



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

## Post Specification

<b>Post Title:</b>	Assistant Professorship in Spatial Ecology/Spatial Environmental Biology, Full Time
<b>Post Status:</b>	Permanent
<b>Department/Faculty:</b>	Discipline of Zoology, School of Natural Sciences, Faculty of Engineering, Mathematics & Science, Trinity College Dublin, the University of Dublin
<b>Location:</b>	Zoology Building, School of Natural Sciences Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
<b>Salary:</b>	Appointment will be made on the Lecturer Salary Scale at a point in line with Government Pay Policy
<b>Closing Date:</b>	12 Noon on Friday 18 <sup>th</sup> September 2015

**The successful candidate is expected to be in position by early 2016 or as soon as possible thereafter.**

**Interviews for this post are likely to be held in early to mid-November**

## Post Summary

The School of Natural Sciences seeks to appoint an Assistant Professor in spatial ecology/spatial environmental biology. The study of how organisms respond to environmental variability in terrestrial and aquatic habitats is critical to several fields including: predicting and managing species responses to climate change, ecological and environmental determinants of species ranges and conservation decision making.



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It is envisaged that the candidate's research be relevant to current national and international research priorities in spatial ecology/environmental biology. 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; 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 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 and in particular the Smart & Sustainable Planet research theme (formerly Sustainable Environment & Smart & Sustainable cities theme). The post will support the proposed new agenda and mission of the E3 initiative, the Engineering, Energy and Environment Institute (<http://www.tcd.ie/E3/>).

The Assistant Professor will contribute to teaching in the School at undergraduate level, chiefly to the Science (TR071) Course in the Freshman years (years 1 & 2) and to relevant modules in Environmental Science, Functional Biology, Plant Sciences and Zoology degree programmes in Sophister years (years 3 & 4). S/he will also contribute to the School's taught MSc programmes and will attract students through the development of new teaching modules, notably in the areas of spatial environmental biology/ecology.

### **Background to the post**

The School has supported, over the past couple of decades, a large and active research group in the areas of ecology and evolution. 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 initiative and the associated



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research centres (Trinity Centre for Biodiversity Research and The Centre for the Environment).

Trinity has a high international standing in the area of ecology and evolution which stems from the high calibre staff in Zoology and Botany and from the network of links extending from them to the wider School through multidisciplinary research. 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: Ecology and Evolution, Earth and Environmental Science, Society, Space and Environment and Molecular and Comparative Physiology. The appointee will contribute to and ideally promote synergy among some of these sub-themes. S/he will be expected to enhance research-led teaching in the School, increasing opportunities for graduate research.

**Informal Enquiries** about this role may be addressed to Professor Yvonne Buckley, Head of Zoology: [buckley@tcd.ie](mailto:buckley@tcd.ie). or Professor Fraser Mitchell, Head of School: [Fraser.Mitchell@tcd.ie](mailto:Fraser.Mitchell@tcd.ie)

### **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 newly renovated



aquatic and terrestrial research laboratory space, the Zoology Museum, Botanic Gardens, Herbarium and analytical laboratories associated with the Centre for the Environment and the Geochemistry Laboratory in Geology.

### **Standard Duties and Responsibilities 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. S/he 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 his nominee; these will, however, be kept to a minimum during the first year of appointment.

The appointee will take on teaching duties at Freshman level, especially in the area of Biodiversity. S/he will play a key role in the development and teaching of the moderatorships in Environmental Sciences, Functional Biology, Plant Sciences and Zoology as appropriate.

S/he may also be asked to contribute to other School modules and a Broad Curriculum module. Undergraduate teaching will involve giving lectures, seminars and tutorials; setting and marking exams; 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, Masters in Development Practice, and taught modules for Ph.D. students. Teaching loads will be gradually increased in



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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 and engaging in international networks to support research, including funds to support postgraduate research students, research fellows and/or research assistants. S/he 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 ecology and environmental sciences in the wider community.

## **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 spatial ecology/environmental biology.

### **Knowledge & Experience (Essential & Desirable)**

#### **Essential:**

- Experience of teaching at undergraduate level.
- Evidence of research potential and achievements, including publications, in a cognate area.
- Ability to attract national and international research grants.
- A commitment to student care.
- A commitment to own professional development.



- Evidence of potential competence in the administration of academic programmes.
- Competent lecturer employing innovative approaches to learning and teaching.
- A collaborative 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.
- Evidence of a personal contribution and commitment to excellence in teaching.

**Desirable:**

- Experience and interest in working in an interdisciplinary setting;
- Potential to attract research funding;
- Evidence of research achievement, and of future research potential taking the form of publications which demonstrate originality and value.
- Participation in research seminars and conferences.
- The capacity to attract graduate students
- Experience of research student supervision
- Experience of supervising undergraduate dissertations
- Experience of teaching at Masters level
- Experience of developing new modules and teaching material
- Experience and documented success in obtaining research funding

**Skills & Competencies**

- Demonstrated potential to manage and develop modules in a University setting
- Ability to work effectively as a member of a team
- Excellent communication skills



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- Excellent organisational and administrative skills
- Demonstrate vision and commitment
- Willingness to contribute to the College, to the discipline and to the wider community

### **Application Information**

In order to assist the selection process, candidates should submit their Curriculum Vitae with the names and contact details of three referees and a cover letter that includes:

1. A list of your publications
2. A research plan for the next five years including funding to be sought (maximum 2 pages)
3. A teaching statement summarising teaching experience and approach (maximum 2 pages).

#### Note:

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

### **The School of Natural Sciences**

The School of Natural Sciences, comprising the Disciplines of Botany, Geography, Geology and Zoology, the Centre for the Environment and the Centre for Biodiversity Research, 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. 14 postdoctoral research fellows and ca. 164 postgraduate students (including 89 research and 75 taught students). The School's taught programmes are varied as the School offers moderatorships (undergraduate



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degrees) in Earth Sciences, Environmental Sciences, Functional Biology, Geography, Geology, Plant Sciences and Zoology and contributes to other moderatorships including Neurosciences, Geography and Politics and to the Two Subject Moderatorship (TSM) programme

(<http://www.naturalscience.tcd.ie/undergraduate/>). The School has also a major commitment to graduate teaching and supervision and currently hosts three taught masters programmes (<http://www.naturalscience.tcd.ie/postgraduate/>).

### **Trinity College Dublin, the University of 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



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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



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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.

### **Trinity College Dublin World University Rankings**

#### *Overall*

- Trinity College Dublin is Ireland's No.1 University (QS World University Ranking, THE World University Ranking, Academic Ranking of World Universities (Shanghai).
- Trinity College Dublin is ranked 71st in the World and 21st in Europe in the 2013/2014 QS World University Ranking across all indicators.

#### *Internationalisation*

- Trinity College Dublin is ranked 30th in the World in the Times Higher Education Top 100 Most International Universities.
- Trinity College Dublin is 46<sup>th</sup> in the World in the QS World University Ranking 2013/2014 in terms of International Faculty.

#### *Research Performance*

- Trinity College Dublin is ranked in the top 70 universities in the world in the Times Higher Education Ranking of World Universities in terms of overall research and in the top 75 universities in the world in terms of citations (research impact).



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- Trinity College Dublin is 80th in the World and 27<sup>th</sup> in Europe in the 2014 Leiden University Ranking of World Universities based on research performance alone.
- Trinity College Dublin ranks in the top 1% of research institutions in the world in the following 17 fields (an increase of over 150% from 2004): Physics, Chemistry, Engineering, Social Sciences (General), Immunology, Neurosciences, Nanosciences, Materials Science, Pharmacy & Toxicology, Molecular Biology & Genetics, Biology & Biochemistry, Microbiology, Plant and Animal Science, Clinical Medicine, Agriculture, Psychiatry/Psychology, Environment/Ecology.

*Subject Rankings (high level)/QS Faculty Rankings 2014\**

- In the QS Faculty Rankings 2014, Trinity College Dublin is ranked 63rd in the world in Arts and Humanities.
- In the QS Faculty Rankings 2014, Trinity College Dublin is ranked in the world top 100 universities in Life Sciences and Medicine (in 69<sup>th</sup> place).
- In the QS Faculty Rankings 2014, Trinity College Dublin is ranked in the world top 100 universities in Social Sciences and Management (in 89th place).

*Subject Rankings (QS 2014)\*\**

Trinity College Dublin (TCD) features in the world's elite (Top 200) institutions in 23 of the 30 subjects featured the *QS World University Rankings by Subject 2014*.

- Trinity College Dublin is ranked 25th in the world in English Language & Literature.
- Trinity College Dublin is ranked 42<sup>nd</sup> in the world in Modern Languages.



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- Trinity College Dublin is ranked 46th in the world in Politics & International Studies.
- Trinity College Dublin is ranked 48th in the world in History.
- Trinity College Dublin is in the World Top 100 in Accounting & Finance.
- Trinity College Dublin is in the World Top 100 in Biological Sciences.
- Trinity College Dublin is in the World Top 100 in Economics & Econometrics.
- Trinity College Dublin is in the World Top 100 in Geography.
- Trinity College Dublin is in the World Top 100 in Law.
- Trinity College Dublin is in the World Top 100 in Medicine.
- Trinity College Dublin is in the World Top 100 in Pharmacy & Pharmacology.
- Trinity College Dublin is in the World Top 100 in Psychology.

\* QS 'Faculty' Rankings 2014: <http://www.topuniversities.com/faculty-rankings>

\*\* QS Subject Rankings 2014: <http://www.topuniversities.com/subject-rankings>

### **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
- 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, the University of 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:



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**APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT**

If you have any query regarding this, please contact:

Eimear Power, Recruitment Relationship Partner, Human Resources, House No. 4,

Trinity College Dublin, the University of Dublin

**Tel:** +353 1 896 4849

**Email:** [Eimear.power@tcd.ie](mailto:Eimear.power@tcd.ie)



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