Post Specification (Comp: 034073)

Post Title:	Assistant Professor in Zoology (Organismal Zoology), Tenure Track
Post Status:	Tenure Track*
Department/Faculty:	Discipline of Zoology, School of Natural Sciences, Trinity College Dublin, the University of Dublin
Location:	School of Natural Sciences, Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Head of School of Natural Sciences.
Salary:	Appointment will be made on the Assistant Professor (Lecturer) Scale at a point in line with Government Pay Policy [€34,813 to €84,556 per annum], appointment will be made no higher than point [8]
Hours of Work:	Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please follow the link below: http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf
Closing Date:	12 Noon (GMT), Thursday, 17th October 2019

* This position is a Tenure Track position which is 5-years in the first instance, permanency is subject to satisfying the tenure requirements.

The successful applicant will be expected to take up post in the first quarter of 2020

Post Summary

The School of Natural Sciences seeks to appoint a lecturer in Zoology at the organismal scale.

We are open to the appointment of an Assistant Professor with an excellent research record in Zoology at the organismal scale including vertebrates and invertebrates in terrestrial, freshwater and marine ecosystems. We have a particular interest in recruiting in comparative physiology, evolution, biomimetics, biomechanics, wildlife biology (at the organismal scale) or animal behaviour. Research in organismal zoology can be applied to a range of societal and economic challenges including (but not limited to): global change, food security, coastal defence, invasive species management, biobased industry applications, biomedical applications, fisheries management, integrated pest management, conservation, wildlife management, Blue Economy development and ecosystem service provision.

It is envisaged that the candidate's research will be relevant to current national and international research priorities in biology or zoology. A strong track record in publication is expected and the appointee will be required to compete for national and International research funding (e.g. SFI; EPA; EU Horizon 2020; Horizon Europe; ERC; DAFM) and to build a dynamic research group with international recognition. The appointee's research will provide opportunities for cross-disciplinary research among Schools and within the Trinity Centre for Biodiversity Research (TCBR) and/or The Trinity Centre for the Environment. The appointee will support the University's Strategic Plan by strengthening the biological aspects of one or more of the University's research themes https://www.tcd.ie/research/themes/ , in particular the "Smart & Sustainable Planet" research theme. The post will support the agenda and mission of the E3 initiative, the Engineering, Emerging Technologies and Environment Institute (http://www.tcd.ie/E3/).

The Assistant Professor will contribute to teaching in the School at undergraduate level, to the Biological & Biomedical Sciences stream of the Science Course (TR060) in the Freshman years (years 1 & 2) and to relevant modules in the Zoology, Botany and/or Environmental Science degree programmes in Sophister years (years 3 & 4), in zoology and their specialist area. They will contribute to the School's taught MSc programmes, including current cross-disciplinary Masters programmes in Biodiversity & Conservation, Environmental Sciences and/or

Development Practice and/or be involved in new Masters programmes linked to the E3 institute.

Background to the Post

This Assistant Professorship post strategically targets an important and vibrant research area that is core to activities of the School of Natural Sciences, the E3 Institute and the associated research clusters and centres (Nature+, The Centre for Biodiversity Research and The Centre for the Environment). A high quality teaching, outreach and research resource exists in the Zoological Museum https://www.tcd.ie/Zoology/museum/ which has been awarded full accreditation from the Museum standards Programme for Ireland. Environmental research facilities are available in the Centre for the Environment and a range of laboratory facilities are available, including new aquatic biology facilities. Large scale fieldwork is encouraged through partnerships with land-holders and managers nationally and internationally.

Trinity has a high international standing in the area of zoology which stems from the high calibre staff and from the network of links extending from them to the wider School of Natural Sciences and other Schools through multidisciplinary research and national and international partnerships. Our academic and research staff cover an impressive range of scholarship and expertise. We attract high quality PhD students from both national and international backgrounds.

The appointee will become part of a lively and diverse School, comprising the Disciplines of Botany, Geography, Geology and Zoology and the associated Centre for the Environment and Centre for Biodiversity Research. The staff of the School of Natural Sciences work under the single overarching theme 'Biodiversity and the Environment' underpinned by four subthemes: Molecular and Comparative Physiology; Ecology and Evolution; Earth and Environmental Science; and Society, Space and Environment. The appointee will contribute to and ideally promote synergy among some of these sub-themes. They will be expected to enhance research-led teaching in the School, increasing opportunities for graduate research.

Standard duties of the Post

The individual appointed, whilst being based in Zoology, will be expected to foster interdisciplinary, collaborative research and teaching. Staff in Zoology currently work on a wide range of organisms from microbes to plants and animals in both aquatic and terrestrial ecosystems. They will be expected to develop an internationally recognised research profile whilst contributing to undergraduate and postgraduate level teaching and to the supervision of research students. The successful candidate will also undertake such administrative responsibilities as directed by the Head of School or their nominee; these will, however, be kept to a minimum during the first year of appointment.

The appointee may take on teaching duties at Freshman level. They will play a key role in the development and teaching of the moderatorships in Zoology and Environmental Sciences and taught Masters in the School.

They may also be asked to contribute to other School modules and a Trinity Elective module. Undergraduate teaching will involve giving lectures, seminars and tutorials; setting and marking examinations; organising and teaching practical classes; supervising projects; and organising and running field courses both locally and abroad. The appointee will participate in and develop the teaching of one or more of the School's taught postgraduate courses such as the M.Sc. in Environmental Science, M.Sc. in Biodiversity and Conservation, M.Sc. in Development Practice, new Masters programmes under development and taught modules for Ph.D. students. Teaching loads will be gradually increased in the initial years following appointment to facilitate the development of an active research group.

The appointee will be expected to be proactive in raising funds from Exchequer, non-Exchequer and industry sources and engage in international networks to support research, including funds to support postgraduate research students, research fellows and/or research assistants. They will be expected to act as supervisor or co-supervisor to research students, and to continue to recruit new research students annually. The appointee will also contribute to outreach and the promotion of biology, ecology and/or environmental sciences in the wider community.

Funding Information

The appointee will have access to a wide range of research facilities which the appointee will be expected to develop further. Facilities include modern molecular biology laboatories, environmental laboratories and newly renovated aquatic and terrestrial ecology research laboratory space, the Zoology Museum, Trinity Botanic Gardens, Herbarium and analytical laboratories associated with the Centre for the Environment and the Geochemistry Laboratory in Geology.

Location and Facilities

The Zoology Building is located on the main campus, additional facilities are available on campus or within a short distance of the city centre of Dublin.

Person Specification

Qualifications

- Candidates must hold a PhD in a relevant research area and be able to demonstrate a proven track record in the field of Zoology at the organismal scale.

Knowledge & Experience (Essential & Desirable)

Essential:

- Evidence of research potential and achievements, including publications, in a cognate area.
- Ability and potential to attract national and international research grants.
- Evidence of experience of undergraduate teaching and a personal contribution and commitment to excellence in teaching.
- Competent educator employing innovative approaches to learning and teaching.
- A commitment to student care.
- Evidence of potential competence in the administration of academic programmes.
- A collaborative and collegial leadership and working style, with openness to collaboration with colleagues in other disciplines.
- A commitment to scholarship.
- A commitment to the contribution of knowledge to society.
- A commitment to own professional development.

Desirable:

- Experience and interest in working in an interdisciplinary setting;

- Participation in research seminars and conferences.

- Experience of research student supervision.

- Experience of supervising undergraduate dissertations.

- Experience of teaching at Masters level.

- Experience of developing new modules and teaching material, including online platforms.

Skills & Competencies

- Field specific technical/scientific skills.

- Demonstrated potential to manage and develop modules in a University setting.

- Ability to work effectively as a member of a team.

- Excellent communication skills.

- Excellent organisational and administrative skills.

- Demonstrate vision and commitment.

- Willingness to contribute to the College, to the discipline and to the wider community.

Further Information

For further information about the Discipline of Zoology and the School of Natural Sciences, see https://www.tcd.ie.//Zoology/ and https://www.naturalsciences.tcd.ie.

Candidates wishing to discuss the lectureship post informally and in confidence should email Professor Yvonne Buckley, Head of Zoology, buckleyy@tcd.ie or Professor Patrick Wyse Jackson, Head of School, wysjcknp@tcd.ie.

The School of Natural Sciences, comprises the Disciplines of Botany, Geography, Geology, Zoology and the Centre for the Environment. It is one of the largest schools in the Faculty of Engineering, Mathematics and Science and hosts biological, physical and social scientists. The School currently accommodates 40 academic staff, ca. 25 postdoctoral research fellows and ca. 164 postgraduate students (including 89 research and 75 taught students). The School of Natural Sciences is one of the first in Ireland to hold an Athena SWAN bronze award for addressing issues in gender inequality and will submit an application for an Athena SWAN

silver award this year. The School's taught programmes are varied as the School offers moderatorships (undergraduate degrees) in Environmental Sciences, Botany, Earth Sciences, Geography, Geology, and Zoology and contributes to other moderatorships including Neurosciences, Geography and Politics (http://www.naturalscience.tcd.ie/undergraduate/). The School also has a major commitment to graduate teaching and supervision and currently hosts three taught MSc. programmes (http://www.naturalscience.tcd.ie/postgraduate/).

E3 Initiative (Engineering, Environment and Emerging technologies)
Trinity College Dublin is embarking on an ambitious project to expand education and research activities across three of its Schools: Computer Science & Statistics, Engineering, and Natural Sciences. Recognising the importance for humanity of addressing the challenge of sustainable technological development, the expansion of the three Schools is being executed as a single strategic activity - the E3 initiative.

The E3 initiative is premised on the realisation that:
- human inquisitiveness is unquenchable and the need and desire for advanced technologies is a positive characteristic of the human spirit; and
- the natural capital of the planet is finite and should be used to provide flows of goods and services sustainably and equitably.

With the E3 initiative, Trinity promotes the vision of a society where the interdependence between technological innovation and our natural capital is advanced by world-leading research, education and entrepreneurship. The E3 initiative will position Ireland at the forefront of research in Science, Technology, Engineering, and Mathematics (the STEM disciplines), that are crucial for future economic competitiveness. It will educate engineers and scientists for employment in existing and new technology sectors, equip them with the skills and attributes to lead in the creation of new businesses, and place Ireland in a leadership role globally for the quality of graduates in the STEM disciplines.
https://www.tcd.ie/e3/

Further Information for Applicants

URL Link to Trinity College Dublin	www.tcd.ie
URL Link to Human Resources	https://www.tcd.ie/hr/
URL Link to Botany Discipline	https://www.tcd.ie/Botany/
URL Link to School of Natural Sciences	https://naturalscience.tcd.ie/
URL Link to E3 Initiative	https://www.tcd.ie/e3/
URL to research grouping NATURE+	https://naturalscience.tcd.ie/natureplus/

Application Information

Applicants should provide the following information when applying for the post

1. A comprehensive curriculum vitae and a cover letter
2. The names and contact details (i.e. e-mail) of three referees
3. A research plan and a teaching statement

Please note: Candidates who do not address the application requirements above in their cover letter will not be considered at the short list stage.

Trinity College Dublin, the University of Dublin

Trinity is Ireland's premier university, with a proud tradition of excellence stretching back to its foundation in 1592. The oldest university in Ireland, and one of the oldest in Europe, today Trinity sits at the intersection of the past and the future, and is ideally positioned as a major university in the European Union. Our 47-acre campus is located in the heart of Dublin city centre and is home to historic buildings dating from the University's establishment, as well as some of the most cutting-edge teaching and research facilities in Ireland. Students at Trinity benefit from a unique educational experience across a range of disciplines in our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences. The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success.

Trinity has developed [18 broad-based multidisciplinary research themes](#) that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. These internationally recognised themes include such diverse areas as Cancer, Immunology, Telecoms, Identities in Transformation, Nanoscience, Neuroscience, and Making Ireland. Researchers from across the University work together in innovative ways to develop new and exciting approaches to their research and explore the frontiers of knowledge in the 21st century. In creating these dedicated research themes, Trinity's researchers are able to become a more powerful force on the global stage, successfully competing for large-scale grants and attracting top students and faculty to the University. Trinity is home to Ireland's first purpose-built Nanoscience research institute, CRANN, which opened in January 2008. This state-of-the-art facility houses 150 scientists, technicians, and graduate students in specialised laboratories, fostering creative innovations that have seen Trinity's researchers make significant breakthroughs.

The Trinity Long Room Hub for Arts and Humanities Research Institute is the University's flagship institute for research in the Arts and Humanities, providing a world-class environment for cross-disciplinary collaborative projects. The Long Room Hub provides a central location through which the University's internationally respected Arts and Humanities research can become more visible, demonstrating its relevance for contemporary and future societies.

Researchers from across the University regularly participate in debates on topical issues facing the world today. As well as operating an International Visiting Research Fellowship programme, the Long Room Hub also hosts major EU-funded Digital Humanities projects.

One of the most instantly recognised parts of Trinity's campus is the famous Old Library, home to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. Trinity's Library is the largest research library in Ireland and is an invaluable resource to Trinity's students and research community. Built up over the four centuries of the University's existence, the Library's collections have benefitted from its status as a Legal Deposit library for the past 200 years, granting Trinity the right to claim a copy of every book published in Ireland and the UK. At present, the Library's holdings span approximately 4.25 million books, 22,000 printed periodical titles, and access to 60,000 e-journals and 250,000 e-books.

Trinity attracts top students from Ireland and abroad and prides itself on the consistently high standard of student admitted to the University every year. These students are drawn to Trinity for the excellence of our research-led teaching and for the quality and prestige a degree from this University confers. Trinity has also pioneered accessibility to education in Ireland, becoming the first university in the country to reserve 15% of its undergraduate places for students from non-traditional learning groups. Trinity is the top-ranked European university for student entrepreneurship and Europe's only representative in the world's top-50 universities.

Our alumni have gone on to shape the history of Ireland and of Western Europe in a wide range of fields. These include such notable figures as Jonathan Swift, Oscar Wilde, William Rowan Hamilton, Edmund Burke, William Stokes, Denis Burkitt, Louise Richardson, Lenny Abrahamson, and Anne Enright. Three of Trinity's graduates have been awarded Nobel prizes: Ernest Walton for Physics in 1951; Samuel Beckett for Literature in 1968; and William Campbell for Physiology / Medicine in 2015. Trinity also counts the first female President of Ireland among its alumni in Mary Robinson, as well as other notable former Presidents Douglas Hyde and Mary McAleese. At Trinity we are justifiably proud of our tradition, and we strive to uphold this excellence as we face the demands of the 21st century.

Ranking Facts

Trinity is the top ranked university in Ireland. Using the QS methodology, the University is ranked 104th in the world and using the Times Higher Education World University Rankings methodology Trinity is 117th in the world.

Overall

- Trinity is Ireland's No.1 University in the QS World University Ranking, THE World University Ranking and the Academic Ranking of World Universities (Shanghai).

- Trinity is ranked 104th in the World, and 36th in Europe, in the 2018/2019 QS World University Ranking.

- Trinity is ranked in the Top 120 for Graduate Employability in the QS 2018 Rankings.

- Trinity is in the Top 50 most innovative universities in Europe according to Reuters.[1]

- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook's independent analysis.[2]

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[1] http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT
[2] http://pitchbook.com/news/reports/2015-2016-pitchbook-universities-report

Internationalisation

- Trinity is ranked 52nd in the world in the THE World University Ranking for international outlook.

Research Performance

- Of the 981 institutions included in the THE World University Rankings for 2017, Trinity is in the top 15% internationally for research performance.
- Trinity is ranked in the top 15% internationally by QS for citations.

In the QS World University Subject Rankings:

- Trinity is ranked in the top 50 worldwide in four subject areas according to the QS World University Subject Rankings 2018. The University is ranked in the top 100 globally for 20 subjects overall.
- Trinity's Top 50 subjects include Nursing (25th), Classics (28th), English (28th) and Politics (43rd).
- Trinity is ranked in the top 100 for each of the following 16 subjects: History, Languages, Philosophy, Theology, Computer Science, Biology, Medicine, Pharmacy, Chemistry, Geography, Materials Science, Education, Law, Social Policy, Sociology and Sport.
- The University is ranked in the top 100 for three broad subject areas: Arts & Humanities (57th), Life Sciences & Medicine (87th), and Engineering & Technology (89th).

Research Themes
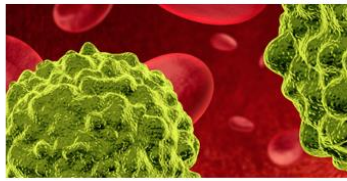
Ageing	**Cancer**	**Creative Arts Practice**
Creative Technologies	**Digital Engagement**	**Digital Humanities**
Genes & Society	**Identities in Transformation**	**Immunology, Inflammation & Infection**
International Development	**International Integration**	**Making Ireland**
Manuscript, Book and Print Cultures	**Nanoscience**	**Neuroscience**
Telecommunications	**Smart Sustainable Planet**	**Next Generation Medical Devices**
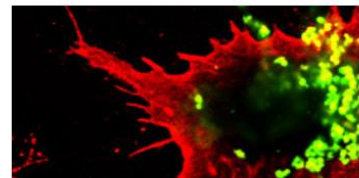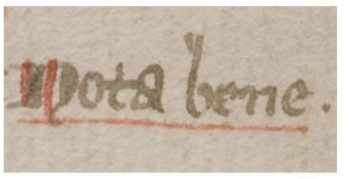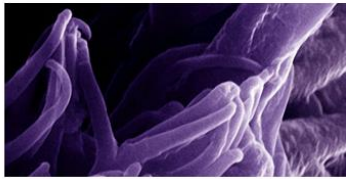
The Selection Process in Trinity

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification 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 University regrets that it may not be in a position to offer alternate selection dates. Where applicants are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to applicants 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 University's selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by applicants in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Jobs, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations https://www.djei.ie/en/What-We-Do/Jobs-Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/ and the Ineligible Categories of Employment are set out in Schedule 4 of the Regulations https://www.djei.ie/en/What-We-Do/Jobs-Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/. Non-EEA applicants should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA applicants should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to 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. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity's Diversity Statement can be viewed in full at https://www.tcd.ie/diversity-inclusion/diversity-statement.

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

Applicants should submit a full Curriculum Vitae to include the names and contact details of 3 referees (including email addresses), together with a cover letter (1x A4 page), a Teaching Statement and Research Plan as outlined in the Application Process above.

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT:

http://jobs.tcd.ie

If you have any application queries, please contact:

Daniel Knowles

Human Resources, House No. 4,

Trinity College Dublin, the University of Dublin

Tel: +353 1 896 4015

Email: knowledj@tcd.ie