



Job Description

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| College/Management Unit | UCD College of Business |
| School/Unit | UCD School of Business - Management Information Systems Subject Area (MIS) |
| Post Title & Subject Area (if relevant) | Lecturer / Assistant Professor in Business Analytics |
| Post Duration | Temporary 5-year post / Permanent post |
| Grade | Lecturer / Assistant Professor (above the bar) |
| Reports to | Dean, UCD College of Business/Subject Area Head |
| HR Reference No. | 010930 |
| HR Administrator | Gary Greenan |

Position Summary

University College Dublin invites applications for the position of Lecturer / Assistant Professor in the UCD College of Business, Management Information Systems (MIS) Subject Area. Appointment may be made on a permanent or temporary five year basis.

One of the keystones of the School's reputation as one of the world's leading business schools is the quality and expertise of our Faculty. We are the only business school in Ireland to hold the triple crown of accreditation from AACSB (US), EQUIS (Europe) and AMBA (UK). We are also the only Irish member of global networks such as GNAM and CEMS, a global alliance of leading business schools and multinational companies.

We have been consistently ranked in the top 100 business schools in the Financial Times' highly competitive global rankings and currently have a number of top 50 programmes including MSc International Management (7th), MSc Finance (36th) and Executive Education Open Enrolment (48th), and are ranked 24th in Europe. More recently our MSc Business Analytics has been ranked 13th in the world by the QS World University Rankings.

The mission of the School is to cultivate an environment of excellence in business education and to foster life-long learning and innovation in the preparation of promising people for positions of increasing responsibility and leadership in Ireland and abroad. This has been defined in its mission statement:

To be the leader in business education in Ireland and among the leaders in Europe by providing bold, imaginative educational programmes informed by an intensive commitment to research, discovery and innovation.

The core values of the School are excellence in research and teaching, collegiality within the university, and willingness to change and accept diversity. The School is committed to continuous improvement and increasing aspirations in regard to teaching and knowledge creation and dissemination.

Research: The UCD Centre for Business Analytics (CBA) and the UCD Natural Computing Research & Applications Group (NCRA), within the Management Information Systems (MIS) subject area, places strong emphasis on research leading to publication in international, peer-reviewed academic journals and in leading debate in the field of Business Analytics in the academic and public space. Currently, the CBA is the foremost centre in Ireland carrying out research and teaching in Business Analytics, and the NCRA is ranked in the top 3 groups in the world in evolutionary computation (SciVal). Its members have interests in areas such as Adaptive Business Intelligence, Health & Sports Analytics, Decision Analytics, Multi-criteria Decision-Making, Combinatorial Optimisation, Network Algorithms, Spatial Analysis, Decision Support Systems, Supply Chain Optimisation, Natural Computing for Analytics, Complex & Adaptive Systems, Systems Science and Simulation. It is expected that the successful applicant will build on the existing achievements of the MIS area and the BA group in order to enact transformational change, leading to the development of an international centre of renown for Business Analytics.

Teaching and Learning: The MIS Subject Area makes a major contribution to the Business School's undergraduate and postgraduate programmes. This includes the BComm, the MBA, and the PhD programmes and in particular the MSc in Business Analytics. It is expected that the successful candidate will make a significant contribution to teaching and mentoring students at all levels, and in further curriculum and programme development for Business Analytics.

Strategic Planning: In conjunction with the College Principal and Dean of the School of Business, academic staff are involved in the formulation and implementation of policies to develop the academic and strategic potential of the School.

Administration: Academic staff assume administrative and managerial duties as appropriate to the role; fostering collegiality within the School.

95 Lecturer / Assistant Professor (above the bar) 2010 Salary Scale: €52,848 - €83,090 per annum
Appointment will be made on scale and in accordance with the Department of Finance guidelines

Principal Duties and Responsibilities

- Undertake and publish high quality research and scholarship in own field of expertise within Business, specifically in the area(s) of Business Analytics.
- Keep abreast of research and scholarship developments in their chosen discipline.
- Actively contribute to the graduate and undergraduate teaching programmes as directed by the Head of School. Inter alia, this will involve module design and delivery, examination and assessment, quality assurance and enhancement, and associated administrative duties.
- Provide students with feedback in relation to examination performance, and evaluate performance in the professional and practical elements of the course.
- Supervise masters and doctoral research. Attend and maintain active membership on Subject Area/School/University committees/boards.
- Make a significant contribution to the general administration of the Subject Area and the School.
- Contribute to the academic life of the Faculty and the University.
- Contribute to the wider educational and business community.
- Actively contribute to meetings, courses and conferences for professionals and academics in their field of expertise.
- 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

- A PhD in Business Analytics or a related field.
- An established track record of publication in international, peer-reviewed journals in the field.
- Demonstration of high-quality undergraduate / postgraduate teaching in Business Analytics.
- A capacity and enthusiasm for working in an interdisciplinary context within the School and wider academic community.

- An ability to design, deliver and assess a range of modules in and outside areas of specialist research interest.
- Excellent interpersonal and communication skills.

Desirable

- A demonstrable track record in developing successful research funding applications.
- Good international research network and international academic experience.
- Administrative experience commensurate with managing a portfolio of teaching and research.

Further Information for Candidates

Supplementary information

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| The University: | http://www.ucd.ie/aboutucd.htm |
| UCD College of Business: | http://www.ucd.ie/business/ |
| UCD School of Business: | http://www.ucd.ie/business/ |
| The UCD Strategy for Research, Innovation and Impact 2015-2020: | http://www.ucd.ie/innovation/aboutus/ucdstrategyforresearchinnovationandimpact/ |

Relocation Expenses

- Will apply

Garda Vetting

- Will not be required

Informal Enquiries ONLY to:

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| Name: | Donncha Kavanagh |
| Title: | Professor of Information & Organisation and Head of MIS Subject Area |
| Email address: | donncha.kavanagh@ucd.ie |
| Telephone: | +353-1-7164751 / +353-87-6411040 |

Eligibility to compete and certain restrictions on eligibility

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| 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 |

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| | 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: |
| <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"> 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>.