Post Specification (Comp: 032600)

<table>
<thead>
<tr>
<th>Post Title:</th>
<th>Assistant Professor Nature Based Solutions</th>
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<tr>
<td>Post Status:</td>
<td>Permanent</td>
</tr>
<tr>
<td>Department/Faculty:</td>
<td>School of Natural Sciences / Faculty of Engineering, Mathematics &amp; Science Trinity College Dublin, the University of Dublin</td>
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<tr>
<td>Location:</td>
<td>Discipline of Zoology, School of Natural Sciences 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, School of Natural Sciences</td>
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<td>Salary:</td>
<td>Appointment will be made on the Assistant Professor scale [€33,540 to €47,615 per annum], at a point in line with Government Pay Policy. Please note: appointment will be made no higher than point 8</td>
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<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 (Irish Standard Time), Tuesday, 12th December 2017</td>
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The successful applicant will be expected to take up post on 1st September 2018 or as soon thereafter as possible. Please note that Police vetting will be sought in respect of individuals who come under consideration for a post.
Post Summary

The School of Natural Sciences seeks to appoint an Assistant Professor in the Biology of Nature-based Solutions. Nature-based solutions are “actions to protect, sustainably manage, and restore natural or modified ecosystems, that address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits” (IUCN).

We are open to the appointment of an Assistant Professor with an excellent research record in any field of Nature-based Solutions including terrestrial, freshwater and marine ecosystems. Research in Nature-based Solutions can be applied to a range of societal and economic challenges including (but not limited to): coastal defence, invasive species management, bio-based industry applications, biomedical applications, fisheries management, integrated pest management, agricultural production, Blue Economy development and ecosystem service provision.

It is envisaged that the candidate’s research will be relevant to current national and international research priorities in biology or ecology. A strong track record in publication is expected and the appointee will be required to compete for national and International research funding (e.g. SFI; EPA; EU Horizon 2020; ERC; DAFM) and to build a dynamic research group with international recognition. The appointee’s research will provide opportunities for cross-disciplinary research among Schools and within the Trinity Centre for Biodiversity Research (TCBR) and The Trinity Centre for the Environment. The appointee will support the University’s Strategic Plan by strengthening the biological aspects of one or more of the University’s research themes [https://www.tcd.ie/research/themes/](https://www.tcd.ie/research/themes/), in particular the “Smart & Sustainable Planet” research theme. The post will support the proposed new agenda and mission of the E3 initiative, the Engineering, Energy and Environment Institute ([http://www.tcd.ie/E3/](http://www.tcd.ie/E3/)).

The Assistant Professor will contribute to teaching in the School at undergraduate level, to the Biological & Biomedical Sciences stream of the Science Course in the Freshman years (years 1 & 2) and to relevant modules in the Zoology, Botany and/or Environmental Science degree programmes in Sophister years (years 3 & 4), notably in the areas of Nature-based solutions, sustainability and ecosystem management as well as their specialist area. S/he may contribute to the School’s taught MSc programmes, including cross-disciplinary Masters programmes.
S/he will be responsible for contributing to a new Trinity Elective module for the Smart & Sustainable Planet research theme.

**Further information**

For further information about the Discipline of Zoology and School of Natural Sciences see [http://www.tcd.ie/Zoology/](http://www.tcd.ie/Zoology/) and [www.naturalscience.tcd.ie](http://www.naturalscience.tcd.ie)

Informal enquiries about this post should be made to:-

Professor Yvonne Buckley, Head of Zoology: buckleyy@tcd.ie

or

Associate Professor Patrick Wyse-Jackson, Head of School: WYSJCKNP@tcd.ie

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<thead>
<tr>
<th>URL Link to Area</th>
<th><a href="http://naturalscience.tcd.ie/">http://naturalscience.tcd.ie/</a></th>
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<tbody>
<tr>
<td>URL Link to Human Resources</td>
<td><a href="http://hr.tcd.ie/">http://hr.tcd.ie/</a></td>
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**Standard Duties and Responsibilities of the Post**

The individual appointed, whilst being based in Zoology, will be expected to foster interdisciplinary, collaborative research and teaching. Staff in Zoology currently work on a wide range of organisms from microbes to plants and animals in both aquatic and terrestrial ecosystems. S/he will be expected to develop an internationally recognised research profile whilst contributing to undergraduate and postgraduate level teaching and to the supervision of research students. The successful candidate will also undertake such administrative responsibilities as directed by the Head of School or his/her nominee; these will, however, be kept to a minimum during the first year of appointment.

The appointee may take on teaching duties at Freshman level (first and second year). S/he will play a key role in the development and teaching of the moderatorships in Zoology, Environmental Sciences and Plant Sciences as appropriate.

S/he may also be asked to contribute to other School modules and a Trinity Elective module. Undergraduate teaching will involve giving lectures, seminars and tutorials; setting and marking examinations; organising and teaching practical classes; supervising projects and
organising and running field courses both locally and abroad. The appointee may participate in and develop the teaching of one or more of the School’s taught postgraduate courses such as the M.Sc. in Environmental Science, M.Sc. in Biodiversity and Conservation, M.Sc. in Development Practice, and taught modules for Ph.D. students. Teaching loads will be gradually increased in the initial years following appointment to facilitate the development of an active research group.

The appointee will be expected to be proactive in raising funds from Exchequer, non-Exchequer and industry sources and engage in international networks to support research, including funds to support postgraduate research students, research fellows and/or research assistants. S/he will be expected to act as supervisor or co-supervisor to research students, and to continue to recruit new research students annually. The appointee will also contribute to outreach and the promotion of biology, ecology and/or environmental sciences in the wider community.

**Funding Information**

The appointee will have access to a wide range of research facilities which the appointee will be expected to develop further. Facilities include modern molecular biology laboratories, environmental laboratories and newly renovated aquatic and terrestrial ecology research laboratory space, the Zoology Museum, Trinity Botanic Gardens, Herbarium and analytical laboratories associated with the Centre for the Environment and the Geochemistry Laboratory in Geology.

**Person Specification**

**Qualifications**

- Candidates must hold a PhD in a relevant research area and be able to demonstrate a proven track record in the field of Nature-based solutions

**Knowledge & Experience (Essential & Desirable)**

**Essential:**

- Evidence of research potential and achievements, including publications, in a cognate area.
- Ability and potential to attract national and international research grants.
- Evidence of experience of undergraduate teaching and a personal contribution and commitment to excellence in teaching.
- Competent educator employing innovative approaches to learning and teaching.
- A commitment to student care.
- Evidence of potential competence in the administration of academic programmes.
- A collaborative leadership and working style, with openness to collaboration with colleagues in other disciplines.
- A commitment to scholarship.
- A commitment to the contribution of knowledge to society.
- A commitment to own professional development.

**Desirable:**
- Experience and interest in working in an interdisciplinary setting;
- Participation in research seminars and conferences.
- Experience of research student supervision
- Experience of supervising undergraduate dissertations
- Experience of teaching at Masters level
- Experience of developing new modules and teaching material, including online platforms
- Demonstrated potential to manage and develop modules in a University setting
- Ability to work effectively as a member of a team
- Excellent communication skills
- Excellent organisational and administrative skills
- Demonstrate vision and commitment
- Willingness to contribute to the College, to the discipline and to the wider community

**Skills & Competencies**
- Demonstrated potential to manage and develop modules in a University setting
- Ability to work effectively as a member of a team
- Excellent communication skills
- Excellent organisational and administrative skills
• Demonstrate vision and commitment
• Willingness to contribute to the College, to the discipline and to the wider community

The School of Natural Sciences
The School of Natural Sciences, comprising the Disciplines of Botany, Geography, Geology and Zoology, the Centre for the Environment and the Centre for Biodiversity Research, is one of the largest schools in the Faculty of Engineering, Mathematics and Science and hosts biological, physical and social scientists. The School currently accommodates 40 academic staff, ca. 14 postdoctoral research fellows and ca. 164 postgraduate students (including 89 research and 75 taught students). The School of Natural Sciences is one of the first in Ireland to hold an Athena SWAN bronze award for addressing issues in gender inequality http://www.naturalscience.tcd.ie/news/articles/2015/athenaswan.php.

The School’s taught programmes are varied as the School offers moderatorships (undergraduate degrees) in Earth Sciences, Environmental Sciences, Geography, Geology, Botany and Zoology and contributes to other moderatorships including Neurosciences, Geography and Politics and to the Two Subject Moderatorship (TSM) programme (http://www.naturalscience.tcd.ie/undergraduate/). The School has also a major commitment to graduate teaching and supervision and currently hosts three taught masters programmes (http://www.naturalscience.tcd.ie/postgraduate/).

Application Information
In order to assist the selection process, candidates should submit their Curriculum Vitae with the names and contact details of three referees and a cover letter that includes a research plan for the next five years including funding to be sought (maximum 2 pages) and a teaching statement summarising teaching experience and approach (maximum 2 pages).

PLEASE NOTE: Candidates who do not address the application requirements above will not be considered at the shortlist stage.

The interview process for this appointment will include the delivery of a presentation.
**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.**
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 we are ranked 88th in the world and using the Times Higher Education World University Rankings methodology we are 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 88th in the World, and 29th in Europe, in the 2017/2018 QS World University Ranking.
- Trinity is ranked in the Top 100 for Graduate Employability in the QS 2017 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

Internationalisation

¹ http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT
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 featured 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 in 2015. Of these, Trinity ranked in the top 100 in the world in 14 subjects and in the top 50 in the world in 6 subjects: English Language and Literature; Nursing; Politics and International Studies; History; Biological Sciences; and Modern Languages.
- In three out of the last four years, Trinity has been consistently ranked in the Top 50 worldwide for the following areas: English Language and Literature; Nursing; Modern Languages; and Politics and International Studies.
- In the QS Faculty rankings, Trinity has been consistently ranked in the Top 100 globally for Arts and Humanities over the last four years.
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/](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/](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 (1x A4 page) that specifically addresses the application procedure set out above.

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT:

http://jobs.tcd.ie

If you have any application queries, please contact:

Ann-Marie Farrell
Human Resources, House No. 4,
Trinity College Dublin, the University of Dublin
Tel: +353 1 896 1118
Email: farrela4@tcd.ie