



Trinity College Dublin

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

Post Specification (Comp: 035249)

Post Title:	Associate Professor in Human Resource Management (HRM)
Post Status:	Permanent
Department/Faculty:	Trinity Business School
Location:	Main Campus, Trinity College Dublin, The University of Dublin
Reports to:	Dean of Trinity Business School
Salary:	Appointment will be made on the Senior Lecturer Salary Scale at a point in line with Government Pay Policy [€78,761 to €101,706 per annum]. http://www.tcd.ie/hr/assets/pdf/monthly_academic.pdf
Hours of Work:	Hours of work for academic staff are those as prescribed under Public Service Agreements. For further information please following link below: http://www.tcd.ie/hr/assets/pdf/academic-hours-public-service-agreement.pdf
Closing Date:	12 Noon (Irish Time), 26 th October 2021
Interview dates	Selected candidates will most likely be interviewed late November/ December 2021 via video call.



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Associate Professor of HRM, Trinity Business School

Trinity College Dublin, the University of Dublin is one of the top ranked universities in Europe and a member of the League of European Research Universities (LERU). Celebrating its centenary in 2025, Trinity Business School is an international Triple Accredited (AACSB, AMBA & EQUIS) School of this world-renowned university. A university, that continues to innovate and produce entrepreneurs, with students from over 120 countries and with an accolade of being the most international university in Europe (ranked 8th in the world - Times Higher Education 2021).

Equality, Diversity, and Inclusion: The Associate Professor of HRM position provides interested applicants with a rewarding and fulfilling career prospect in senior academia with links to industry and public policy making in the wider societal reach. These opportunities are found within a work environment where equality, diversity, and inclusion, as well as equal opportunities and consideration of individual circumstances are a cornerstone of the ethos and practice of the University's life and culture. Trinity is ranked 6th in the world for gender equality in the Times Higher Education Impact Rankings 2021 and holds an Athena SWAN Bronze award, recognising its commitment to, and achievement in, advancing gender equality. The University is actively pursuing a Silver level award, which it has committed to achieving by 2025. Trinity Business School's core faculty is 43% female and 52% international. The School is ranked by both the Economist and the Financial Times as being amongst the top 5 business schools in the world for gender balance amongst both academic staff and students.

Trinity is committed to supporting the work-life balance of its employees and to creating a family-friendly working environment. Trinity Business School welcomes applications from all individuals, including those who may have had non-traditional career paths or who have taken time out for reasons including family or caring responsibilities.

The role of Associate Professor at Trinity:

The Associate Professor of HRM position offers an opportunity to play a central role regarding the development of the discipline within the School. There will also be occasions to represent the School and discipline at a senior level inside and outside the University as well as promote teaching and research excellence in the area of Human Resource Management (HRM).

The successful candidate will benefit from a competitive remuneration package that includes pension benefits as well as comprehensive on-boarding and induction supports that recognise and cater to the family and professional needs of the new Professor.

Trinity's Five Values: Inquisitive; Pioneering; Responsible; Inclusive; Collaborative
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Post Summary

Trinity Business School will celebrate its centenary in 2025. Since 2016, it has grown by 150% and moved into a new eco-friendly state of the art building on campus, at the heart of Dublin neighbouring major international business clusters, particularly in finance and digital business. The School is Triple Accredited by AACSB, AMBA and EQUIS placing it amongst the top 0.6% of business schools in the World who have this accolade. As the School continues to develop, it is seeking to hire an Associate Professor in HRM to deliver and develop in the area of HRM across the relevant activities of research, teaching and management/leadership. The Associate Professor will also have a sufficient broad knowledge of business studies generally to be able contribute to other – mostly introductory or intermediate - business courses beyond the area of HRM.

As a result, Trinity Business School intends to hire an academic in the broad area of HRM who, commensurate with a leading international associate professor, has a substantial portfolio of research publications both in terms of volume and quality i.e. highly ranked in the journals listed in the Chartered Association of Business Schools journals rankings. Applicants with publications in the Financial Times' list of preferred management research journals are particularly welcome. While we are seeking to hire a rigorous researcher, we also require that this research expertise is of relevance and can provide value-added to senior executives and entrepreneurs as well as those engaged in public policy. Therefore, evidence of engagement and impact with the business and public policy community (beyond academia) to include an understanding of the key challenges facing the relevant groups as well as an ability to communicate effectively with them are valuable attributes that we need to fulfil our mission.

Trinity Business School delivers cutting-edge education at both undergraduate and postgraduate degree level. It has some very successful executive education degree programmes and has ambitions for further expansion. It is envisaged that this Associate

Professor will play a role in teaching and developing these programmes. Therefore, we are seeking to hire a professor who is motivated and passionate about their teaching and ultimately its impact on the careers of students, managers, and organisations.

While Trinity has an internationally competitive workload model which includes generous time for research, it is necessary to say that we are not looking for an academic whose career aspiration is to only focus on research to the point of seeking to disengage from teaching and students. Instead, we want to hire an associate professor who will secure high course evaluation ratings and who will want to play an active role in developing and managing leading education programmes and experiences for students, executives and those engaged in financial markets.

The successful candidate will have: A PhD in a business subject area within the field of HRM broadly defined; high quality research publications; will be able to demonstrate excellence in teaching and administration that is consistent with the demands of modern business education; industry engagement is desirable; and familiarity with distance education and online teaching would be advantageous.

Candidates should have excellent communication, organisation, and interpersonal skills, with the ability to work independently as well as part of a team.

Further Information

Professor Na Fu e-mail: funa@tcd.ie or Professor Andrew Burke, Dean of the Trinity Business School by e-mail: DeanTBS@tcd.ie

Standard Duties of the Post:

Successful candidates will:

1. Be willing and able to teach in the area of business studies broadly and in HRM specifically at undergraduate/postgraduate degree levels and/or executive education.
2. Develop learning environments that are consistent with modern teaching and learning practices and that are flexible, student-centred, and accessible, utilising appropriate technology.

3. Contribute to building an active individual and collaborative international research record, including PhD supervision, publication, and the generation of external research income.
4. Participate with colleagues in developing and maintaining links and partnerships with industry and the wider community both nationally and internationally.
5. Undertake appropriate leadership, administrative, managerial activities and tasks that develop, support, and add value to Trinity Business School and the wider Trinity community.

Person Specification:

The ideal candidate will have the following:

Qualifications

The person appointed to this post will have:

- A PhD in one of the following areas: Human Resource Management, Employee Relations, Industrial Relations, Organizational Behaviour or Organisation Studies.
- An extensive high-quality research publication portfolio commensurate with an Associate Professor in HRM at a leading European business school with at least 6 publications in ABS3, ABS4, ABS4* or FT ranked journals.
- Experience and/or evidence of thought leadership engagement, with industry or business media would be an advantage.

Knowledge & Experience (Essential & Desirable):

Teaching:

- An experienced academic with an on-going programme of scholarly activities – Essential.
- Operating independently and as a senior member of teaching teams – Essential.
- Has developed successful teaching programmes and introduced innovations of significance in existing programmes – Essential.
- Has a demonstrable commitment to enhancing the teaching quality in their field – Essential.
- Has experience of supervising research students – Desirable.
- Experience of supervising undergraduate and/or postgraduate research projects – Essential.
- Familiarity with working in an interdisciplinary environment, candidate must be able to and willing to teach topics at undergraduate level in business that lie outside their immediate area of specialisation – Essential.
- Significant experience in lecturing at university level – Essential.
- Evidence of a personal contribution and commitment to excellence in teaching- Essential.
- Proven experience of facilitating seminars, presentations, and workshops – Desirable.
- Experience in curriculum design, examinations, and course administration - Essential.
- Proven experience in designing, planning, and implementing academic programmes for professional learning or executive education - Desirable.
- Experience of using new teaching media – Desirable.

Research:

- A portfolio of research equivalent to a leading international associate professor which includes representation in higher ranked journals in the Chartered Association of Business Schools and/or FT ranked journals with at least 6 publications in ABS3, ABS4, ABS4* or FT ranked journals - Essential.
- The successful candidate will have developed a research programme of significance and hold a record of research leading to published work – Essential.
- Developed an international reputation for thought leadership – Desirable.
- Plays a key role in the development of inter-institutional research collaborations, national and/or international – Desirable.

- Has a track record of success in research grant applications, in line with opportunities available and can provide evidence that they are continuing on a trajectory of research excellence – Desirable.
- Demonstrate clear evidence of sustained research output and impact – Essential.
- Ability to secure research funding and to attract and develop postgraduate students – Desirable.
- Ability to supervise dissertations through to a successful outcome – Essential.
- Knowledge of recent research in the relevant areas – Essential.
- Candidates will be expected to have presented research at international conferences and to be members of relevant learned societies – Essential.
- Capacity to work as part of a team – Essential.

Service to the University / Administration:

- The successful candidate will be expected to participate in discipline administration including admissions, degree programme management, student recruitment, examinations, course leadership and student attendance – Essential.
- Proven track record in organisation and administration including leading and working collaboratively with other colleagues as part of a course team - Essential.
- A commitment to student care - Essential.
- A commitment to professional development - Essential.
- Good organisational skills are required, including an ability to meet deadlines - Essential.

Experience in engagement with Discipline/ Society:

The successful candidate will be expected to demonstrate significant engagement with the School/ Society and show strong contribution on outreach activities that include the following:

- May have or be expected to undertake leadership positions at Discipline, School, Faculty or University level – Essential.
- Shows significant contribution to their current School, University, Field – Essential.
- Invited appearances before industry or public audiences - Desirable.

- Service to the intellectual infrastructure of the discipline or field of study (editing research journals, conference proceedings, other scholarly publications, web sites, refereeing submitted materials) – Essential.
- External examining – Desirable.
- Contribution to academic and professional bodies – Desirable.
- Societal engagement relevant to the University’s mission statement – Desirable.
- Organisation of workshops, seminars, conferences or other collaborative intellectual activity- Desirable.
- Value added engagement with businesses, non-profit organisations and/or government – Desirable

Application Procedure

Candidates should submit by e-Recruitment:

1. Cover letter stating why the applicant wishes to be considered for this associate professorship.
2. Full curriculum vitae to include your list of publications and the names and contact details of 3 referees (email addresses if possible).
3. Research plan (summarising research to be carried out in the next two years and including details for funding to be sought – maximum of 1 page, single spaced lines).
4. Teaching statement (summarising teaching experience and approach – maximum of 1, page single spaced lines).
5. Leadership/innovation statement – outlining the innovation, project, and development that the candidate would like to initiate at Trinity Business School (Maximum of 1, page single spaced lines)

PLEASE NOTE:

- Publications must be tagged and listed according to their Chartered Association of Business Schools rankings i.e. list highest ABS ranked journals first stating the ranking beside each publication i.e. ABS4*, ABS4, ABS3, ABS2, ABS1 or non-ABS).
- Publications which are in the FT preferred journals publication list must also be tagged.
- Candidates who do not address the application requirements above will not be considered at the short list stage.
- Applicants should note that the interview process for this appointment will include the delivery of a presentation.

Trinity Business School

Business is a long-established discipline in Trinity, having originated with the School of Commerce offering BA and BComm degrees in 1925. It transformed into the School of

Business Studies in 1962. The evolution of a School of Commerce to a School of Business 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 2016, the School embarked on a transformative high growth strategy, which resulted in the School growing by 150%, and moving into an Eco-friendly, community-based and award winning 72,000-sqm building. This new building is on campus at the heart of the city adjacent to the Government, the Financial Services Centre, retail and the digital capital of Europe in Silicon Dock. The School's DNA underpins all of its activities. This places an emphasis on the value of being a force for good (expecting all our stakeholders to 'put in more than you take out' of every activity) alongside education driven by both rigorous international research and industry expertise. In parallel, real-world relevant research and thought leadership are key objectives as well as pan-School research centres (which include the Centre for Social Innovation and the Centre for Digital Business & Analytics) which implement projects and address major research themes/questions relevant for business, society, the environment and public policy.

The School's DNA also entails a major focus on the well-being of the entire Business School community – students, staff, alumni, the wider University, organisations engaging with the School and wider society from Dublin to all the School's international stakeholders. These values, methods and objectives permeate the School's degree and executive education portfolio, its research and its extensive outreach activities from thought leadership through to programmes designed to 'give back' to society or 'help up' those from disadvantaged backgrounds.

Throughout this period, the School has launched and grown its international research with a very significant increase in both the volume and ranking of its research publications. It has also extended its impact in thought leadership. This occurs through executive education senior executive programmes and through the media with articles in leading international business media such as Forbes and the FT. Likewise, it contributes to the international business school community itself with the School's strategic vision and activities featured in the publications of the major accreditation agencies – AACSB, AMBA and EFMD. The School is

triple accredited by AACSB, AMBA and EQUIS placing it amongst a select 0.6% of business schools in the world who have achieved this distinction.

Over the next decade, the School intends to continue along its current trajectory of development with an aim for further internationalisation of the School involving partnerships with other top tier business schools and a wider offering in the flexible learning space to facilitate international blended remote and on-campus learning. This latter approach also aims to meet the needs for lifelong learning and those requiring a more flexible approach to learning to fit in with the career and life objectives. The School is also committed to becoming carbon neutral and making a positive contribution to the bio-diversity challenge. Alongside these objectives, the School will be expanding its Pathways to Business programme, which encourages, enables, and supports students from disadvantaged backgrounds to study and graduate successfully at Trinity Business School.

The School also intends to deepen its research and thought leadership activities in line with the DNA, research clusters in the School and in fields critical to the industry which are literally on its doorstep - namely finance, digital business, data analytics, international business and strategic management. The Associate Professor in HRM will be a key part in this future development being able to contribute research and provide thought leadership to deliver this broad agenda; particularly through leadership of the design of HRM education on Diploma, MSc, undergraduate, MBA and executive education programmes.

The following is an outline of the School's mission, values, and DNA.

Our Mission:

We are the business school at the heart of a world-renowned university located at the core of Dublin, an international capital city and hub for global business. In this context, we are dedicated to education and research for students and organisations which instil a mind-set focused on improving business and society based upon creative and critical thinking, ethical awareness and values, cutting-edge knowledge, and professional behaviour.

Our Values:

Our values commit us to a liberal environment where independence of thought is protected and where all in the School community are encouraged to become fulfilled by realising their potential to enhance business and society in a manner which involves ‘putting in more than you take out’.

Our Vision and expected outcomes:

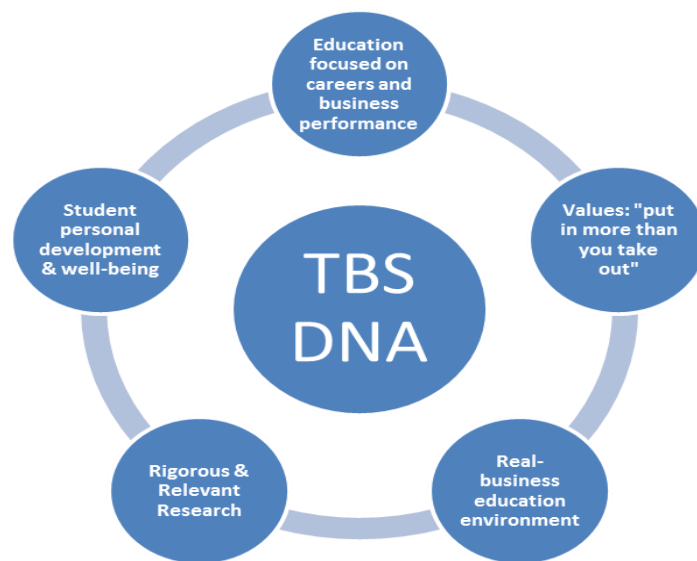
To be a business school for good and of greater consequence by deepening our DNA and delivering on five key objectives:

- i. **Education focused on careers and good business performance.** Delivering programmes which realise the career potential of our graduates and generate responsible excellent performance for the good of society in the organisations in which they work. Our graduates learn cutting-edge real-world management from both leading researchers and high-performance business executives and entrepreneurs.
- ii. **A set of values – “put in more than you take out”.** We take a deep and responsible view of the term ‘business performance’ which creates an awareness beyond profit to include the impact of business on the wider economy, society and ecology. We expect our graduates to be a force for good in business by ‘putting in more than they take out’ in all of their activities and so leaving things better than they found them.
- iii. **The personal development and well-being of our students.** We provide opportunities for our students to explore and to develop their business and personal potential on our degree programmes as well to prepare them for a healthy career existence in today’s dynamic but often stressful work environment.
- iv. **A real-business educational environment.** The University is located right in the centre of the vibrant and friendly European and Irish Capital City. We are adjacent to: the Irish Financial Services Centre (IFSC), Europe’s digital industries capital, government and public sector management headquarters, city centre retail, professional services industries and Ireland’s cultural industry sectors. Quite simply, we have cutting edge global corporations and

high- performance new ventures on our doorstep. We are based in a highly entrepreneurial university and provide students with the education which they need to excel in established and new businesses. We have an entrepreneurship hub located at the core of our new business school building and we already provide students with excellent opportunities to develop new ventures.

v. **Rigorous research which serves and critically evaluates business.** Creating and then disseminating research which addresses questions which both serve and critically engage with real-business practice, impact and public policy.

Figure 1: Trinity Business School's DNA



Details of the staff, students, alumni and programmes offered by Trinity Business School along with further information can be found on the School's website:

<https://www.tcd.ie/business/>

URL Link to Area	www.tcd.ie/business/
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Trinity College Dublin, the University of Dublin

Trinity College Dublin, the University of Dublin is Ireland's leading university, one of the top ranked universities in Europe and a member of the League of European Research Universities. It is currently ranked 101st in the QS World University Rankings 2021. Founded in 1592, the University is steeped in history with a reputation for excellence in education, research, and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Science, Technology, Engineering and Mathematics; and Health Sciences.

Trinity is the most international university in Europe and ranked 8th in the world - Times Higher Education 2021. Trinity has students and staff from over 120 countries.

Trinity's Strategy 2020-25 identifies equality, diversity, and inclusion as a cornerstone of its ethos and practice in all aspects of university life, and names inclusivity as one of five core values that the University upholds. Trinity College Dublin is ranked 6th in the world for gender equality in the Times Higher Education Impact Rankings 2021. Trinity holds an Athena SWAN Bronze award, recognising its commitment to, and achievement in, advancing gender equality, and is proud to have been one of the first two Irish universities to receive an Athena SWAN award in 2015. The University is actively pursuing a Silver level award, which it has committed to achieving by 2025.

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. Our research charter outlines the principles that are central to our research vision: www.tcd.ie/research/about/charter

Trinity has developed [19 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. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is the top-ranked European university for producing entrepreneurs for the past six successive years and Europe's only representative in the world's top-50 universities (Pitchbook Universities Report 2020).

Trinity has been incorporating sustainability right across the university. Commitments to sustainability have been made in the Strategic Plan (2020 - 2025) and via Trinity's environmental sustainability practices under nine goals in areas that range from biodiversity to sustainable transport and green procurement. For more on these sustainability commitments, please visit www.tcd.ie/provost/sustainability/initiatives

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of every book published in Ireland and the UK. At present, the Library's holdings span approximately 7 million printed items, 500,000 e-books and 150,000 e-journals.

With over 130,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist, Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship, and dedication to societal reform.

Rankings

Trinity is the top ranked university in Ireland and ranked 101st in the world (QS World University Rankings 2021). Trinity ranks in the top 50 in the world on 4 subjects and in the top 100 in 17 subjects (QS World University Rankings by Subject 2021). Full details are available at: www.tcd.ie/research/about/rankings

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 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 Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations <https://dbei.gov.ie/en/What-We-Do/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://dbei.gov.ie/en/What-We-Do/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.

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 and cover letter (as outlined above) to include the names and contact details of 3 referees (including email addresses).

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT:

<http://jobs.tcd.ie>

If you have any application queries, please contact:

Recruitment

Human Resources, House No. 4,
Trinity College Dublin, the University of Dublin

Email: recruit@tcd.ie



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