



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Post Specification

Post Title:	Postdoctoral Research Fellow (PD1) (European Research Council Postdoctoral Researcher)
Post Status:	Specific Purpose Contract
Research Group/School	NovelEco (ERC Project number 101002440) Research Group, School of Natural Sciences, Trinity College Dublin
Location:	Department of Botany, School of Natural Sciences , and the SFI ADAPT Centre, Trinity College Dublin, the University of Dublin, College Green, Dublin 2, Ireland
Reports to:	Prof. Marcus Collier: Principal Investigator
Salary:	Appointments will be made on the Irish Universities Association (IUA) postdoctoral research salary scale Level 2, on Point 2, which is in line with government pay policy (http://www.iua.ie/researchinnovation/researcher-salary-scales/). Salaries: €39,186 per annum (Point 2) rising to €42,200 (Point 4).
Hours of Work	Full time
Closing Date:	17.00CEST, July 30 th , 2021.

This post is tenable from October 1st, 2021 or very soon thereafter depending on TCD post-COVID approval processes and subject to Government of Ireland recommendations on travel. Research Fellows will be expected to reside in Ireland. Shortlisting will be completed during August 2021. Candidates will be invited for interview (using Zoom or by phone) during the week of August 9th, 2021.

NovelEco

NovelEco is five-year research project funded by a European Research Council (ERC) Consolidator Award to Professor Marcus Collier ([School of Natural Sciences](#) and the SFI [ADAPT Centre](#)) that commenced on June 1st, 2021. The aim of **NovelEco** is to explore novel ecosystem theory as a bridging concept and a conduit for rewilding urban society. **NovelEco** is a citizen science project that will measure for the first time the societal attitudes to urban wild spaces (novel ecosystems) by working with citizens to study them and generate data on urban ecosystems. It will engage citizens in co-creating an online instrument to enable ecological data collection within urban novel ecosystems. During data collection the citizen scientists will also record their attitudes



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to novel ecosystems and reveal whether engagement with them alters their values and perhaps even their environmental behaviour. Comparing these data with the wider community this project will be the first to quantify the social and ecological values of novel ecosystems. **NovelEco** will refine and redefine the novel ecosystem concept and create a new awareness of the transformative potential of urban wild spaces. The **NovelEco** project team will initially consist of the PI, Professor Marcus Collier, three Postdoctoral Researchers, two PhD candidates, and a Research Team Manager with team members expected to grow during the lifetime of the project.

Post Summary

NovelEco has an exciting opportunity for an **ERC Postdoctoral Research Fellow**. The Research Fellow (**PD1**) will carry out world leading research on governance structures in novel ecosystems using key actor analysis of (restoration and rewilding) ecologists, urban ecologists, planners and managers, policy-makers, NGOs, nature-based enterprises and key researchers and thinkers. This research will involve diverse stakeholder analysis methodologies such as Delphi processes and has the opportunity for building a global network. This post is tenable for a minimum of two years, with the possibility of extension subject to available funding. The successful candidate will be a core member of the **NovelEco** team based in the School of Natural Sciences and the [ADAPT](#) SFI Centre and artificial intelligence-based approached for qualitative data analytics. All positions in NovelEco are based in Dublin, Ireland.

Person Specifications

Qualifications

The successful candidate will hold a PhD (to be awarded by October 1st 2021) in the area of: social-ecological systems, sustainability science, environmental governance, environmental (human) geography, (environmental) psychology, social science, anthropology, environmental studies, volunteered GIS and stakeholder mapping, digital humanities, or related areas.

Duties & responsibilities

Postdoctoral Research Fellow 1 (PD1) will have specialities in complex systems analysis, including, but not limited to, Bayesian analysis, agent-based modelling, Delphi processes, Q methodology, actor network analysis, stakeholder mapping, qualitative environmental economics, and/or social-ecological systems.

PD1 will be responsible for engaging with **key actors** (referred to in **NovelEco** as *communities-of-influence* and *communities-of-practice*) through semi-structured processes, open discussion scenario-focussed workshops, backcasting, and policy



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analysis. This will involve extensive expert-based workshoping and mapping approaches in the case study cities as well as structured and semi-structured knowledgeholder interaction in a scenario planning formats.

PD1 will collaborate together with, and potentially co-supervise, a PhD candidate (PhD1) who will carry out their own independent research into the transformational aspects of social-ecological resilience and governance structures in urban novel ecosystems. Therefore the Research Fellow will contribute to the development of the next generation of thinkers and innovators as well as augment their research supervision and advisory skills in preparation for a strong academic career.

The Research Fellow will be given opportunities to enhance their reputation through publishing in top-quality journals and conferences in collaboration with team members. All NovelEco Research Fellows will be key contributors to the **NovelEco** dissemination plan which includes, but is not limited to, the submission of at least *three* peer-reviewed publications (as a sole / lead author) in high quality journals; the submission of articles and podcasts to non-academic or media outlets; conference submissions and presentations; and occasional project blogs.

The Research Fellow will have the opportunity to present and represent the ground breaking research carried out by themselves and the whole research team, nationally and internationally. In addition, the Research Fellow will be tasked with the hosting of international meetings and reflexive workshops, in addition to the research workshops envisaged for the **NovelEco** research programme itself. This position will involve extensive travel for field research in cities in Ireland, the UK, the US and, subject to additional funding, Australia, Malta and Cyprus. Thus, the Research Fellow will build a strong network and have opportunities to liaise with internal and external stakeholders including industry and academic partners/collaborators.

Postdoctoral Research Fellows are *not* required to teach or to lead on funding proposals, but these will be strongly encouraged in order to build their skills and reputation as academics and increase their academic employment options. ADAPT's Research Development Team will help them develop their ideas into projects and establish a strong funding track record.

Postdoctoral Research Fellows may be asked to assist with student field trips, mentoring, as well as supervising taught MSc theses. Research Fellows will themselves be mentored by the PI in the writing of their own ERC project and other proposals if they so desire. Research Fellows will have many opportunities to visit and integrate with established academics in other universities.

Knowledge, Skills & Experience (Essential):



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- Excellent and proven research skills, gathering and analysing qualitative data, and ethical research practices,
- Experience in publishing, as lead author, at least one paper in a high quality, international peer-reviewed journal,
- Experience in conducting and analysing structured and semi-structured interviews, large and small workshops, focus groups, and participatory research activities,
- Ability to gather, analyse, and interpret qualitative data,
- Ability to perform high quality systematic analysis / literature reviews,
- Experience in presenting research findings at an international level,
- Excellent communication and interpersonal skills
- Excellent command of the English language (in both written and oral form),
- Ability to work both independently and in a team,
- Ability to lead, to think independently and to overcome difficulties in the research process.

Knowledge, Skills & Experience (Desirable):

- Potential of further developing a track record of publishing in leading international peer-reviewed journals,
- Knowledge of global environmental policies,
- Experience in managing websites and/or social media,
- Experience in organising research seminars, workshops and/or other events,
- Willingness to acquire new skills as required for the implementation of the project.

The ideal candidates should:

- Commit to on-going developments in the School of Natural Sciences and its mission of excellence and quality,
- Engage in the wider research and scholarly activities of the **NovelEco** research group and contribute to its profile by participating in promotional activity,
- Participate in internal/external networks for the exchange of information and to form relationships for future research collaboration,
- Conduct individual and collaborative research to the highest ethical standards,



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- Engage in the dissemination of the results of the research by producing at least three high quality academic papers as lead author,
- Carry out administrative and management work associated with the research,
- Contribute to the identification of external funding sources, the preparation of grant proposals and the assessment of research findings for potential commercial exploitation,
- Interface confidently with others and remain calm under pressure,
- Have a co-operative and responsive attitude that fosters positive working relationships,
- Work conscientiously, often to tight deadlines, and to write reports,
- Record, report and present data in a clear and organised manner,
- Produce well-written, error-free material for inclusion in reports (or sections of reports,)
- Show integrity and professionalism in the course of their work,
- Operate effectively and supportively as part of a team,
- Prioritise work to meet deadlines,
- Identify problems and propose solutions,
- Be flexible, shifting focus as and when required in a busy and changing work environment.

Further information

Informal enquiries concerning the post should be addressed to Prof. Marcus Collier (marcus.collier@tcd.ie) prior to July 9th, 2021.

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 Nature+ and Nature-based Solutions 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 of Natural Sciences is one of the first in Ireland to hold an Athena SWAN bronze award for addressing issues in gender inequality. The School hosts four ERC-funded projects.



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The School's taught programmes are varied as the School offers moderatorships (undergraduate degrees) in Earth Sciences, Environmental Sciences, Geography, Geology, Plant Sciences and Zoology and contributes to other moderatorships including Neurosciences, Geography and Politics and to the Two Subject Moderatorship ([TSM](#)) programme. 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/>).

URL Link to Area	http://naturalscience.tcd.ie/
URL Link to Human Resources	http://hr.tcd.ie/

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 two page (maximum) cover letter.

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 19 hectare 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-



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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



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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 and ranked 101st in the world (QS World University Rankings 2020). Trinity ranks in the top 50 in the world on 6 subjects and in the top 100 in 20 subjects (QS World University Rankings by Subject 2019). Full details are available at: www.tcd.ie/research/about/rankings.

Why **ADAPT**?

- **Contribute** to the ADAPT research agenda that pioneers and combines research in AI driven technologies: Natural Language Processing, Video / Text / Image / Speech processing, digital engagement & HCI, semantic modeling, personalisation, privacy & data governance.
- **Work** with our interdisciplinary team of leading experts from the complementary fields of, Social Sciences, Communications, Commerce / Fintech, Ethics, Law, Health, Environment and Sustainability.
- **Leverage our success.** ADAPT's researchers have signed 43 collaborative research projects, 52 licence agreements and oversee 16 active commercialisation funds and 52 commercialisation awards. ADAPT has won 40 competitive EU research projects and obtained €18.5 million in non-exchequer non-commercial funding. Additionally, six spinout companies have been formed. ADAPT's researchers have produced over 1,500 journal and conference publications and nearly 100 PhD students have been trained.

As an **ADAPT** researcher you will have access to a network of 85 global experts and over 250 staff as well as a wide multi-disciplinary ecosystem across 8 leading Irish universities. We can influence and inform your work, share our networks and collaborate with you to increase your impact, and accelerate your career opportunities. Specifically we offer:

- Exposure and free access within a multi-disciplinary ecosystem across 8 leading Irish universities



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- Opportunity to build your profile at international conferences and global events
- Fast-track your career through formalised training & development, expert one-on-one supervision and exposure to top AI specialists

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 3 days 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 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 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 candidates 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 candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit. This project entails field work inside and outside the EU, so



candidates should have a valid passport. A driving licence is not necessary but would be beneficial.

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>.

Benefits

- Competitive salary
- Flexible working arrangements
- Computer and peripherals of your choice
- A fast-paced environment with impactful work
- Pension
- Day Nursery
- Travel Pass Scheme
- Bike to Work Scheme
- Employee Assistance Programme
- Sports Facilities
- 22 days of Annual Leave
- Paid Sick Leave
- Training & Development
- Staff Discounts

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



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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 full curriculum vitae to include the names and contact details of 3 referees (email addresses if possible) together with a cover letter (maximum on 2 pages) that specifically address the application procedure set out above to:

Prof. Marcus Collier

marcus.collier@tcd.ie

by 18.00CEST on July 30th 2021.

If you have any query regarding this, please contact:

Ms. Collette Kelleher, Recruitment Partner, Human Resources, House No. 4, Trinity College Dublin, the University of Dublin

Tel: +353 1 896 1893

Email: Colette.Keleher@tcd.ie