



Job Description

College/Management Unit	UCD College of Social Sciences and Law
School/Unit	UCD School of Sociology
Post Title & Subject Area (if relevant)	Lecturer/Assistant Professor or Associate Professor in Sociology
Grade	Lecturer/Assistant Professor (Above the Bar) or Associate Professor
Post Duration	Permanent - Commencing 1 September 2020
Reports to	Head of School or Nominee
HR Reference No.	011907
HR Administrator	Laura Serrano

Position Summary

The School of Sociology holds a premier place in the field of sociology in Ireland. It has a longstanding commitment to societally relevant research, interdisciplinary scholarship, and the provision of innovative and dynamic programmes at graduate and undergraduate levels. These programmes are underpinned by an extensive and diverse range of staff specialisms that address the defining issues of the day. Teaching and research in the school generally coheres around the following themes: Comparative Social Change; Health, Wellbeing and Society; Crime, Violence and Conflict; Cultural Sociology; Race, Migration and Decolonial Studies; Demography; Social Network Analysis and Computational Sociology.

We are seeking applications from individuals who will contribute to our goals of further developing the School of Sociology as a leading centre for sociological research and enhancing our international profile in this respect; advancing the innovation and expansion of our programmes; and playing a central role in enhancing UCD's position as an internationally recognised centre for academic excellence.

Applications are invited for one permanent post of Lecturer/Assistant Professor or Associate Professor, depending on level of experience. We are seeking candidates who can make a significant contribution in a substantive area of sociology, particularly candidates who specialise in social media or digital sociology from quantitative and statistical perspectives, and who can teach modules in computational sociology.

Notes for Applicants:

- All applicants are asked to submit a detailed cover letter when uploading their CV and related application material for the post.
- Interviews are expected to be held the week commencing the 24th February 2020. The successful candidate will commence employment on the 1st September 2020.

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 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

OR

Associate Professor salary scale: €69,865 - €97,595 per annum

Appointment will be made on appropriate scale and point of the scale 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:

Research, Scholarship and Innovation

- Engage actively in research and scholarly activity appropriate to the School and, where appropriate, contribute to interdisciplinary research programmes in the university.
- Supervise research students and projects, as appropriate.
- Disseminate the results of research through publication in academic journals and by other appropriate means, including presenting research findings at academic conferences.
- Engage in initiatives to seek research funding.

Teaching and Learning

- Contribute strongly to the teaching and continuing development of undergraduate and postgraduate courses in Sociology, as directed by the Head of School.
- Engage in the assessment of students.
- Utilise a range of appropriate methods of teaching and assessment.
- Provide academic counselling and advice to students.

General

- Participate in the academic administration of the School and appropriate University bodies.
- Act as a member of such appropriate committees as may be required.
- Promote the development of the School, College and the University.
- Maintain the highest professional standards so that the reputation of the University is enhanced.
- Undertake such other duties as requested by the Head of School, and that are commensurate with the nature and grade of the post.

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 sociology (or cognate discipline, if the candidate demonstrates evidence of other qualifications in sociology or experience of sociology teaching and/or publishing);
- Demonstrable capacity for both undergraduate and graduate teaching;
- A track record of high quality teaching at University level;
- Evidence of a commitment to teaching and learning;
- An ability to design, deliver and assess a range of modules in sociology;
- Demonstrable capacity to teach computational sociology;
- A strong, demonstrable commitment to research and international publication, including a track record of publication in international peer-reviewed journals;
- Experience of undertaking and publishing high-quality sociological research;
- A capacity for graduate student supervision;
- Demonstrated willingness to contribute to the academic life of the School, College and University;

- Excellent interpersonal skills;
- Excellent Time Management skills.
- Candidates must demonstrate how they can positively contribute to fostering an inclusive environment and a level of awareness of equality, diversity and inclusion.

Desirable

- Good international research network and international academic experience;
- Evidence of a commitment to developing innovative approaches to teaching and learning;
- Individual strategy for research, including funding applications and publication activities, for the next 5 years
- Administrative experience commensurate with managing a portfolio of teaching and research.

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 Human Sciences:	www.ucd.ie/socscilaw/
UCD School of Sociology:	www.ucd.ie/sociology/

Informal Enquiries ONLY to:

Name:	Dr Iarfhlaith Watson
Title:	Head of School
Email address:	iarfhlaith.watson@ucd.ie
Telephone:	+353 1 716 8561

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](#)

Eligibility to compete and certain restrictions on eligibility

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
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<p>Department of Health and Children Circular (7/2010):</p>	<p>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.</p>
<p>Collective Agreement - Redundancy Payments to Public Servants:</p>	<p>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>
<p>Declaration:</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>Superannuation and Retirement:</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>

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>.