



Job Description

College Management Unit:	UCD College of Social Sciences and Law
School Unit:	UCD School of Social Policy, Social Work and Social Justice
Post Title & Subject Area (if relevant)	Lecturer/Assistant Professor in Social Justice
Grade	Lecturer/Assistant Professor Above the Bar
Post Duration:	Permanent - Commencing in September 2020
Reports to	Head of School or nominee
Competition Ref. N^o	011912
HR Administrator	Laura Serrano

Position Summary:

The UCD School of Social Policy, Social Work and Social Justice seeks to appoint a Lecturer/Assistant Professor in Social Justice with a specialisation in race and racism/anti-racism.

The successful candidate will have a teaching and research record in the area of race and racism/anti-racism. They will contribute to the School's graduate and undergraduate programmes. Specifically, the person will be required to: teach an undergraduate module on 'Race and Racism'; deliver or contribute to the delivery of undergraduate and graduate social justice modules; and undertake supervision of graduate research students. They will also carry out various administrative functions, undertake research and scholarship, and participate in the School's public engagement and outreach activities.

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.

Salary:

Lecturer/Assistant Professor Above the Bar salary scale: €53,773- €84,544 per annum

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

Principal Duties and Responsibilities:

The duties of the successful candidate will include but not necessarily be limited to the following:

- Undertake and publish high quality research and scholarship in your field of expertise
- Actively contribute to the graduate and undergraduate teaching programmes as directed by the Head of School. This will involve, inter alia, module design and delivery, examination and assessment, quality assurance and enhancement, and associated administration
- Supervise master's and doctoral research students
- Participate in School/College committees and boards
- Make a significant contribution to the general administration of the School
- Contribute to the academic life of the School, College and the University
- Contribute to the School's outreach and public engagement activities
- Attend research meetings, conferences and workshops
- Undertake such other appropriate 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:

Candidates should have:

- A PhD in a relevant social science discipline
- Experience in the teaching, design, coordination and assessment of modules at undergraduate level, including module(s) on race and racism/anti-racism
- Demonstrable expertise in student-centred pedagogies and teaching methods
- An ability to teach outside areas of specialist research interest, within the interdisciplinary field of social justice
- Evidence of a strong record of research and publication in the field of social justice, with particular emphasis on race and racism/anti-racism
- Demonstrable administrative skills and capacity to work as part of a team
- A capacity for working in an interdisciplinary context within the School and the wider academic community
- A demonstrable commitment to the ethos and orientation of the Social Justice programme
- Candidates must demonstrate how they can positively contribute to fostering an inclusive environment and a level of awareness of equality, diversity and inclusion.

Desirable:

- Experience of supervising postgraduate minor theses and/or PhD theses
- Teaching experience in research methods and methodologies
- Experience of teaching on outreach and/or professional development programmes
- Experience of public engagement activities
- Experience applying for funded research and/or working on funded research projects

Further Information for Candidates:**Supplementary information:**

The University:	www.ucd.ie/aboutucd.htm
The UCD Strategy for Research, Innovation and Impact 2015-2020:	www.ucd.ie/innovation/aboutus/ucdstrategyforresearchinnovationandimpact/
UCD College of Social Sciences and Law:	www.ucd.ie/socscilaw/
UCD School of Social Policy, Social Work and Social Justice:	www.ucd.ie/socialpolicyworkjustice/

Relocation Expenses:

- Will be applied in accordance with the UCD Relocation Policy

Garda Vetting required:

- Not Required

Informal Enquiries ONLY to:

Name:	Ms Judy Walsh
Title:	Head of Social Justice
Email address:	judy.walsh@ucd.ie
Telephone:	00353 1 716 8339

Conditions specific to this post (if any):

The successful candidate must be available to commence employment in September 2020

<i>Eligibility to compete and certain restrictions on eligibility</i>	
Incentivised Scheme for Early Retirement (ISER):	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
Department of Health and Children Circular (7/2010):	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.
Collective Agreement - Redundancy Payments to Public Servants:	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.
Declaration:	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.
Superannuation and Retirement:	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:

a. Pensionable Age - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.

b. Retirement Age - Scheme members must retire at the age of 70.

c. Pension Abatement:

- 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.

- 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>.