



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Post Specification (Comp: 034714)

Post Title:	Assistant Professor in Health Policy and Management
Post Status:	Specific Purpose Contract Approximately 5 years.
Department/Faculty:	Centre for Health Policy and Management in the Discipline of Public Health and Primary Care, School of Medicine, Faculty of Health Sciences.
Location:	3-4 Foster Place, College Green, Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland and Trinity Institute of Population Health, Tallaght University Hospital.
Reports to:	Prof Steve Thomas, Principal Investigator, HRB Research Leader Award. Towards Dynamic Resilience in Health System Performance and Reform (RESTORE) and the Director, Centre for Health Policy and Management
Salary:	Appointment will be made on the Assistant Professor pay scale at a point in line with Government Pay Policy €35,509 to €86,274 per annum, appointment will be made no higher than point 8.
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 (Irish Standard Time), 10 th December 2020

Post Summary

The Assistant Professor in Health Policy and Management is approximately a five year post to provide backfill for Prof Steve Thomas while he is the Principal Investigator of his Research Leader Award, RESTORE. This will be an important position within the Centre for Health Policy and Management. The successful candidate will be an excellent academic from any field of health policy, health economics, health management or related social science discipline. They will have a strong record in post-graduate teaching, including postgraduate supervision and a good track record in research, including high quality publications. They will also have experience of translating high quality research into policy at the national level and evidence of good contacts with the Irish health system. Further he or she will have a proven ability for effective strategic leadership.

Role

The Assistant Professor will:

- Design, deliver and coordinate postgraduate teaching and assessment and develop curricula on established and new courses (and in particular the Masters in Health Services Management), including supervising postgraduate research students.
- Conduct research in their own field, publishing in high quality and high impact journals, and raising research funds in a priority area for the Discipline.
- Deliver teaching and assessment on the undergraduate medical curriculum within the Discipline
- Contribute to strategic planning and the development and implementation of vision in the Centre and Discipline.
- Act where appropriate as a supervisor of staff in the Centre for Health Policy and Management
- Engage with key stakeholders in government, academia and civil society around health policy and management and the improvement of the Irish health care system.
- Influence health policy makers and health policy in Ireland through research to policy translation and impact.

- Collaborate effectively with colleagues in the Discipline and the School of Medicine to enhance School priorities in research, teaching and engagement.

Person Specification

Qualifications

The successful candidate must have:

A doctoral degree in health policy, health management, health economics or other related discipline, good achievement in teaching and research supervision, a high quality published research output and experience in research to policy influence in their field.

Knowledge and Experience

The successful candidate will be expected to demonstrate and provide evidence of the following:

- Excellent experience in curriculum design and innovation and in the delivery of undergraduate and postgraduate teaching and assessment in health policy and management.
- A good record of impactful scholarly journal research in health policy, management, reflected in publications in international peer-reviewed journals, ideally with some experience of generating research funding
- Evidence of an ability to translate principles learned from health policy and management research and related disciplines to policy and provider settings
- Evidence of a capacity for strategic leadership and the ability to contribute to the strategic vision of the Centre, Discipline and School.
- Evidence of the ability to play a key role in the development of inter-institutional research collaborations, nationally and internationally.
- Excellent interpersonal, collaborative and supervisory skills.
- Evidence of an ability to integrate health policy and management teaching and research into the wider population health and health services research fields.
- Evidence of an ability to engage effectively with key stakeholders in the education sector, healthcare, government bodies and agencies and the private sector

The Centre for Health Policy and Management

The Centre for Health Policy and Management is currently located in the School of Medicine and the Discipline of Public Health and Primary Care. The core mission of the Centre is to improve the performance of health systems, both internationally and within the Irish context, through high quality research, teaching and policy advice. Disciplinary perspectives include health economics, policy analysis, health systems, health financing, health service research, sociology and management. The Centre's research concentrates on:

- Health Systems Performance and Reform
- Palliative Care
- Complex Adaptive Systems and Delivery of Integrated Care
- Health financing, Universal Healthcare and improving access
- Economic Evaluation of Services (relating mainly to heart disease, neurological diseases and cancers)
- Health care workforce planning, migration and motivation
- Consequences of population ageing on health and social care
- Computational analysis of clinician communications

The Centre established, leads and collaborates on high profile post-graduate courses which are targeted to leadership development within the Irish health service: [the Masters in Health Services Management](#) and the national [SPHeRE PhD programme](#) in Population Health and Health Services Research with RCSI and UCC, as well as providing key teaching inputs into the [Masters in Global Health](#) and the [Global Brain Health Institute](#).

The Centre has a very strong track record in policy impact which includes its support to the Oireachtas Committee for Future Healthcare and the production of [the Slaintecare report 2017](#) .

Discipline of Public Health and Primary Care

Public Health and Primary Care is located in the Institute of Population Health, Russell Centre, Tallaght Cross. The disciplines of Public Health and Primary Care together form one of the Trinity College Medical School departments based in the Institute of Population Health, alongside colleagues from the School of Nursing and Midwifery, where the Department hopes to develop further linkages and synergies with local GP practices, HSE and hospital colleagues

and other disciplines within Trinity College. The Department is a multi-disciplinary team with public health medicine and general practice forming the core of the discipline. Epidemiology, health psychology and the social sciences are also represented in the team makeup. The Department's research is reflective of health questions at both population and community levels, with particular emphasis on lifestyle issues and how these affect people's health. Illicit drugs and alcohol use, childhood and adult obesity, cancer prevention, chronic disease and multi- morbidity along with genetic epidemiology and gene-environment interaction, all form part of our research agenda. Staff members are involved in the Growing up in Ireland (GUI) study, which provides a rich seam of data for research.

Application Information

Applicants should provide the following information when applying for the post.

Example of details required for Application Process:

1. A comprehensive curriculum vitae, including a full list of publications
2. The names and contact details (i.e. addresses, e-mail, etc.) of three referees
3. A research plan (summarising research to be carried out in the next two years and including details of funding to be sought - 2 pages) and a teaching statement (summarising teaching experience and approach – 2 pages)
4. PLEASE NOTE: Candidates who do not submit this additional information may not be considered for shortlisting

Note:

- **Please note:** Candidates who do not address the application requirements above in their cover letter will 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.

Further Information for Applicants

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

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.psnipolice.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 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 19 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. 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:

Clodagh Daly

Human Resources

Trinity College Dublin, the University of Dublin

Email: dalyc28@tcd.ie



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universityvacancies.com

