**Post Specification**

| Post Title: | Research Assistant |
|---|---|
| **Post Status:** | Specific Purpose Contract – Full-time or Part time (options considered) |
| **Research Group / Department / School:** | Centre for Innovative Human Systems, School of Psychology, Trinity College Dublin, the University of Dublin |
| **Location:** | Centre for Innovative Human Systems, School of Psychology, Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland  The incumbent may also occasionally be based at related HSE sites. |
| **Reports to:** | Principal Investigator: Prof. Sam Cromie |
| **Salary:** | Appointment will be made on the Irish Universities Association Salary Scale - Research Assistant Scale €32,962 - €42,943 (in line with government policy and experience) |
| **Hours of Work:** | 39 Hours per week |
| **Closing Date:** | 12 Noon (Irish Standard Time) 30th April 2025 |

**Post Summary**

Applications are invited from candidates interested in pursuing research in a post funded by Irish Health Service Executive (HSE) under a research collaboration with TCD. The grant was awarded to the Centre for Innovative Human Systems, School of Psychology, Trinity College Dublin. The successful candidate will have office space at the Centre for Innovative Human Systems, School of Psychology (https://www.tcd.ie/cihs/) and will be supervised by Prof Sam Cromie - Principal Investigator (PI) and will also be and embedded research in the HSE Quality and Patient Safety Division (QPSD) under the supervision of Lorraine Schwanberg.

The title of the research project is **Learning from Incidents.** The objective of the project is to help the HSE to understand the application and effectiveness of the different incident review tools, how the learning is extracted and applied and how it can be used to inform the wider HSE in terms of systematic shared learning.

**Standard Duties and Responsibilities of the Post**

Specific duties and responsibilities include:

- To conduct the specified programme of research under the supervision and direction of the PI
- To engage in appropriate training and professional development opportunities as required by the PI, School or College in order to develop research skills and competencies
- To engage in the dissemination of the results of the research in which they are engaged, as directed by, with the support of and under the supervision of the PI
- To publish research findings in peer reviewed journals
- To carry out additional duties as may reasonably be required within the general scope and level of the post

**Funding Information**

This post is fully funded by the Health Service Executive (HSE) under a research collaboration with the Centre for Innovative Human Systems, School of Psychology, TCD and the HSE Quality and Patient Safety Division (QPSD.) The successful candidate will work between TCD and HSE sites under the joint supervision of Prof Sam Cromie - Principal Investigator (PI) and Lorraine Schwanberg - Assistant National Director Incident Management at the HSE.

**Person Specification**

The candidate should be interested in working in a multi-disciplinary, collaborative context focussing on learning from incidents, quality and safety improvement, human factors, and understanding and managing risk in the health sector.

**Qualifications**

Candidates should have relevant bachelor qualifications in Psychology, Social Sciences, Business or a closely related discipline. Desirable is a Master's in a related topic, for example Organisational Psychology, Human Factors, Quality or Safety Management.

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

The candidate should have knowledge and/or experience in the following areas:

- Organisational psychology/behaviour, human factors, research ethics (Essential)
- Patient safety, organisational learning, safety/quality management and/or risk management (Desirable)
- Working in industry-based organisational research (Desirable)
- Working in a collaborative multi-disciplinary environment (Desirable)
- Interest in developing and leading research proposals (Desirable)
- Public speaking (including delivering presentations and facilitating workshops) to large and influential audiences; (Desirable)
- Publication record in relevant peer reviewed journals (Desirable)

**Skills & Competencies**

- Excellent written and verbal communication skills [Essential]
- Conducting literature reviews and report writing (Essential)
- Conducting research interviews and focus groups and qualitative analyses (Essential)
- Document analysis (Desirable)
- Co-ordination of project activity and information (Desirable)

**Further Information for Applicants**

| URL Link to Area | www.tcd.ie |
|---|---|
| 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 98th in the world (QS World University Rankings 2023). 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 [19 HYPERLINK](https://www.tcd.ie/research/themes/)
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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 1st in Europe for Producing Entrepreneurs for the 7th year in a row and Europe's only representative in the world's top-50 universities (Pitchbook 2021-2022).

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 College Dublin is the top ranked university in Ireland. Using the QS methodology we are ranked 98th in the world and using the Times Higher Education World University Ranking methodology we are 146th in the World.

- Trinity College Dublin is Ireland's No.1 University
  (QS World University Ranking 2023, Times Higher Education Rankings 2022)
- Trinity is ranked 98th in the
  World (QS World University
  Ranking 2023)
- Trinity is ranked No.1 in Europe for Producing Entrepreneurs for the 7th year in a row Pitchbook 2021-2022

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 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 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](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

1) Cover letter (in pdf format) file name format **Firstname_surname_CL.pdf**, and
2) Full Curriculum Vitae (in pdf format) and file name format **Firstname_surname_CV.pdf**, to include the names and contact details of 2 referees (including email addresses), to:-

**Name: Paula Hicks**

**Centre for Innovative Human Systems**

**Email Address: phicks@tcd.ie**

Athena SWAN Bronze Award

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Workplace Equality Index
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FOR LGBT EQUALITY

Workplace Equality Index
2016
Public Sector Employer of the Year
FOR LGBT EQUALITY