Post Specification (032230)

<table>
<thead>
<tr>
<th>Post Title:</th>
<th>Assistant Professor in Speech and Language Pathology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post Status:</td>
<td>Full-time, Permanent</td>
</tr>
<tr>
<td>Department/Faculty:</td>
<td>Clinical Speech and Language Studies, School of Linguistic, Speech and Communication Sciences</td>
</tr>
<tr>
<td>Location:</td>
<td>Head of School</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Phoenix House, 7-9 South Leinster Street, Trinity College</td>
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<tr>
<td>Salary:</td>
<td>This appointment will be made on the Lecturer Salary Scale at a point in line with current Government pay policy</td>
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<tr>
<td>Closing Date:</td>
<td>12 noon Monday 08th May 2017</td>
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</tbody>
</table>

The successful candidate will be expected to take up post on 1st September 2017 or as soon thereafter as is possible.

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

Post Summary

The School of Linguistic, Speech and Communications Sciences seeks to appoint an Assistant Professor in Speech and Language Pathology. The successful candidate will have a PhD, or expect to have completed a doctoral degree within a year from taking up post and will carry out teaching and research on aspects of disorders of communication and/or swallowing.

Background to the Post

This post is central to both the undergraduate and postgraduate educational activities within the Department. In particular, the appointee will be expected to collaborate with colleagues in developing and delivering an integrated, enquiry-based learning curriculum leading to a qualification in speech and language therapy and to support the Department in meeting the requirements of
accreditation by CORU (the Irish state regulator for health and social care professionals) and the Irish Association of Speech and Language Therapists.

Informal enquires should be made to any of the below:

- Irene Walsh, PhD (Head of Discipline)  ipwalsh@tcd.ie  Phone: +353 (01) 896 2420
- Martine Smith, PhD (Head of School)  mmsmith@tcd.ie  Phone: +353 (01) 896 2027

Further Information on the Department of Clinical Speech and Language Studies, School of Linguistic, Speech and Communication Sciences (https://www.tcd.ie/slscs/clinical-speech-language/index.php)

Standard Duties of the Post

The successful candidate will be expected to:

Contribute to Teaching

The Assistant Professor will have a track record of teaching, clinical practice and research in human communication disorders. S/he will have a professional qualification in speech and language therapy and will be eligible for registration or will have already registered with CORU as a speech and language therapist. S/he will be expected to devise and lead curriculum modules within the Department of Clinical Speech and Language Studies at both undergraduate and postgraduate level in line with current workload models within the School. The appointee will be expected to provide research supervision to undergraduate and postgraduate students, both as a sole supervisor and collaboratively with other College academics. The successful candidate will also be expected to offer aspects of clinical supervision to undergraduate and postgraduate students, including involvement in assessment of clinical competence of undergraduate students.

Research

The Assistant Professor will be expected to develop new and build on existing research activities within the Department. S/he will be expected to raise research funding and establish an active research group with strong links to colleagues in clinical practice and within the University.
Person Specification

Qualifications

The successful candidate will:

- Hold a doctoral degree or expect to have a PhD completed within a year from taking up post.
- Have a professional qualification in speech and language therapy, with eligibility for registration or have already registered with CORU and for full membership of the Irish Association of Speech and Language Therapists.
- A minimum of 3 years’ post qualification experience of working as a speech and language therapist. Such experience may overlap with pursuit of PhD studies.
- Have or be willing to acquire an appropriate postgraduate professional qualification in third-level teaching (e.g., by taking the Trinity College Postgraduate programme in Teaching and Learning in Higher Education for which fees will be paid).

Knowledge & Experience (Essential & Desirable)

Teaching

Essential:

- Experience or evidence of demonstrated potential in teaching and research supervision (at undergraduate and/or postgraduate level).
- Evidence of a personal contribution and commitment to excellence in teaching.
- A commitment to scholarship.
- A commitment to student care.
- A commitment to the contribution of knowledge to society
- Experience of using new and varied teaching media.
Experience in teaching and supervision in practice education.
Experience of working collaboratively and effectively in an interdisciplinary environment.
Knowledge of recent developments and research in the field of speech and language pathology in Ireland and internationally.
Proven experience of facilitating seminars, presentations, workshops etc.
Demonstrated competence in teaching, employing innovative approaches to learning and teaching.
A collaborative leadership and working style, with openness to collaboration with colleagues in other disciplines.

Desirable:
Experience in teaching and research supervision at postgraduate level including to PhD.
Experience of designing and developing teaching materials and modules.
Potential for recruiting and supervising research postgraduate students.

Research
Essential:
Clear evidence of achievement through completion of doctoral studies or equivalent, relevant publications and conference presentations in research related to disorders of communication and/or swallowing.
Demonstrated evidence of research plans that complement the strategic plans of the Department, the School and the University.
Understanding of what constitutes good professional learning and research in the field of Speech and Language Pathology.

Desirable:
Evidence of research achievement, and of future research potential taking the form of publications which demonstrate originality and value.
Participation in research seminars and conferences.
Openness to research collaboration within the Department and School.
Proven ability or potential to attract external grant funding.
Administration

Essential:

- Evidence of competence in administration and data management in teaching, research or clinical contexts.
- Proven experience in designing, planning and implementing academic programmes for continuing professional learning.
- Evidence of potential competence in the administration of academic programmes.
- Potential to manage and develop course modules and programmes in a university setting.

Desirable:

- Experience of administration related to course development, assessment and management.
- Experience of organizing research seminars, recruitment initiatives and other activities.
- Experience of project management.

Other Essential Attributes

- Honesty and integrity.
- Ability to work effectively as a member of a team.
- Good communication skills, both written and oral.
- Good organizational skills.
- A demonstrated commitment to education.
- A demonstrated commitment to personal continuing professional development.
- Willingness to contribute to the College, to the discipline and to the wider community.

Application Information

Candidates should submit by e-Recruitment:

- Cover letter
• Full curriculum vitae, your list of publications and include the names and contact details of 3 referees (email addresses if possible)
• Research plan (summarizing research to be carried out in the next two years and including details for funding to be sought – 2 pages)
• Teaching statement (summarizing teaching experience and approach – 2 pages)

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

Snapshot of the School of Linguistics, Speech and Communication Sciences
(https://www.tcd.ie/slscs/),

The School of Linguistics, Speech and Communication Sciences has a strong identity nationally and internationally for excellence in research and teaching. It includes the Department of Clinical Speech and Language Studies (https://www.tcd.ie/slscs/), and the Centre for Language and Communication Studies (https://www.tcd.ie/slscs/clcs/) incorporating the Centre for Deaf Studies (https://www.tcd.ie/slscs/cds/).

The successful applicant will join a dynamic, research-focused academic team within the Department of Clinical Speech and Language Studies. The department offers a four-year honors BSc degree programme, leading to a professional qualification in speech and language therapy (https://www.tcd.ie/slscs/undergraduate/). There are 34 student places per year in the undergraduate programme. The department also offers a range of postgraduate taught programmes (https://www.tcd.ie/slscs/postgraduate/taught-courses/clinical-speech-language/), with approximately 15 students registered with these programmes, as well as approximately ten students registered for research MSc and PhD degrees.
The School currently has 26 academic staff, of whom seven are based in the Department of Clinical Speech and Language Studies. In addition, a Practice Education Coordinator oversees and manages the undergraduate clinical education programme. The work of the department is supported by a number of administrative support staff. The department offers an on-site clinical service, where staff undertake some clinical work and support students in supervised clinical practice.

The department has strong links with similar programmes within Ireland and across the UK, as well as research and teaching links with many other universities in Europe and North America.
GARDA CLEARANCE:

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

PLEASE NOTE: Candidates 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 a candidate is not successful in obtaining the post for whatever reason, this information will be destroyed by the PAS. If a candidate, therefore, subsequently comes under consideration for another position, they will be required to supply this information again.

While candidates 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 a candidate 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. Candidates 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 candidate left the relevant country. Candidates 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 candidate. Only original version documents will be accepted.

Candidates 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 candidate to seek security clearances in a timely fashion as they can
take some time. No candidate 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

www.afp.gov.au This website provides information on obtaining a national police clearance certificate for Australia

www.courts.govt.nz This website provides information on obtaining police clearance in New Zealand.

For other countries not listed above candidates 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 the PAS where it will be copied and the original returned to the candidate by post. Any cost incurred in this process will be borne by the Candidate.
Trinity College Dublin, the University of Dublin

Founded in 1592, Trinity is at the nexus of tradition and innovation, offering undergraduate and postgraduate programmes across 24 schools and three faculties: arts, humanities, and social sciences; engineering, maths and science; and health sciences. Spread across 47 acres in Dublin’s city centre, Trinity’s 17,000-strong student body comes from all 32 counties of Ireland, and 16% of students come from outside the country. Of those, 40% are from outside the European Union, making Trinity’s campus cosmopolitan and bustling, with a focus on diversity.

As Ireland’s leading university, the pursuit of academic excellence through research and scholarship is at the heart of the Trinity education. Trinity is known for intellectual rigour, excellence, interdisciplinarity, and research-led teaching. Home to Nobel prize-winners such as scientist Ernest Walton and writer Samuel Beckett, Trinity draws visitors from across the world to its historic campus each year, including to the Book of Kells and Science Gallery which capture the university’s connection to both old and new.

Trinity accounts for one-fifth of all spin-out companies from Irish higher education institutions, helping to turn Ireland into an innovation-intensive, high-productivity economy. That culture of innovation and entrepreneurship is a defining characteristic of our campus as we help shape the next generation of job creators.

Trinity has developed significant strength in a broad range of research areas, including the 19 broadly based multi-disciplinary thematic research areas.
Ireland’s first purpose-built nanoscience research institute, CRANN, houses 150 scientists, technicians and graduate students in specialised laboratory facilities. Meanwhile, the state-of-the-art Biomedical Sciences Institute is carrying out breakthrough research in areas such as immunology, cancer and medical devices.

The Old Library, which houses the Long Room in Trinity, is the largest research library in Ireland, with a collection of six million printed items, 500,000 maps, 80,000 electronic journals, and 350,000 electronic books. Some of the world’s most famous scholars are graduates of Trinity, including writer Jonathan Swift, dramatist Oscar Wilde, philosopher George Berkeley, and political philosopher, and political theorist Edmund Burke. Three Trinity graduates have become Presidents of Ireland - Douglas Hyde, Mary Robinson and Mary McAleese.

Trinity is the highest ranked university in Ireland, and among the world’s leading higher education institutions.
Trinity College Dublin World University Rankings

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 78th in the world and 27th in Europe in the 2015/2016 QS World University Ranking across all indicators.

Internationalisation

- Trinity is ranked 35th in the world in terms of International Outlook in the Times Higher Education World University Ranking 2015/2016.

Teaching Performance

- Trinity is ranked in the top 20% of universities in the world in terms of Teaching Performance in the Times Higher Education World University Ranking 2015/2016.

Research Performance

- Trinity ranks in the top 1% of research institutions in the world in the following 17 Essential Science Indicators fields (an increase of over 150% from 2004): Physics, Chemistry, Engineering, Social Sciences (General), Immunology, Neurosciences, Nanosciences, Materials Science, Pharmacy and Toxicology, Molecular Biology and Genetics, Biology and Biochemistry, Microbiology, Plant and Animal Science, Clinical Medicine, Agriculture, Psychiatry/Psychology, Environment/Ecology.

In the QS Faculty Rankings 2015*:

- Trinity is ranked 61st in the world in Arts and Humanities.

In the QS Subject Rankings 2015**:

Trinity College Dublin features in the world's elite (Top 200) institutions in 25 of the 28 subjects in which it was evaluated by the QS World University Rankings by Subject
2015. Of these, Trinity ranks in the top 100 in the world in 14 subjects and in the top 5 in the world in 5 subjects.

**Top 50**

- Trinity is ranked 32nd in the world in English Language and Literature.
- Trinity is ranked 33rd in the world in Politics and International Studies.
- Trinity is ranked 39th in the world in History.
- Trinity is ranked 48th in the world in Biological Sciences.
- Trinity is ranked 49th in the world in Modern Languages.

**Top 100**

- Trinity is in the top 100 in the world in Chemistry.
- Trinity is in the top 100 in the world in Computer Science and Information Systems.
- Trinity is in the top 100 in the world in Education.
- Trinity is in the top 100 in the world in Geography.
- Trinity is in the top 100 in the world in Law.
- Trinity is in the top 100 in the world in Medicine.
- Trinity is in the top 100 in the world in Pharmacy and Pharmacology.
- Trinity is in the top 100 in the world in Philosophy.
- Trinity is in the top 100 in the world in Psychology.

**Trinity subjects ranked in the world top 101-200 (QS Subject Ranking 2015)**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Trinity Rank</th>
</tr>
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<tbody>
<tr>
<td>Accounting and Finance</td>
<td>101-150</td>
</tr>
<tr>
<td>Business and Management Studies</td>
<td>101-150</td>
</tr>
<tr>
<td>Economics and Econometrics</td>
<td>101-150</td>
</tr>
<tr>
<td>Linguistics</td>
<td>101-150</td>
</tr>
<tr>
<td>Physics and Astronomy</td>
<td>101-150</td>
</tr>
<tr>
<td>Sociology</td>
<td>101-150</td>
</tr>
<tr>
<td>Engineering - Civil and Structural</td>
<td>151-200</td>
</tr>
<tr>
<td>Engineering – Electrical</td>
<td>151-200</td>
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</tbody>
</table>
The Selection Process in Trinity

- The Selection Committee (Interview Panel) will include members of the Academic community together with an External Assessor who is an expert in the area.
- Applications will be acknowledged by email. If you do not have confirmation of receipt within 1 day of submitting your application online, please get in touch with us 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 candidates are unavailable, reserves may be drawn from a shortlist.
- Outcomes of interviews are notified in writing to candidates 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
  - Situational Exercises
It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals.

Information supplied by candidates in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of a work permit.

**Equal Opportunities Policy**

Trinity College 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 College’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

Candidates should submit a full curriculum vitae to include the names and contact details of 3 referees (email addresses if possible) together with a cover letter (1x A4 page) that specifically address the application procedure set out above by e-Recruitment:

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT

If you have any query regarding this, please contact:
Laura Roe, Recruitment Partner, Human Resources, House No. 4, Trinity College Dublin, the University of Dublin

Tel: +353 1 896 3333
Email: ROELA@tcd.ie