



Post Specification (Comp: 034774)

Post Title:	Assistant Professor in Education
Post Status:	Tenure Track*
Department/Faculty:	School of Education, Trinity College Dublin, the University of Dublin
Location:	School of Education, Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Head of School
Salary:	Appointment will be made on the Lecturer Salary Scale at a point in line with Government Pay Policy [€35,509 to €86,247 per annum], appointment will be made no higher than point 8 [€50,410].
Hours of Work:	Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please follow the link below: http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf
Closing Date:	12 Noon (Irish Standard Time), 31 st January 2021

***This position is a Tenure Track position which is 5 years in the first instance, permanency is subject to satisfying the tenure requirements.**

It is expected that interviews will take place in March 2021. The successful applicant will be expected to take up post in July 2021 or as soon thereafter as possible.

Post Summary

The School of Education seeks to appoint an **Assistant Professor in Education** on a tenure track contract. The successful candidate will provide the lead on academic programmes and research related to **Intellectual Disability and Inclusion in the Context of Education** with particular focus on the Certificate in Arts, Science and Inclusive Applied Practice (ASIAP) programme. This programme is aimed at students who have an intellectual disability. The programme is located in the Trinity Centre for People with Intellectual Disabilities (TCPID). The successful candidate will also be expected to establish a research profile for TCPID and contribute to the School of Education's postgraduate research programmes including supervision of research students at master and doctoral levels. The post-holder will undertake research, knowledge generation and dissemination in the field of Intellectual Disability, Complex Needs and Inclusion, building strategic links with colleagues in academic institutions and relevant state and professional agencies nationally and internationally.

Background to the Post

Trinity College has provided a sustained commitment to the education of people with intellectual disabilities over many years with the establishment of the National Institute for Intellectual Disability (NIID), which has been incorporated into the School of Education and reconstituted as the Trinity Centre for People with Intellectual Disabilities (TCPID). The School of Education has a longstanding and strong commitment to supporting the establishment of inclusive learning environments in mainstream settings and ensuring that children and young people with disabilities and/or special educational needs receive appropriate educational support. As part of this mission, the School has been at the forefront of developing capacity to respond appropriately to the learning and social needs of children and young people with an intellectual disability and offers the NFQ Level 5 Certificate Programme in *Arts, Science and Inclusive Applied Practice*, based in the TCPID. This is a highly innovative programme which pioneers an approach that offers specially designed study opportunities in a third-level setting for persons with intellectual disabilities. The programme is aimed at transforming the possibilities open to people with an intellectual disability and other complex needs, so as they make transitions towards workforce participation and adult life.

This Tenure Track position has been identified firstly, as being critical in providing and developing educational provision for young people with an intellectual disability in a third-level

context. The successful candidate will be expected to establish a research profile commensurate with the expectations of TCPID, the School of Education and the Inclusion in Education and Society research group within the School. Established in 2010, the IES operates from the central principle of supporting, through focused research, the inclusion within education and society of people from marginalised groups. In addition, the successful candidate will also be expected to contribute to the School's Masters programmes in Inclusion.

Further Information

Informal enquiries about this post should be made to Prof Damian Murchan, Head of School of Education. Email: damian.murchan@tcd.ie

Standard Duties and Responsibilities of the Post

The successful applicant will be expected to contribute to teaching, research and administration within the School through the following activities:

- Lead and support the Certificate in Arts, Science and Inclusive Applied Practice (ASIAP). This will involve taking a lead role in student recruitment, teaching on the programme, coordinating the work of full-time and part-time colleagues within the School of Education, and engaging with quality assurance procedures.
- Engage in teaching, assessment and ongoing review and development of existing ASIAP modules as well as those related to inclusive education.
- Contribute to teaching on other programmes in the School, such as the Professional Master of Education (PME), Master in Education (M.Ed.), Doctor of Education (D.Ed). and Structured PH.D.
- Contribute to the supervision of masters and doctoral research students.
- Support the School's broad research profile by participating in School research activities and promoting the School's research activities internally and externally
- Publishing work of international merit in leading referred journals and/or publications of equal standing
- Active participation in research funding procurement nationally and internationally.

- Take the lead in broadening engagement with relevant national and international stakeholders including policy makers, governmental and non-governmental organisations in the area of Intellectual Disability and Inclusion in the context of education.
- Assist with the academic administration of the School.
- Any other duties or responsibilities as may be assigned by the Head of School or by a person authorised by the Head.

Commensurate with the School's high profile in policy, research and outreach it is expected that the successful applicant will:

- Contribute to the research agendas of the TCPID, the School of Education and of Trinity. The School is particularly interested in research that is interdisciplinary in nature.
- Initiate new research projects, as well as collaborate on existing research activities.
- Disseminate the results of research in national and international publications.
- Develop a high profile in the context of national and international outreach and policy.
- Generate funding to support research endeavours. ^[1]_[SEP]

Person Specification

Qualifications

Essential

Candidates must hold a Doctoral qualification in Education or a cognate discipline or be at an advanced stage of completion of a Doctoral degree by the time of interview.

Knowledge, Skills & Experience (Essential & Desirable)

Teaching

Essential

- Experience of teaching at undergraduate and/or postgraduate level

Desirable

- Knowledge of research and practice in the field of Intellectual Disability, other complex needs and Inclusion in the context of Education in Ireland and internationally. ^[1]_[SEP]

- Demonstrated application of pedagogical knowledge and experience in the area of the education of children and young people who have complex needs (e.g. intellectual disability/ASD).
- Experience as a teacher employed in a school setting.
- Application of innovative approaches to teaching and learning.
- Demonstrated use of flexible, student-centred and accessible approaches to teaching and learning, including use of appropriate e-learning.
- Evidence of commitment to student care.
- Collaborative approach to teaching and working with colleagues in other disciplines.
- Experience of developing new programmes and/or modules and teaching materials.
- Experience of supervising postgraduate student dissertations.
- Evidence of a personal contribution and commitment to excellence in teaching.
- Experience of preparing and leading seminars, presentations, workshops etc.
- A recognised qualification in teaching at primary or secondary level.

Research

Essential

- Evidence of research achievement, relative to career stage, in the area of Intellectual Disability and inclusion in the context of Education, in the form of peer-reviewed publications or publications of equal standing in the academic and/or professional community.

Desirable

- Demonstrate a research portfolio of publications and related activities in the areas relevant to the post.
- Demonstrate a knowledge of the research, policy and related educational and curricular developments and reform within the areas related to the post.
- Demonstrate evidence of participation in dissemination activities such as conferences, seminars and public outreach.
- Demonstrate a research plan which underlines the value of emphasis on Intellectual Disability, other complex needs and Inclusion to Education as a discipline and to society in general.
- Capacity to source external research funding.

Administration

Essential

- Capacity to undertake administrative duties in an academic context.

Desirable

- Demonstrate a commitment to student care as a programme leader.
- Proven experience in designing, planning and implementing academic programmes, including leading and working collaboratively with colleagues (academic and administrative) as part of a course team.
- Evidence of the capacity to develop and manage modules and programmes in a university setting.
- Evidence of good written and oral communication skills.
- Capacity to work effectively with a range of stakeholders within and outside of the university.

Skills & Competencies

- Proven ability to contribute to the College and to the discipline and wider community
- **Team work:** The ability to work independently, as well as part of a team; in particular, ability to collaborate with colleagues in other disciplines (in teaching, research, course development and other initiatives) and in national and international networking.
- **Presentation Skills:** Excellent presentation and communication skills.
- **Strategic Thinking:** Evidence of being a strategic thinker, demonstrating the ability to convert vision and commitment into practical, feasible initiatives.
- **Organisational Skills:** Tried and tested organisational skills with efficiency in course-related administration.
- **Engagement with the Discipline:** A commitment to scholarship, student care and societal engagement relevant to the University's mission statement.
- **Enthusiasm:** for teaching undergraduate and postgraduate students, and for promoting the development of the School of Education.
- **Professional Development:** A commitment to one's own professional development.

Application Information

Applicants should provide the following information when applying for the position of Assistant Professor in Education.

1. Cover letter (max 2 pages) that highlights how your experience relates to the nature and requirements of the post.
2. A comprehensive curriculum vitae, including a full list of publications
3. The names and contact details (i.e. addresses, e-mail, etc.) of three referees

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

PLEASE NOTE: Candidates who do not submit this additional information may not be considered for shortlisting

Note:

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.

Further Information for Applicants

URL Link to Area	www.tcd.ie/Education/
URL Link to Human Resources	https://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

www.psni.police.uk

This website provides information on obtaining a national police clearance certificate for Australia

www.afp.gov.au

This website provides information on obtaining police clearance in New Zealand.

www.courts.govt.nz

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.**

School of Education, Trinity College Dublin, the University of Dublin

The School of Education, established in 1905, is recognised nationally and internationally for offering high quality academic programmes based on a strong commitment to research-informed teaching and learning. The School is focused on empowering people in a challenging yet inclusive way, facilitating critical engagement with the many educational issues, opportunities and challenges facing society.

An extensive suite of programmes is offered at Undergraduate, Masters and Doctoral levels, and staff play a leading role in educational research in Ireland and internationally. The School's research covers a wide range of areas including: inclusion; STEM education; early years, primary and post-primary education; assessment and evaluation; leadership and management, higher education policy and practice; philosophy; arts and music education; language learning and linguistics; and psychology. The School has a proud record of involvement in initial teacher education and professional development through supporting both current teachers and new graduates entering the teaching profession. The School is ranked in the top 100 Schools of Education in the QS rankings.

Number of Academic Staff: The School of Education is a member of the Faculty of Arts, Humanities and Social Sciences and currently has 24 full-time academic staff. The academic work of the School is also supported by a large cohort of adjunct part-time staff.

Number of Research Students: The School is highly active in the area of postgraduate research supervision and currently has 70 Ph.D and D.Ed. students who are normally attached to one of the School's research groups and centres.

Number of Students: At present there are approximately 500 students registered with the School and distributed across a range of programmes, most of which are offered at the postgraduate level.

Academic Programmes

The School currently offers the following programmes:

- Certificate in Arts, Science and Inclusive Applied Practice
- Bachelor in Music Education (B.Mus Ed)
- Postgraduate Certificate in 21st Century Teaching and Learning
- Professional Master of Education (PME)
- Master in Education (M.Ed)
- Doctor in Education (D.Ed.)
- Structured Ph.D.

Research within the School

The School is active in the area of research, knowledge generation and dissemination and organises this work mainly through its two Trinity College research centres and four research groups, in addition to the Trinity Centre for People with Intellectual Disabilities. Members of research centres and groups include staff from within the School along with a range of academics and research fellows from other Schools within Trinity and from other institutions.

The School offers a diverse programme of events throughout the year. These includes workshops, lunchtime and one-day research seminars, national and international conferences. Such scholarly and outreach activities, alongside staff publications, has helped establish the School as the leading centre for educational research in Ireland. The School is also a member of the Trinity Research in Social Sciences (a consortium of 14 disciplines within Trinity) and the prestigious Trinity Long Room Hub Arts & Humanities Research Institute.

- *Research centres:*
 - Cultures, Academic Values & Education Research Group (CAVE)
 - Centre for Research in IT in Education (in association with the School of Computer Science and Statistics)
- *Research groups:*
 - Inclusion in Education and Society (IES)
 - Arts Education Research Group (AERG)
 - Research in School Education (RISE)
 - Science, Technology, Engineering and Mathematics Education Research and Communication STEM-ERC.

Trinity College Dublin, the University of Dublin

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.

Ranking Facts

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 in the Top 50 most innovative universities in Europe according to Reuters.¹
- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook's independent analysis.²

¹ <http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT>

² <http://pitchbook.com/news/reports/2015-2016-pitchbook-universities-report>

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.

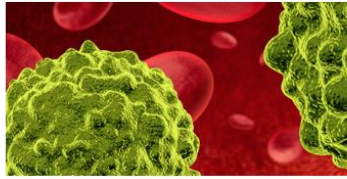
In the QS World University Subject Rankings:

- 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).

Research Themes



Ageing



Cancer



Creative Arts Practice



Creative Technologies



Digital Engagement



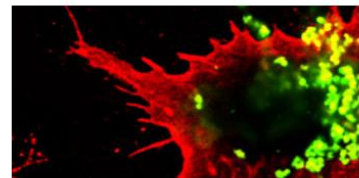
Digital Humanities



Genes & Society



Identities in Transformation



Immunology, Inflammation & Infection



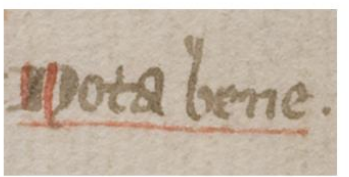
International Development



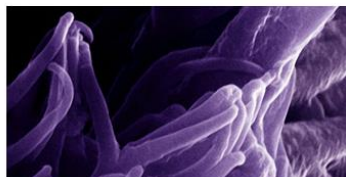
International Integration



Making Ireland



Manuscript, Book and Print Cultures



Nanoscience



Neuroscience



Telecommunications



Smart Sustainable Planet



Next Generation Medical Devices

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.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Jobs, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations

<https://www.djei.ie/en/What-We-Do/Jobs-Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/> and the

Ineligible Categories of Employment are set out in Schedule 4 of the Regulations

<https://www.djei.ie/en/What-We-Do/Jobs-Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/>. 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 (max 2x 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:

Aidan Fitzgerald

Human Resources, House No. 4,

Trinity College Dublin, the University of Dublin

Tel: +353 1 896 1893

Email: fitzgea9@tcd.ie



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