conduct of research
• A consistent rate of research dissemination and peer reviewed publication arising from his/her research and related to ageing and community care nursing in international high impact journals
• Proven ability to attain substantial research funding with evidence of building, leading and managing research teams
• An ability to work collaboratively with colleagues within the School, nationally and internationally as relevant for the development of his/her research
• Contribution to the research component of the Schools’ strategic plan
Teaching

- Substantial experience in teaching and learning, and an on-going programme of scholarly activities in ageing and community nursing
- Contribution to evidence based teaching at undergraduate and postgraduate levels within the School
- Evidence of personal contribution and a commitment to educational excellence in ageing and community nursing
- Experience in the development of undergraduate and postgraduate curricula, to include devising new modules, innovation in teaching and learning, and the use of and teaching via new media
- Track record of research supervision at undergraduate, postgraduate and PhD levels (to completion)
- Experience of working collaboratively and effectively in a multidisciplinary environment
- Ability and willingness to teach outside of immediate area of specialisation

Experience of engagement with the Discipline/Society

- Service to the intellectual infrastructure of the general nursing discipline (editing research journals, conference proceedings, other scholarly publications, websites, refereeing submitted materials, etc)
- Leadership in academic and professional committees
- Contribution to, including leadership roles in, national and international bodies
- Invited appearances before academic or public audiences
- Organisation of workshops, seminars, conferences or other collaborative intellectual activity
- Professional advisor to government and public organisations
- External examiner roles
- Organising and leading responses to calls for submissions on issues pertinent to ageing and community nursing, and the General Nursing Discipline in collaboration with disciplinary colleagues and the Head of Discipline

Service to University/Administration

- Ability to undertake administrative responsibilities as required by the Discipline, School and College
- Organisational and leadership skills necessary to the performance of teaching, research and administration requirements of the role of Professor In
- Ability to establish and meet targets and goals in line with School and College strategies
- Enthusiasm and aptitude for collegial style of working, a collaborative ability in teaching and research and for international networking
- Ability to lead and/or work effectively as a member of a team
- Ability to represent the School and College on appropriate national and international advisory boards and professional bodies
- Honesty and integrity
- Commitment to professional development

Application Information

Please note: Applications will only be accepted by e-recruitment

Applicants should provide the following information when applying for the Associate Professor/Professor in Intellectual Disability Nursing

A comprehensive curriculum vitae, including a full list of publications

1. The names and contact details (i.e. addresses, e-mail, etc.) of three referees.

2. A comprehensive research plan (summarising research plan to be carried out in the next 5 years and including details of funding to be sought – Max 2 pages) and a teaching statement (summarising teaching experience and approach – 2 pages).

PLEASE NOTE:

- Candidates who do not address the application requirements above in their cover letter will not be considered at the short list stage.

- Candidates should note that the interview process for this appointment may include the delivery of a presentation and may include a test of practical skills
Trinity is Ireland’s premier university, with a proud tradition of excellence stretching back to its foundation in 1592. The oldest university in Ireland, and one of the oldest in Europe, today Trinity sits at the intersection of the past and the future, and is ideally positioned as a major university in the European Union. Our 47-acre campus is located in the heart of Dublin city centre and is home to historic buildings dating from the University’s establishment, as well as some of the most cutting-edge teaching and research facilities in Ireland. Students at Trinity benefit from a unique educational experience across a range of disciplines in our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences. The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success.

Trinity has developed 18 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. These internationally recognised themes include such diverse areas as Cancer, Immunology, Telecoms, Identities in Transformation, Nanoscience, Neuroscience, and Making Ireland. Researchers from across the University work together in innovative ways to develop new and exciting approaches to their research and explore the frontiers of knowledge in the 21st century. In creating these dedicated research themes, Trinity’s researchers are able to become a more powerful force on the global stage, successfully competing for large-scale grants and attracting top students and faculty to the University. Trinity is home to Ireland’s first purpose-built Nanoscience research institute, CRANN, which opened in January 2008. This state-of-the-art facility houses 150 scientists, technicians, and graduate students in specialised laboratories, fostering creative innovations that have seen Trinity’s researchers make significant breakthroughs.

The Trinity Long Room Hub for Arts and Humanities Research Institute is the University’s flagship institute for research in the Arts and Humanities, providing a world-class environment for cross-disciplinary collaborative projects. The Long Room Hub provides a central location through which the University’s internationally respected Arts and Humanities research can become more visible, demonstrating its relevance for contemporary and future societies. Researchers from across the University regularly participate in debates on topical issues facing the world today. As well as operating an International Visiting Research Fellowship programme, the Long Room Hub also hosts major EU-funded Digital Humanities projects.

One of the most instantly recognised parts of Trinity’s campus is the famous Old Library, home to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. Trinity’s Library is the largest research library in Ireland and is an invaluable resource to Trinity’s students and research community. Built up over the four centuries of the University’s existence, the Library’s collections have benefitted from its status as a Legal Deposit library for the past 200 years, granting Trinity the right to claim a copy of every book published in Ireland and the UK. At present, the Library’s holdings span approximately 4.25 million books, 22,000 printed periodical titles, and access to 60,000 e-journals and 250,000 e-books.

Trinity attracts top students from Ireland and abroad and prides itself on the consistently high standard of student admitted to the University every year. These students are drawn to Trinity for the excellence of our research-led teaching and for the quality and prestige a degree from this University confers. Trinity has also pioneered accessibility to education in Ireland, becoming the first university in the country to reserve 15% of its undergraduate places for students from non-traditional learning groups. Trinity is the top-ranked European university for student entrepreneurship and Europe’s only representative in the world’s top-50 universities.
Our alumni have gone on to shape the history of Ireland and of Western Europe in a wide range of fields. These include such notable figures as Jonathan Swift, Oscar Wilde, William Rowan Hamilton, Edmund Burke, William Stokes, Denis Burkitt, Louise Richardson, Lenny Abrahamson, and Anne Enright. Three of Trinity’s graduates have been awarded Nobel prizes: Ernest Walton for Physics in 1951; Samuel Beckett for Literature in 1968; and William Campbell for Physiology / Medicine in 2015.

Trinity also counts the first female President of Ireland among its alumni in Mary Robinson, as well as other notable former Presidents Douglas Hyde and Mary McAleese. At Trinity we are justifiably proud of our tradition, and we strive to uphold this excellence as we face the demands of the 21st century.

Trinity’s Research Themes

- Ageing
- Cancer
- Creative Arts Practice
- Creative Technologies
- Digital Engagement
- Digital Humanities
- Genes & Society
- Identities in Transformation
- Immunology: Inflammation & Infection
- International Development
- International Integration
- Making Ireland
- Manuscript, Book and Print Cultures
- Nanoscience
- Neuroscience
- Telecommunications
- Smart Sustainable Planet
- Next Generation Medical Devices
Trinity is the top ranked university in Ireland. Using the QS methodology, the University is ranked 104th in the world and using the Times Higher Education World University Rankings methodology Trinity is 117th in the world.

Overall
- Trinity is Ireland’s No.1 University in the QS World University Ranking, THE World University Ranking and the Academic Ranking of World Universities (Shanghai).
- Trinity is ranked 104th in the World, and 36th in Europe, in the 2018/2019 QS World University Ranking.
- Trinity is ranked in the Top 120 for Graduate Employability in the QS 2018 Rankings.
- Trinity is ranked in the Top 50 most innovative universities in Europe according to Reuters1.
- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook’s independent analysis2.

Internationalisation
- Trinity is ranked 52nd in the world in the THE World University Ranking for international outlook.

Research Performance
- Of the 981 institutions included in the THE World University Rankings for 2017, Trinity is in the top 15% internationally for research performance.
- Trinity is ranked in the top 15% internationally by QS for citations.

In the QS World University Rankings:
- Trinity is ranked in the top 50 worldwide in four subject areas according to the QS World University Subject Rankings 2018. The University is ranked in the top 100 globally for 20 subjects overall.
- Trinity’s Top 50 subjects include Nursing (25th), Classics (28th), English (28th) and Politics (43rd).
- Trinity is ranked in the top 100 for each of the following 16 subjects: History, Languages, Philosophy, Theology, Computer Science, Biology, Medicine, Pharmacy, Chemistry, Geography, Materials Science, Education, Law, Social Policy, Sociology and Sport.
- The University is ranked in the top 100 for three broad subject areas: Arts & Humanities (57th), Life Sciences & Medicine (87th), and Engineering & Technology (89th).

1 http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT
The School of Nursing and Midwifery

The School of Nursing & Midwifery in Trinity College Dublin is ranked 1st in Ireland and 41st in the World by the QS World University Rankings by subject 2019 and aims to provide leadership in multi-professional healthcare research, education and practice at local, national and international levels.

The School of Nursing and Midwifery was established in September 1996 to enable the development of undergraduate and postgraduate nursing education programmes in the Faculty of Health Sciences, and is located in 24, D’Olier Street. There are two professions represented in the School, i.e., nursing and midwifery. The nursing section is composed of four disciplines: general, psychiatric, intellectual disability and children’s nursing. Teaching takes place on the Trinity College campus, in the D’Olier Street premises, in the Faculty of Health Sciences’ buildings at St. James’ and Tallaght Hospitals and across diverse clinical settings in the greater Dublin region.

The School has developed a national and international record of research funding, completion and dissemination. In addition, it has become established as the largest School of Nursing and Midwifery in the country, with the highest numbers of undergraduate and research students.

Courses

Since October 1996, the School has endeavored to meet the changing needs of the current education and health service environments. The School currently runs the following courses:

Undergraduate Pre-registration:

- Bachelor in Science (Nursing)
  - General Nursing
  - Mental Health Nursing
  - Intellectual Disability Nursing
  - Integrated Children’s/General Nursing
- Bachelor in Science (Midwifery)
Postgraduate: (All MSc have a P.Grad.Dip exit points)

- M.Sc. / P.Grad.Dip Nursing
  - Nursing
  - Child Health and Wellbeing
- M.Sc. in Nursing - Advanced Practice
- M.Sc. / P.Grad.Dip Midwifery
- M.Sc. / P.Grad.Dip Gerontological Nursing
- M.Sc. / P.Grad.Dip Mental Health
  - Mental Health
  - Child, Adolescent and Family Mental Health
  - Psychosocial Interventions
- M.Sc. / P.Grad.Dip Palliative Care
- M.Sc. / P.Grad.Dip Dementia
- M.Sc. / P.Grad.Dip Specialist Nursing
  - Cardiovascular Nursing
  - Emergency Nursing
  - Intensive Care Nursing
  - Orthopaedic Nursing
  - Perioperative Nursing
  - Renal Nursing
  - Cancer Care and Haematology
- M.Sc. / P.Grad.Dip Clinical Health Sciences Education
- M.Sc. / P.Grad.Dip Community Health
- Higher Diploma in Midwifery
- Higher Diploma in Children’s Nursing
- P.Grad.Cert Specialist Practice (12 options)
- P.Grad.Cert Dementia (online)
- Certificate in Nurse/Midwife Prescribing

Research:
- M.Sc. by Research
- Ph.D.

The School has an active research programme and competes nationally and internationally for research funding. International links in both teaching and research are expected to increase considerably in the future. All staff members are expected to contribute to the development of the School’s research profile and/or research support systems as is appropriate to their position.

The School’s core values are:
- Promoting a culture of life-long teaching and learning that is open, facilitative, research-led and student-centered.
- The contribution of high-quality research to patient/client care and professional education.
- Maintaining our partnership with our colleagues in the health service sector that ensures that all our programmes and research activities are grounded in practice.
- Openness and inclusivity in all areas of our operation.
- Sharing and disseminating our knowledge and expertise to assist others.

Further Information for Candidates

URL Link to SONM: www.nursing-midwifery.tcd.ie
URL Link to Human Resources: www.tcd.ie/hr/
Garda Clearance

Police vetting will be sought in respect of individuals who come under consideration for a post.

PLEASE NOTE: Applicants will be required to complete and return a Garda vetting form should they come under consideration for appointment. In some cases they may be requested to complete the form on the day of interview. This form will be forwarded to An Garda Síochána (Irish Police) for security checks on all Irish addresses at which they have resided. An Garda Síochána will make enquiries with the Police Service of Northern Ireland with respect to addresses in Northern Ireland. If an applicant is not successful in obtaining the post for whatever reason, this information will be destroyed. If an applicant, therefore, subsequently comes under consideration for another position, they will be required to supply this information again.

While applicants must complete information in relation to all addresses at which they have resided, the vetting is only done on addresses on the island of Ireland.

If an applicant has resided / studied in countries outside of Ireland for a period of 6 months or more, it is mandatory for them to furnish a Police Criminal Records Check/Police Certificate from those countries stating that they have no convictions recorded against them while residing there. Applicants will need to provide a separate Police Criminal Records Check/Police Certificate for each country in which they have resided. The Police Criminal Records Check/Police Certificate must be dated after the date the applicant left the relevant country. Applicants should provide documentation in the English and/or Irish language. Translations must be provided by a registered translation company/institute in the Republic of Ireland; all costs will be borne by the applicant. Only original version documents will be accepted.

Applicants should be aware that any information obtained in the Garda Vetting process can be made available to the employing area.

It is the responsibility of the applicant to seek security clearances in a timely fashion as they can take some time. No applicant will be appointed without this information being provided and being in order.

The following websites may be of assistance in this regard:

- [www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk)
- [www.psni.police.uk](http://www.psni.police.uk)
  (This website provides information on obtaining a national police clearance certificate for Australia)
- [www.courts.govt.nz](http://www.courts.govt.nz)
  (This website provides information on obtaining police clearance in New Zealand)

For other countries not listed above applicants may find it helpful to contact the relevant embassies who could provide information on seeking Police Clearance. Original Police Clearance documentation should be forwarded to Human Resources where it will be copied and the original returned to the applicant by post. Any cost incurred in this process will be borne by the Applicant.
The Selection Process in Trinity

- The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time.

- Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where applicants are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to applicants and are issued no later than 5 working days following the selection day.

- In some instances the Selection Committee may avail of telephone or video conferencing. The University’s selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

- It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by applicants in their application (Cover Letter and CV) will be used to shortlist for interview.


Non-EEA applicants should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA applicants should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.
Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity’s Diversity Statement can be viewed in full at https://www.tcd.ie/diversity-inclusion/diversity-statement.

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant’s former Irish Public Service Employer in the first instance.
Application Procedure

Applicants should submit a full Curriculum Vitae to include the names and contact details of 3 referees (including email addresses), together with a cover letter (1x A4 page), a Teaching Statement and Research Plan as outlined in the Application Process above.

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT:

http://jobs.tcd.ie

If you have any application queries, please contact:

Clodagh Daly, Human Resources,
House No. 4, Trinity College Dublin, the University of Dublin

Tel: +353 1 896 1030, Email: recruit@tcd.ie