Post Specification (Comp: 034886)

Post Title:	Assistant Professor in Psychology (Part Time)
Post Status:	Four-year, Fixed Term contract – Part-time 0.75 FTE
Department/Faculty:	Centre for Innovative Human Systems, School of Psychology, Trinity College Dublin, the University of Dublin
Location:	Aras an Phiarsaigh Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Reporting to Head of School
Salary:	Appointment will be made on the Lecturer Scale 109 BN on a point in line with Government Pay Policy [€35,509 – €86,247 pro rata 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 (GMT), [Monday, 5th April 2021]

The successful applicant will be expected to take up post as soon as possible.

Post Summary

The Centre for Innovative Human Systems (CIHS), School of Psychology seeks to appoint an Assistant Professor in Organisational Psychology to lead the development and delivery of a suite of online CPD short courses for industry. These short courses are critical to the overall strategic development of the CIHS and build upon the Centre's diverse and dynamic research programme and its online PG/Cert/Diploma/MSc Managing Risk and System Change. The CIHS is expanding its offering of short courses to complement its ongoing research and education programme. The specific CPD courses will include:

Understanding & Managing Risk- Aimed at industry-based managers responsible for risk, change and innovation. The course seeks to influence and change practice towards a risk based, system-focused, human-informed, data-driven process of implementing innovation. It focuses on implementing the concepts within the students' operational area through mentoring and project work that will facilitate their own role.

Workplace Wellbeing
Targeted at managers responsible for wellness in the workplace, dignity and respect and related policies. The aim is to provide evidence-based insights from psychology and systems thinking into how to achieve real cultural transformation impacting workplace wellbeing.

Sustainable Green Organisations.
Targeted at managers responsible for sustainability within organisations. The aim is to provide evidence-based insights from psychology and systems thinking into how to achieve lasting and effective change in green behaviours of staff, contractors, suppliers and customers.

Further information
Informal enquiries about this post should be made to Prof Sam Cromie sdcromie@tcd.ie or Prof Siobhan Corrigan siobhan.corrigan@tcd.ie

Standard Duties and Responsibilities of the Post

- Coordinate the development, accreditation, delivery and assessment of short courses under the auspices of the CIHS

- Contribute to the teaching and assessment of these modules in line with their expertise

- Engage with industry across the EU to tailor and market courses

- Contribute to the development of a wider training/education programme in line with the CIHS's expertise

- Maintain an active research programme.

- Contribute to the CIHS's research programme

- Engage in teaching and examinations at undergraduate and at postgraduate levels, as required.

- Undertake appropriate administrative activities and tasks that support the School of Psychology

Person Specification

Qualifications

- An excellent academic record and hold a PhD in Organisational Psychology, Organisational Behaviour, Human Factors, Environmental Psychology, Human Resource Management, Health Promotion, Safety or related field.

- A track record of published research in peer-reviewed journals commensurate with stage of career.

- A track record of teaching commensurate with stage of career.

Knowledge & Experience (Essential & Desirable)

- Expertise in one or more of the following: Organisational Risk Management, Workplace Wellbeing, Sustainable Organisations – Essential

- Experience of working in or with industry - Desirable

Teaching

- Familiarity with working in a multidisciplinary environment, candidate must be able to and willing to teach topics that lie outside their immediate area of specialisation. – Essential.

- Experience in lecturing at third level- Essential.

- Evidence of a personal contribution and commitment to excellence in teaching- Essential

- Experience of supervising and assessing undergraduate and /or postgraduate research projects -Desirable

- Experience in examinations/assessment and course administration - Desirable

- Experience of online teaching - Desirable

- Experience of delivering training with industry /executive education – Desirable

- Experience of developing innovative training/educational content and curricula – Desirable

- Experience of education/training management – Desirable

- Experience in course accreditation - desirable

Research

- The successful candidate will have developed a research programme commensurate with stage of career–Essential.

- Candidates will be expected to have published research in peer-reviewed journals– Essential.

Skills & Competencies

- **Strategic Thinking**: Evidence of being a strategic thinker and practical organiser is essential.

- **Engagement with the Discipline:** A commitment to scholarship, student care and societal engagement relevant to the University's mission statement.

- **Enthusiasm:** for and success in teaching undergraduate and postgraduate students;

- **Collaborative working:** for a collegial style of working, for collaborative and interdisciplinary work in teaching and research

- **Management abilities:** the appointee will have to work with and guide administrative staff within the CIHS in delivering its teaching programmes.

- **Flexibility:** the appointee will need to be readily adaptable to changes in delivery method, student ability, etc.

- **Good organisational skills:** are required, including an ability to meet deadlines

In addition, candidates will be assessed on their demonstrated potential contribution to the CIHS, School, University and the wider community.

Application Information

Applicants should provide the following information:

1. A comprehensive curriculum vitae, including a full list of publications
2. The names and contact details (i.e. addresses, e-mail, etc.) of two referees
3. A teaching statement, summarising teaching experience and approach – (1000 words max)
4. A research statement, summarising research programme plan (500 words)
5. Outline a strategy to develop and deliver **one** of the above multi-disciplinary CPD courses to industry (500 words max)
   a. Understanding & Managing Risk in an Organisation
   b. Workplace wellbeing
   c. The Sustainable Green Organisation

Please note:
- Candidates who do not submit requested additional information may not be considered for shortlisting
- Candidates who do not address the application requirements above in their cover letter may 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

Post Information: Human Capital Initiative

This post is funded through Pillar 3 of the Human Capital Initiative. This government-funded initiative was launched in late 2019 and will invest €300m over five years in increasing the capacity of higher education to meet skills needs of the future. The three pillars of the initiative cover the areas of Graduate Conversion Courses (Pillar 1), Additional Places on Existing Undergraduate Provision (Pillar 2), and Innovation and Agility (Pillar 3) - full details can be found on the HEA's dedicated underline website.

Under Pillar 3 Innovation and Agility, a total of €206m has been provided across the HEI sector over 5 years to fund innovation and agility in methods of teaching and learning and the ability to respond to emerging skills needs through, for example, delivery of new courses or adaptation of existing courses. Following the call for submissions for Pillar 3, Trinity was awarded €21m, the highest individual award to any HEI, under the umbrella theme of '*Next Generation Teaching and Learning for the Changing Needs of Society and Enterprise'*, for course proposals across 24 individual work packages.

Centre for Innovative Human Systems

The CIHS is one of the leading Organisational and Human Factors Research Groups in Europe. It has had a strong participation in European framework research as both coordinator and partner in projects, as well as in national research programmes and industry funded R & D. It has a collaboration network of the order of 100s of organisations – industry (manufacturing, operations, health and services), research, universities and SMEs. The primary mission of the CIHS is to foster innovative system design and organisational change to improve performance and reduce risk in safety critical systems – such as all transport sectors, manufacturing, health and other services. This is both a research agenda and an agenda for real change via the educational and training programmes. In particular the role of the Centre in is to collaborate with industry and service partners in innovation initiatives, to develop and transfer capability to manage innovation, risk and change across the lifecycle of organisational systems and, through researching these processes, to learn more about innovation and sustainability.

Online M.Sc/Pg. Diploma/Pg. Certificate Courses in Managing Risk and System Change

These online courses are relevant to safety critical industries across the globe and focuses on people already in work, who have responsibility for managing: risk; change; safety; quality; planning; system design. They brings the next generation of safety, risk and change management to you, in your work, embedded in your everyday practice with a systemic, proactive and performance focus.

The overall objective of the online Masters programme is to provide a rigorous but practical focus on risk, change and system design in operations, manufacturing and services, with an innovative integrated approach to the role of people in such systems. It provides a core framework that has been tested in collaborative industrial research and practice for managing and developing people, the design and integration of new technologies, the management of risk and the implementation of change. World-class international teams who have collaborated through industrial research has been mobilised to provide the highest calibre research led teaching, supervision and professional expertise.

Students will also become part of a global community of practice, a community of professional learners, across a range of safety critical sectors, where they will benefit not only from the academic and industrial experts delivering the course but also from the extended network of fellow students.

School of Psychology, Trinity College Dublin

The School of Psychology has a strong identity nationally and internationally for excellence in research and teaching. The School offers a four-year BA degree in psychology to single honor and joint honors students. It also offers a range of postgraduate taught programmes as well as research MSc and PhD degrees. It is the key participating school in the Trinity College Institute of Neuroscience (www.neuroscience.tcd.ie) and leads other TCD Research Centres including the Centre for Innovative Human Systems (https://www.tcd.ie/cihs/), the Trinity Centre for Global Health (www.global-health.tcd.ie/) and the Centre for Psychological Health (www.tcd.ie/Psychology/CPH.php).

The School currently has 35 academic staff, 20 postdoctoral research fellows. There are 48 student places per year in the four-year undergraduate degree comprising 31 single honors and 17 joint honors places. There are a further 20 places per year for the two-year Higher

Diploma in Psychology. The School is also involved in the Neuroscience BSc. The School currently has approximately 50 postgraduate students studying for MSc or PhD degrees by research.

The School offers two taught doctoral programmes in Clinical and Counselling Psychology. The taught postgraduate programmes include an MSc in Managing Risk and System Changer, MSc in Applied Psychology, MSc in Clinical Supervision, MSc in Applied Behaviour Analysis, MPhil in Psychoanalytic Studies, MSc Conversion Course in Psychology, and a Psychology Conversion Course

Members of the School have established its international research profile through publications in leading high-impact journals; presentations at major conferences; grants from agencies such as IRC, HRB, SFI, Enterprise Ireland, EU Commission, and Wellcome Trust. Members of the School maintain many research links with colleagues in universities elsewhere in Ireland as well as in Europe, America, Africa and Australia.

Further Information for Applicants

URL Links to Area
https://www.tcd.ie/cihs/
https://www.tcd.ie/cihs/postgraduate/
www.tcd.ie/psychology

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

Trinity College Dublin, the University of Dublin

Trinity is Ireland's leading university and is ranked 108th in the world (QS World University Rankings 2020). Founded in 1592, the University is steeped in history with a reputation for excellence in education, research and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences.

Trinity is ranked as the 17th most international university in the world (Times Higher Education Rankings 2020) and has students and staff from over 120 countries.

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 <u>19 broad-based multidisciplinary research themes</u> that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is the top-ranked European university for producing entrepreneurs for the past five successive years and Europe's only representative in the world's top-50 universities (Pitchbook Universities Report).

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of

every book published in Ireland and the UK. At present, the Library's holdings span approximately 6.5 million printed items, 400,000 e-books and 150,000 e-journals.

With over 120,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship and dedication to societal reform.

Rankings

Trinity is the top ranked university in Ireland and ranked 108th in the world (QS World University Rankings 2020). Trinity ranks in the top 50 in the world on 4 subjects and in the top 100 in 18 subjects (QS World University Rankings by Subject 2020). Full details are available at: www.tcd.ie/research/about/rankings.

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 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 and 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. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations https://dbei.gov.ie/en/What-We-Do/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://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/ . 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 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:

Aidan Fitzgerald

Recruitment Partner

Human Resources, House No. 4,

Trinity College Dublin, the University of Dublin

Email: fitzgea9@tcd.ie