Post Specification

Post Title:	Research Assistant
Post Status:	Specific Purpose Contract – Full-time
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
Reports to:	Principal Investigator : Dr Sam Cromie
Salary:	Appointment will be made on the [Irish Universities Researcher Salary Scale, Level 1 at a point in line with Government Pay Policy and experience €32,962 to €42,943 per annum
Hours of Work:	39
Closing Date:	12 Noon (Irish Standard Time), 30th April 2025

Post Summary

Applications are invited from candidates interested in pursuing a career in the research environment. The role is primarily supporting the activities of the EQUIPS (Evidence-Based Quality and Patient Safety Research Network in Ireland) project (www.equips.ie). This network is co-funded by the Health Research Board (HRB) and HSE National Quality and Patient Safety (NQPS).

The aim of EQUIPS is to coordinate and accelerate Quality and Patient Safety (QPS) research in Ireland, by meeting the following objectives:
1. Co-produce QPS research priorities and strategies
2. Build a vibrant and robust QPS research community
3. Make QPS research everyday practice
4. Contribute to better, safer care

EQUIPS is a network of researchers, healthcare professionals, patients and public who are working together to enhance the patient safety and quality research we do in Ireland.

Centre for Innovative Human Systems

The Centre for Innovative Human Systems (CIHS) has a very active portfolio spanning research, education, training, consultancy and outreach activities. Our expertise lies in applying Psychology, Human Factors, Systems Thinking, and Action Research to address and enhance operational and strategic risk, change management, safety, well-being, and long-term sustainability within safety-critical sectors. The unique contribution of the CIHS is to put the human at the Centre of its analysis – systems and processes have to work for people, and they can only do this if the role of humans is central. The approach of the CIHS encompasses all those factors that can influence people and their behaviour. The CIHS collaborates extensively with a wide range of industries, including Health, Aviation, Finance, and Pharmaceuticals, fostering long-term partnerships in research, training, and education. Additionally, our thriving alumni community from the PG Cert/Diploma/MSc in Managing Risk & System Change actively contributes to our shared mission and ongoing activities.

Standard Duties and Responsibilities of the Post

Specific duties and responsibilities include;

• Supporting the specified programme of activities of the network (The full work programme is available at www.equips.ie)

• Supporting appropriate training and professional development opportunities as identified

• Disseminating the results of the research in which they are engaged

• Supporting development of surveys using Qualtrics; supporting analysis of pseudonymised data; supporting write up for publication

- Supporting with a scoping review of research network/infrastructure activities and success factors
- Supporting development of ethics related templates for EQUIPS Research Network
- Actioning the project's communications strategy (e.g. social media, newsletters)
- Contribute to writing lay summaries of research for public using Open Research principles
- Shadowing and contributing to grant applications
- Disseminating the work of the network in academic and healthcare conferences
- Supporting with events organisation, which may require some national travel
- Promoting the project to student populations
- To carry out additional duties as may reasonably be required within the general scope and level of the post

Funding Information

Person Specification

The candidate should have a passion for applying psychological knowledge to real-life problems in order to effect meaningful impact. They should be interested in working in multi-disciplinary, collaborative international contexts. They should be available to travel within Ireland and the EU.   This is an opportunity to work in a busy research environment and learn the many aspects involved at all levels of research projects. The successful applicant should also have a knowledge of or a willingness to learn more about the Irish healthcare system.

Qualifications

Candidates should have a bachelor's degree in psychology, social sciences, or a health-related discipline; and preferably a master's degree in a healthcare, applied research, or cognate/behavioural discipline.

Knowledge & Experience (Essential & Desirable)

The candidate should have:

- Experience of working in a collaborative environment (i.e. group projects, team working, multi-disciplinary teams) [Essential]

- Understanding of applied psychology, health psychology, human factors, quality improvement, or willingness to learn [Essential]

- Experience in public speaking (including delivering presentations and facilitating workshops) to large and influential audiences; [Desired]

- Knowledge and experience of research methodologies [Desired]

- Experience in using design tools for visual presentation of concepts; [Desirable]

- Interest in developing research proposals in health and related disciplines [Desired]

- Understanding of Patient and Public Involvement principles [Desired]

- Previous paid or voluntary experience working in a patient-facing environment [Desirable]

Skills & Competencies

- Ability to design and implement rigorous evaluations, including but not limited to qualitative analysis; [Desired]

- Excellent organisational and time management skills [Essential]

- Excellent written and verbal communication skills [Essential]

- Scientific/research communication experience, including but not limited to, social media platforms [Essential]

- Ability to use statistical programs to analyse data, including but not limited to SPSS/R; [Desired]

- Ability to analyse qualitative and quantitative data from interviews, workshops, and stakeholder engagement studies, particularly in the context of participatory design and technology acceptance. [Desired]

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 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]

[1] http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT

- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook's independent analysis.[2]

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).

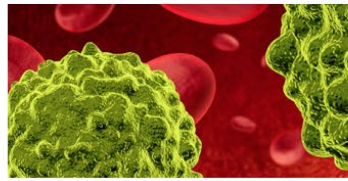[2] http://pitchbook.com/news/reports/2015-2016-pitchbook-universities-report

Research Themes

Ageing

Cancer

Creative Arts Practice
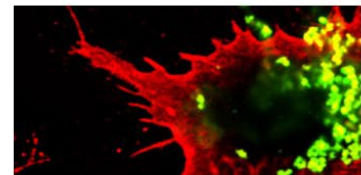
Creative Technologies

Digital Engagement

Digital Humanities

Genes & Society

Identities in Transformation
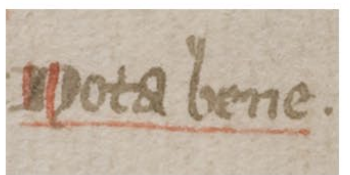
Immunology, Inflammation & Infection
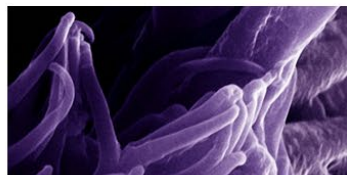
International Development

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 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/ 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 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

Application Procedure
Applicants should submit a cover letter (in pdf format) file name format **Firstname_surname_CL.pdf,** and 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**