



## Job Description

<b>College/Management Unit</b>	College of Engineering and Architecture
<b>School/Unit</b>	UCD School of Biosystems and Food Engineering
<b>Post Title &amp; Subject Area (if relevant)</b>	Lecturer/Assistant Professor X 2
<b>Post Duration</b>	Permanent Lecturer/Assistant Professor Above the Bar or Lecturer/Assistant Professor Below the Bar
<b>Grade</b>	Lecturer/Assistant Professor Above the Bar or Lecturer/Assistant Professor Below the Bar
<b>Reports to</b>	Head of School
<b>HR Reference No.</b>	011003
<b>HR Administrator</b>	Stephen Fagan

### Position Summary

The UCD School of Biosystems and Food Engineering is a dynamic, research-driven school with a clear focus on delivering excellent teaching programmes. The School has an acknowledged international track record of research achievement across major fields within the discipline.

The School now wishes recruit two permanent faculty at Lecturer/Assistant Professor grade who will play a key role in the development and delivery of the School's taught and research programmes. The successful candidate's will hold a primary degree and a PhD in engineering or cognate discipline.

The School's research activities include: Food Process Engineering and Food Safety, Agricultural Engineering and Precision Agriculture, Energy and Environmental Engineering, Systems Modelling. Applicants with backgrounds in these or related areas are invited to apply.

As part of their application, applicants are requested to submit:

- A 2 page research statement, outlining a 3 year research plan.
- A 2 page teaching statement, outlining a planned approach to teaching and module development.

Interview date: Tuesday, 29 January 2018 (for both posts)

**Lecturer/Assistant Professor Below the Bar Salary Scale: €33,479 - €58,760 per annum or Lecturer/Assistant Professor Above the Bar Salary Scale: €52,848- €83,090 per annum**

Appointment will be made on scale and in accordance with the Department of Finance guidelines

### Principal Duties and Responsibilities

#### Teaching and Learning

- Teach selected undergraduate and postgraduate courses as may be assigned by the Head of School.
- Supervise undergraduate and taught Masters research projects.
- Engage in programme and curriculum design and review.
- Design and implement a range of appropriate methods of teaching and assessment.
- Provide academic counselling and advice to students.
- Undertake management and co-ordination roles in teaching and learning.

#### Research

- Engage actively in research and scholarly activity, and disseminate the results of research through publication in international peer-reviewed academic journals and by other appropriate means.
- Supervise and manage student research projects, and supervise postdoctoral researchers.
- Engage actively in initiatives to successfully attract research funding.
- Engage in the development of interdisciplinary research initiatives.
- Provide leadership by coordinating and managing the day-to-day research activities of

research groups and interactions with collaborating partners.

#### **Administration**

- Participate in and show leadership in the academic administration of the School, College and appropriate University bodies.
- Undertake specific roles and functions in the School, College and other University bodies as may be requested.
- Promote the development of the School and the University.
- Maintain the highest professional standards enhancing school and University performance
- Contribute to the academic life of the School, College and University and to the wider educational community.
- Support student recruitment activities.
- Undertake other such duties as directed by the Head of School in line with the contract of employment.

#### **Selection Criteria**

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate for successful discharge of the responsibilities of the post. Applications will be assessed on the basis of how well candidates satisfy these criteria.

#### Mandatory

- Be in receipt of primary and PhD degrees in Engineering or cognate discipline.
- Be committed to high quality university level teaching, learning and student support.
- Have a high-quality publication record commensurate with the stage of their career.
- Possess excellent communication and presentation skills.
- Experience of supervision of undergraduate /graduate research projects.
- A track record of research achievement in areas relevant to the School's interests, as evidenced by scientific publications in peer-reviewed journals.
- A strong ability to work in and actively contribute to an interdisciplinary research environment.

#### Desirable

- Demonstrated ability to attract external research income, and to manage research programme activity.
- Evidence of industrial and academic links, and the ability to foster industry contacts.
- Membership of one or more relevant Professional Engineering Institutions.
- Experience of supervising postdoctoral researchers.
- University teaching experience.

### **Further Information for Candidates**

#### **Supplementary information**

The University:	<a href="http://www.ucd.ie/aboutucd.htm">http://www.ucd.ie/aboutucd.htm</a>
The UCD Strategy for Research, Innovation and Impact 2015-2020:	<a href="http://www.ucd.ie/innovation/aboutus/ucdstrategyforresearchinnovationandimpact/">http://www.ucd.ie/innovation/aboutus/ucdstrategyforresearchinnovationandimpact/</a>
The College/Management Unit:	<a href="http://www.ucd.ie/science">http://www.ucd.ie/science</a>
The School/Programme Office/Unit:	<a href="http://www.ucd.ie/sbbs">http://www.ucd.ie/sbbs</a>

#### **Garda Vetting required:**

**NO**

**YES** – Garda Vetting will be conducted for the recommended candidate(s) as part of the selection

process for the post in accordance with the UCD Garda Vetting Policy - [http://www.ucd.ie/hr/t4cms/Garda\\_Vetting\\_Policy.pdf](http://www.ucd.ie/hr/t4cms/Garda_Vetting_Policy.pdf)

### Relocation Expenses

- Will not apply  
 Will be applied in accordance with the UCD Relocation Policy <http://www.ucd.ie/hr/policies>

### Informal Enquiries ONLY to:

Name:	Professor Colm O'Donnell
Title:	Head of School
Email address:	<a href="mailto:colm.odonnell@ucd.ie">colm.odonnell@ucd.ie</a>
Telephone:	+353 1 7167201

### *Eligibility to compete and certain restrictions on eligibility*

<b>Incentivised Scheme for Early Retirement (ISER):</b>	It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position
<b>Department of Health and Children Circular (7/2010):</b>	The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to complete in this competition.
<b>Collective Agreement - Redundancy Payments to Public Servants:</b>	The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Minister's consent will have to be secured prior to employment by any public service body.

<p><b>Declaration:</b></p>	<p>Applicants will be required to a Pre-Employment Declaration to confirm whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. The above represents the main schemes and agreements restricting a candidate's right to be re-employed in the public service. However it is not intended to be an exhaustive list and candidates should declare details of any other exit mechanism they have availed of which restricts their right to be re-employed in the public service. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.</p>
<p><b>Superannuation and Retirement:</b></p>	<p>The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the University, at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme").</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>
<p><b>a. Pensionable Age</b> - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.</p> <p><b>b. Retirement Age</b> - Scheme members must retire at the age of 70.</p> <p><b>c. Pension Abatement:</b></p> <ul style="list-style-type: none"> <li>• If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.</li> <li>• Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007</li> </ul> <p>The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).</p> <ul style="list-style-type: none"> <li>• Ill-Health-Retirement</li> </ul> <p>Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.</p> <p><b>d. Prior Public Servant</b> - While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service</p>	

within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case such a candidate would instead be offered membership of the UCD Pension Scheme. This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual as outlined below:

*e. Pension Accrual* - A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

*f. Pension-Related Deduction* - This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>.