



## Job Description

<b>College/Management Unit</b>	College of Engineering and Architecture
<b>School/Unit</b>	School of Mechanical and Materials Engineering
<b>Post Title &amp; Subject Area (if relevant)</b>	Full Professor of Biomedical Engineering Commencing 1st September 2020, or later by agreement
<b>Post Duration</b>	Permanent
<b>Grade</b>	Full Professor
<b>Reports to</b>	Head of School
<b>HR Reference No.</b>	012272
<b>HR Administrator</b>	Ella Mikkonen

### Position Summary

The UCD School of Mechanical and Materials Engineering invites applications for a Full Professor position in under the Senior Academic Leadership Initiative (SALI) Call 2019, in line with the requirements set out in the Higher Education Authority (HEA) [Call document](#).

The Senior Academic Leadership Initiative gives priority to highly qualified female candidates within the boundaries of what is legally permissible, in order to address their underrepresentation; preferential consideration of female candidates is excluded if other reasons worthy of legal protection, prevail. In exceptional circumstances, candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be approved if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

More information about the objectives of the SALI Initiative can be found under the section covering **“Further Information for Candidates”** below, and also at: <https://hea.ie/funding-calls/senior-academic-leadership-initiative/>

This leading Academic role in UCD is supported by the ‘Senior Academic Leadership Initiative’ (see below). The UCD School of Mechanical and Materials Engineering (SMME) has a long and distinguished international track record of achievement and is committed to the highest standards of teaching, learning and student development within a research-informed environment. Biomedical Engineering is centrally important to the portfolio of taught Bachelor’s and Master’s programmes offered by the College of Engineering and Architecture and, together with Design, Energy, Manufacturing and Materials, is one of the School’s key research priorities. Following recent sustained growth in the School’s taught programmes, the growth of internationally important research opportunities, and the Senior Academic Leadership Initiative (SALI) sponsored by the Higher Education Authority, the School invites applications for a permanent position of Full Professor in Biomedical Engineering.

Prospective candidates for this post are required to demonstrate a research programme in aspects of biomedical engineering that complement at least one of the School’s other disciplines, viz materials, design, manufacturing and energy. Candidates are also required to have a recognised track record of internationally competitive research achievement.

On appointment, the successful candidate will be expected to maintain an active and impactful personal research programme, to publish in leading international journals and conferences, and to seek out opportunities for research funding and collaboration, both nationally and internationally. Depending on the successful candidate’s interests, association with one of UCD’s Research Institutes or Academic Centres may be encouraged. The appointee will be required to undertake teaching duties, to include both lecturing and project supervision, across a range of programmes offered by the School. The appointee will be encouraged to take a leadership role in the teaching and development of biomedical engineering within the School, and to contribute appropriately to complementary subjects.

### **Equality, Diversity and Inclusion:**

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies here <https://www.ucd.ie/equality/>. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.

### **Application Information**

Applicants are required to submit a statement clearly outlining how you meet the criteria of this particular post in relation to the stated objectives of the Senior Academic Leadership Initiative (*see below*), or detail any exceptional circumstances as to why you should be considered for this post

When completing UCDs eRecruitment application process you will be required to upload the following documents:

- Curriculum Vitae
- Cover Letter
- Dedicated statement of suitability for this particular post (max 300 words). The statement provided will form part of the initial eligibility screening process for this particular post.

**Full Professor Salary Scale:** €117,915 - €151,492 per annum

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

### **Principal Duties and Responsibilities**

- Engage actively in research at the highest international level, and publish the outcomes of that research in leading peer-reviewed journals and scientific conferences.
- Contribute to the development of degree programmes related to Biomedical Engineering in which the School is engaged.
- Provide strong academic leadership in biomedical engineering, articulating and helping to implement a convincing vision of a future research strategy in this field within UCD and Ireland, together with a funding plan to underpin future development.
- Lead bids for large-scale competitive national and international research funding awards in particular involving interdisciplinary and collaborative participation.
- Engage in the supervision of research postgraduate students up to doctoral level, and supervise post-doctoral researchers.
- Contribute across the lecturing, tutorial and laboratory programmes of the School, be available for student consultation and advice and undertake related assessment and examination duties.
- Contribute to the leadership and administration of the School and University, and to the development of scholarship within the wider community
- Provide mentorship and a positive role model for earlier career staff and researchers within the School.
- Build strong collaborative links with other researchers in the University, with colleagues in other institutions and with industry.
- Seek to advance personal professional development and to advance the reputation of the School and the University in wider society.

### **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

- PhD in a relevant discipline from a recognised institution.
- Primary degree in either Mechanical Engineering, Materials Engineering, or a closely related disciplinary area.
- A strong recognised reputation in biomedical engineering in terms of scholarship or innovation, as evidenced through indicators such as peer-reviewed publications, esteem awards, patents or technological developments.
- A demonstrated commitment to high-quality university-level teaching, learning and student support.
- Excellent ties to leading industrial and academic research groups worldwide.
- A proven record of success in winning significant funding and in sustaining research and innovation in biomedical engineering.
- Strong leadership skills and proven experience in working and positive collaboration with colleagues and peers, nationally and internationally.
- Ability to motivate people and provide leadership to develop the culture of the biomedical engineering research community at UCD and to build the external profile of that community.
- High level communication and interpersonal skills.
- Candidates must show evidence of leadership in and/or demonstrated commitment to gender equality and the broader equality, diversity and inclusion agenda.

### Desirable

- Membership of relevant professional bodies.
- Leadership role in international organisations, technical/scientific committees for international conferences etc.

## **Further Information for Candidates**

### **Supplementary information**

The University:	<a href="http://www.ucd.ie/aboutucd.htm">http://www.ucd.ie/aboutucd.htm</a>
The College:	<a href="http://www.ucd.ie/eacollege/">http://www.ucd.ie/eacollege/</a> <a href="http://www.ucd.ie/eacollege/contact/equalitydiversityinclusion/">http://www.ucd.ie/eacollege/contact/equalitydiversityinclusion/</a>
The School:	<a href="http://www.ucd.ie/mecheng">http://www.ucd.ie/mecheng</a> <a href="https://www.ucd.ie/biomedicalengineering/">https://www.ucd.ie/biomedicalengineering/</a> <a href="http://www.i-form.ie/">http://www.i-form.ie/</a>
Other:	<a href="https://www.ucd.ie/equality/">https://www.ucd.ie/equality/</a> <a href="https://hea.ie/funding-calls/senior-academic-leadership-initiative/">https://hea.ie/funding-calls/senior-academic-leadership-initiative/</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](#)

### **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 Kenneth Stanton
Title:	Head of School
Email address:	<a href="mailto:kenneth.stanton@ucd.ie">kenneth.stanton@ucd.ie</a>
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## Particular to this position:

### Senior Academic Leadership Initiative (SALI)

#### Section 1: Introduction

##### 1.1 Call for applications

Applications are invited from suitable qualified candidates for a new post in Biomedical Engineering under the Senior Academic Leadership Initiative (SALI) Call 2019, in line with the requirements set out in the Higher Education Authority (HEA) [Call document](#).

This SALI Programme is managed by the Higher Education Authority (HEA), on behalf of the Department of Education and Skills (DES). Following a competitive process based on an annual Call for applications from higher education institutions (HEIs), the HEA approved 2 new and additional senior academic leadership posts for our institution in the area(s) of Biomedical Engineering and Materials Chemistry to assist in accelerating gender balance at senior levels.

##### 1.2 Background

Diversity is a key strength of Irish higher education. In recent decades our universities, institutes of technology, and colleges have been transformed, from predominantly national institutions catering primarily for school-leavers, to internationally oriented institutions engaged with an increasingly diverse student body, of all ages, backgrounds and gender identities.

Higher education legislation requires institutions to promote gender-balance among students and staff, and for the HEA to promote the attainment of equality of opportunity.

The [HEA National Review of Gender Equality in Irish Higher Education Institutions \(2016\)](#) was an important first step in highlighting the gender inequality that existed at senior academic levels in our HEIs. The HEA Expert Group report outlined a number of recommendations for the HEIs, HEA, research funding agencies and other key stakeholders. However, since the publication of the HEA Expert Group report, progress has remained exceptionally slow. The DES proposed that a targeted and proportionate positive action should be taken to accelerate the achievement of gender equality objectives. Such an approach is consistent with a range of Government strategies and policies including, for example:

- [National Strategy for Women and Girls](#)
- [Equality Budgeting Initiative](#)

The Gender Equality Taskforce identified significant measures that could accelerate progress in achieving gender equality in the Irish HEIs. Their Action Plan 2018-2020 encompasses a suite of initiatives to bring about sustainable organisational change and to empower a culture of gender equality in the HEI's for all staff, academic and professional, as well as management and support staff at all levels. Ambitious targets for the proportion of academic and professional, management and support staff of each gender to be in senior positions in 1, 3 and 5 years will be agreed with the HEA and monitored annually through the Strategic Dialogue process. Their report is available here –

<https://hea.ie/assets/uploads/2018/11/Gender-Equality-Taskforce-Action-Plan-2018-2020.pdf>

The HEA Expert Group and Gender Equality Taskforce both recognised that in addition to the organisational

and culture change initiatives needed; a significant targeted positive action initiative was required in order to effect change within a reasonable timeframe at the highest academic level in both sectors. Analysis of recruitment trends by the Gender Equality Taskforce highlighted that rate of change, over the period 2013 – 2017, at the most senior grades is slower than at other grades.

International evidence is that the establishment of new and additional gender-specific posts would be a proportionate and effective means to achieve rapid and sustainable change, and on that basis has the potential to be transformative for the higher education sector in terms of securing gender equality goals.

As part of the launch of the Gender Equality Taskforce Action Plan, it was also announced that a new Senior Academic Leadership Initiative (SALI) would be established.

## **Section 2**

### **2.1 Objective of the Initiative**

The Senior Academic Leadership Initiative aims to help achieve equality of outcome in the higher education sector. New and additional senior academic leadership posts have been funded in areas where:

- there is clear evidence of significant gender under-representation;
- where this appointment will have significant impact within the faculty/department/functional unit and the HEI;
- where they would be a proportionate and effective means to achieve accelerated and sustainable change within an institution.

These posts are new and additional to the sector, i.e. they are in addition to the existing Employment Control Framework (ECF), and they will be funded through new and additional funding provided specifically to help progress gender balance among academic staff at senior levels.

The key objective of this Initiative is principally to attract outstanding female applicants both from within the sectors currently and internationally. The Initiative will also assist in increasing the number of women involved in the decision-making processes in the institutions, as advocated in the *EU Commission Strategy on Promoting Equality in Decision Making*.

In securing 2 posts under this initiative, our institution has demonstrated our commitment to gender equality. Our institution has also demonstrated plans for future developments in this area and has outlined the organisational and cultural initiatives in place to support the newly appointed staff.

While this Initiative gives priority to highly qualified female candidates within the boundaries of what is legally permissible, in order to address their underrepresentation; preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

## **Section 3: Call criteria and application guidelines**

### **3.2 Applicant eligibility**

2 SALI posts have been approved to our institution in the area(s) of Biomedical Engineering and Materials Chemistry by the HEA, and the applicant can only be appointed within these specific areas.

Only applicants who are suitably qualified will be appointed. If applicants do not meet the normal competition rules for appointment at Full Professor level, then appointment will not be made.

This is a dedicated Call under the Senior Academic Leadership Initiative, and is an open competition for which

both internal and external candidates will be eligible.

In line with the objectives of the HEA SALI Call 2019, applications from highly qualified female candidates will be prioritised within the boundary of what is legally permissible, in order to address their underrepresentation. However preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, applications from candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if the institution can clearly articulate reasons worthy of legal protection as to why they should be considered.

### **3.3 Applicant assessment process and guidelines**

Normal UCD recruitment procedures apply for appointment at Full Professor level.

In line with the HEA Expert Group recommendation 1.16, institutions are required to review the recruitment and assessment procedures currently being used to ensure that such processes are gender-proof. For example, institutions should consider how best to factor in time spent away from an academic career when asking for measurable outputs, e.g. asking applicants to identify their top 3–5 publications/outputs with no time limits would negate periods of time spent away from an academic career, however asking for the publications/outputs over the last 5 years would disadvantage someone who has spent time away from their academic career.

A key objective of the Initiative is to strengthen diversity at senior academic leadership level in Higher Education Institutions (HEIs) given the benefits that increased diversity would be expected to generate for HEIs as set out in the report of the Gender Equality Taskforce. Consequently, other capabilities and life experiences which have been acquired by applicants outside of the academic environment can be taken into account in assessing candidates, in so far as they are of importance for the suitability, performance and capability of applicants to perform senior academic leadership roles in higher education and to underpin the achievement of increased diversity at that level.

### **Section 4: Funding & Duration**

The successful applicants will be permanent employees of University College Dublin, under our standard terms and conditions.

### ***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.
<b>Declaration:</b>	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.
<b>Superannuation and Retirement:</b>	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”).  Key provisions attaching to membership of the Single Scheme are as follows:
	<p><i>a. Pensionable Age</i> - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.</p> <p><i>b. Retirement Age</i> - Scheme members must retire at the age of 70.</p> <p><i>c. Pension Abatement:</i></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</li> </ul>

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.

- Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

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).

- Ill-Health-Retirement

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.

**d. Prior Public Servant** - 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 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>.