Post Specification

<table>
<thead>
<tr>
<th>Post Title:</th>
<th>Assistant Professor in Organisational Behaviour and/or Human Resource Management</th>
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<tbody>
<tr>
<td>Post Status:</td>
<td>3-year Contract, Full-time</td>
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<tr>
<td>Department/Faculty:</td>
<td>School of Business</td>
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<td>Reports to:</td>
<td>Head of School of Business</td>
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<tr>
<td>Location:</td>
<td>Main Campus, Trinity</td>
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<tr>
<td>Salary Range:</td>
<td>This appointment will be made on the Department of Education and Skills Lecturer scale at a point in line with current Government Pay Policy.</td>
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<td>Closing Date:</td>
<td>12 Noon on 28th March 2014</td>
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Background to the Post:
The School of Business, having undertaken an extensive review of its undergraduate and postgraduate curricula in the context of the globalisation of business, is creating a lectureship in Organisational Behaviour and/or Human Resource management. The post will augment the breadth of the School’s existing strengths in the disciplines of business. Critically, the post will deepen the School’s existing strengths in organisational behaviour and/or human resource management, and allow the School to work collaboratively across faculties with other Schools engaged in innovation.

The ideal candidate will have a Ph.D. qualification linked to research in the areas of Organisational Behavior and/or Human Resource Management. The ability to relate the research to issues of innovation and entrepreneurship would be an advantage. In addition, preference will be given to candidates with a 3rd level qualification in teaching and learning. The post holder will be expected to have excellent communication, organisation and interpersonal skills, with the ability to work independently as well as part of a team.

Standard Duties of the Post:
The appointee is responsible for:
1. Teaching in the area of Organisational Behaviour and/or Human Resource Management at undergraduate and postgraduate levels.
2. Developing learning environments that are consistent with modern teaching and learning practices and that are flexible, student-centered and accessible, utilising appropriate technology.
3. Contributing to building an active individual and collaborative international research record, including PhD supervision, publication and the generation of external research income.
4. Participating with colleagues in developing and maintaining links and partnerships with industry and the wider community both nationally and internationally.
5. Undertaking appropriate administrative activities and tasks that support the School of Business and the wider College community.
Person Specification

Qualifications
A Ph.D. qualification linked to research in the areas of Organisational Behavior and/or Human Resource Management is essential. Applicants who have submitted a thesis and are awaiting viva voce examination will be considered, but any offer of appointment will likely be conditional upon successful defense and award of the Ph.D. degree within 1-year from commencement date of appointment.

The ability to relate the research to issues of innovation and entrepreneurship would be very welcome.

It is also desirable that candidates have a 3rd level qualification in teaching and learning.

Knowledge & Experience
The successful candidate should be able to demonstrate:
- clear evidence of research potential, preferably evidenced by peer-reviewed publication.
- a facility to secure research funding and to attract and develop postgraduate students.
- familiarity with working in an interdisciplinary environment.
- a proven aptitude for teaching effectively at undergraduate and postgraduate levels.
- an ability to supervise dissertations through to a successful outcome.
- a capacity to work as part of a team.

Skills & Competencies
In all cases, candidates must demonstrate:
- a record of research leading to published work. This will be best indicated by publications in international refereed journals or, in the case of those beginning an academic career, by a clear publications strategy and associated plan.
- a demonstrated enthusiasm for and success in teaching undergraduate and postgraduate students;
- an enthusiasm and aptitude for a collegial style of working, for collaborative and interdisciplinary work in teaching and research, and for international networking.

Informal enquiries about this post - please contact Professor Paul Coughlan by e-mail: coughlnp@tcd.ie.

Application Information;
In order to assist the selection process, candidates should submit a cover letter together with a full curriculum vitae to include the names and contact details of 3 referees (email addresses if possible), your list of publications and a research plan (summarising research to be carried out in the next two years and including details for funding to be sought - 2 pages), and a teaching statement (summarising teaching experience and approach - 2 pages) by e-Recruitment
School of Business Snapshot
Business is a long established discipline in Trinity, having been formed as the School of Commerce offering B.A. and B.Comm. degrees in 1925 and transformed into the School of Business Studies in the sixties. The School is located in the Faculty of Arts, Humanities and Social Sciences. The transformation from a School of Commerce to a School of Business in 1962 marks one of the earliest recognitions among Irish and British universities of the emergence of the Business School as distinct from the earlier model of a School of Commerce. It was followed quickly by the launch of one of the three original European MBA programmes. In 1976, a further significant innovation on a European scale was marked by the launch of the M.Sc. (Mgmt) degree in Management Practice for practising senior executives, with a curriculum based on action research principles.

An established Chair of Business was created in the School in 1979 and was held initially by Professor Charles McCarthy and most recently was held by Professor John Murray. An endowed Chair of International Business was created in 2001 and most recently was held by Professor Colm Kearney. An endowed chair in International Business and Development was created in 2006, and is held by Professor Frank Barry. The School has a total staff complement of 21 full-time and 5 part-time academic staff, three programme directors, a senior administrator, a student recruitment executive and 5 executive officers.

Trinity’s School of Business is recognised for its unique and innovative degree programmes, commitment to research-based teaching, internationalism, strong interrelationships with Irish and global organisations in the private, public and voluntary sectors and for an intimate, tutorially oriented educational philosophy. The School’s mission is to educate the most able school leavers, postgraduates and experienced managers, providing each with the best disciplinary competence in management as well as a critical and inquiring understanding of organisations. The School’s vision is to be a leading, internationally ranked, centre of research, teaching and executive education located in Ireland.

Programmes Offered
The School’s undergraduate programmes are characterised by focus and unique curricula. The B.B.S. degree allows undergraduates to specialise in Business, while joint honours programmes enable undergraduates to combine Business with a range of other subjects primarily from the Faculty of Arts, Humanities and Social Sciences. Currently available joint options are: Economics, Political Science, Law, Computer Science, Sociology, French, German, Spanish, Polish and Russian. The structure of the programmes reflects the School’s commitment to providing students with a broadly based education in business.

The Trinity MBA is one of Europe’s longest established M.B.A. programmes. It has run annually since 1964 and has strong traditions that include an international orientation, diverse student body, and a strong commitment to personalised tutorial style learning. The programme reflects these values through its small class size, its international character, and close relationships between faculty and students. The MBA is positioned as a niche programme within the highly competitive international MBA marketplace and aims to equip its graduates with a clear strategic orientation, strong team working skills and the facility to operate effectively in a multi-cultural
global setting. From September 2011 the Trinity MBA is also offered on a two-year part-time basis.

*The M.Sc. (Finance), M.Sc. (International Management) and M.Sc. (Business and Management)* are pre-experience masters programmes aimed at domestic and international graduates. They are offered on a one-year fulltime schedule. The M.Sc. Finance began in academic year 2008-09 and the M.Sc. International Management was launched in academic year 2009-10. The M.Sc. in Business and Management was launched in September 2011 and is aimed at non-business domestic and international graduates.

The *M.Litt./Ph.D. programme* has a sustained enrollment of students of high capability, exceptional success in winning scholarships, and a structured approach to advanced research in business and management. There are currently 45 students at various stages of their studies.

**Current Research Fields**

The School's Strategy prioritises two programmatic research themes involving teams of researchers, postgraduates and research fellows. The School is also committed to fostering individual research and scholarship by all members of staff. The strategic research themes are:

1. **International Business**
   This theme has three strands:
   
   **International Financial Integration (INFINITI):** also forming part of the research agenda of the Institute for International Integration Studies (IIIS), INFINITI conducts research on international asset market linkages, international diversification and MNC's, the effect of EU enlargement on international financial markets, International Asset Market integration and contagion; financial market efficiency, particularly as measured by calendar anomalies; novel solutions to international indebtedness of developing countries.

   **Global Business Systems:** the Global Business Systems Centre (GBSC) pursues research, in collaboration with the Institute for International Integration Studies (IIIS), on the structure and dynamics of international supply chains; on business as a conduit for globalization; on the evolution of multi-industry value chains; and, in collaboration with Computer Science, on the development of novel software architecture for adaptive global supply chain design.

   **Development:** also forming part of the research agenda of the IIIS, this programme focuses on globalisation and national advantage, global economic geography and tax harmonisation.

2. **Nonprofit Management & Social Entrepreneurship**
   The Centre for Nonprofit Management (CNM) conducts research on the ‘third sector’, nonprofit and voluntary organizations, their emergence, management and impact on wider society; on the extent and shape of the Third Sector in Ireland through its sector mapping project; and, from 2008, on social entrepreneurship.

3. **Innovation & Entrepreneurship**
   In line with the university’s new integrated strategy on innovation and entrepreneurship the School is establishing a research agenda focused on the organization and management of both
commercial and social innovation and entrepreneurship. As part of this the School will be establishing Research Centres in Commercial Innovation and Entrepreneurship and also in Social Engagement.

Staff and their Research Interests

**Professoriate**
- Dr. Frank Barry: International business and development
- Dr. Louis Brennan: Global business, operations
- Dr. Paul Coughlan: Operations, New product development
- Dr. Brian Lucey: Finance, stock market efficiency

**Associate Professorships**
- Dr. Martin Fellenz: Organisational behaviour
- Dr. Joseph McDonagh: Strategic change and information technology
- Dr. Gerard McHugh: Corporate financial reporting, accounting history
- Dr. James Stewart: Industrial and economic policy, pensions policy

**Assistant Professorships**
- Dr. Jenny Berrill: Finance, international finance
- Dr. Mairead Brady: Marketing, global networks
- Dr. Sarah Browne: Marketing
- Dr. Domenico Campa: Financial reporting, corporate governance, auditing & fraud auditing
- Dr. Norah Campbell: Marketing, qualitative consumer research
- Dr. Denise Crossan: Social Entrepreneurship
- Dr. Gemma Donnelly-Cox: Organisational growth, voluntary and non-profit organisations
- Dr. Majella Giblin: Entrepreneurship, innovation policy, high-technology sectors
- Dr. Mary Lee Rhodes: Operations, urban service delivery systems
- Dr. James Quinn: Strategic management
- Dr. Padraic Regan: Strategic management
- Dr. Aleksander Sevic: International finance, corporate governance

**Other academic staff**
- Mr. Pearse Colbert: Adjunct Associate Professor of Accounting
- Dr. David Coghlan: Adjunct Professor, Organisation development
- Mr. Neil Dunne: Teaching Fellow, Accounting & finance
- Mr. Michael Flynn: MBA Director
- Mr. Leo Goodstadt: Adjunct Professor, Business and politics in Asia
- Ms. Mary Rose Greville: Brendan McDonald Adjunct Professor of Leadership and organisational change
- Dr. Constantin Gurdgiev: Adjunct Assistant Professor in Finance
- Mr. John R. Healy: Adjunct Professor, Nonprofit management
- Mr. Hilary Hough: Adjunct Teaching Fellow, Accounting
- Dr. Richard Keegan: Adjunct Assistant Professor, Operations management
- Dr. William Kingston: Adjunct Associate Professor, Innovation.
- Mr. Patrick McCabe: Adjunct Associate Professor, Management accounting, control
Mr. Brian Massey Adjunct Teaching Fellow, Strategic management
Mr. Sean Melly Adjunct Professor, Finance
Dr. Eoin O'Neill Adjunct Professor, Entrepreneurship
Dr. Andrew O'Regan Adjunct Assistant Professor, Nonprofit organisations
Mr. John Quilliam Adjunct Assistant Professor, Management & organisation structure
Ms. Diana White Adjunct Teaching Fellow, Accounting

Support staff
Ms Pamela Hennessy School Administrator
Ms Aoife Fitzpatrick Student Recruitment Officer
Ms Ruth O'Leary Careers Development and Alumni Officer
Ms Joan Reidy Senior Executive Officer
Mr Rory Carrick Executive Officer
Ms Valerie McCarthy Executive Officer
Ms Elaine Moore Executive Officer
Ms Rebecca Owens Executive Officer

Trinity College Dublin

Founded in 1592, Trinity is at the nexus of tradition and innovation, offering undergraduate and postgraduate programmes across 24 schools and three faculties: arts, humanities, and social sciences; engineering, maths and science; and health sciences. Spread across 47 acres in Dublin’s city centre, Trinity’s 17,000-strong student body comes from all 32 counties of Ireland, and 16% of students come from outside the country. Of those, 40% are from outside the European Union, making Trinity’s campus cosmopolitan and bustling, with a focus on diversity.

As Ireland’s leading university, the pursuit of academic excellence through research and scholarship is at the heart of the Trinity education. Trinity is known for intellectual rigour, excellence, interdisciplinarity, and research-led teaching. Home to Nobel prize-winners such as scientist Ernest Walton and writer Samuel Beckett, Trinity draws visitors from across the world to its historic campus each year, including to the Book of Kells and Science Gallery which capture the university’s connection to both old and new.

Trinity accounts for one-fifth of all spin-out companies from Irish higher education institutions, helping to turn Ireland into an innovation-intensive, high-productivity economy. That culture of innovation and entrepreneurship is a defining characteristic of our campus as we help shape the next generation of job creators.

Trinity has developed significant strength in a broad range of research areas, including the 19 broadly based multi-disciplinary thematic research areas.
Ireland’s first purpose-built nanoscience research institute, CRANN, houses 150 scientists, technicians and graduate students in specialised laboratory facilities. Meanwhile, the state-of-the-art Biomedical Sciences Institute is carrying out breakthrough research in areas such as immunology, cancer and medical devices.

The Old Library, which houses the Long Room, in Trinity is the largest research library in Ireland, with a collection of six million printed items, 500,000 maps, 80,000 electronic journals, and 350,000 electronic books. Some of the world’s most famous scholars are graduates of Trinity, including writer Jonathan Swift, dramatist Oscar Wilde, philosopher George Berkeley, and political philosopher, and political theorist Edmund Burke. Three Trinity graduates have become Presidents of Ireland - Douglas Hyde, Mary Robinson and Mary McAleese.

Trinity is the highest ranked university in Ireland, and among the world’s leading higher education institutions.

# The Selection Process in Trinity

- The Selection Committee (Interview Panel) will include members of the Academic community together with an External Assessor who is an expert in the area.

- Applications will be acknowledged by email. If you do not have confirmation of receipt within 1 day of submitting your application online, please get in touch with us 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 College 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 College’s selection methods may consist of any or all of the following:
  - Interviews
  - Presentations
  - Psychometric Testing
  - References
  - Situational Exercises

- It is the policy of the College 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.

**Equal Opportunities Policy**

Trinity College Dublin is an equal opportunities employer and is committed to the 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.

**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

Candidates should submit a cover letter together with a full curriculum vitae to include the names and contact details of 3 referees (email addresses if possible), your list of publications and a research plan (summarising research to be carried out in the next two years and including details for funding to be sought - 2 pages), and a teaching statement (summarising teaching experience and approach - 2 pages) by e-Recruitment:

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT

If you have any query regarding this, please contact:

Amy Quirke, Recruitment Executive, Human Resources, House No. 4, Trinity College Dublin
Tel: +353 1 896 1893
Email: aquirke@tcd.ie