



OLLSCOIL NA GAILLIMHE
UNIVERSITY OF GALWAY



HR EXCELLENCE IN RESEARCH

Postdoctoral Researcher/Research Associate – Tension points in the talent pipeline: exploring postdoctoral journeys along the talent pipeline in Small Advanced Economies

**School of Political Sciences and Sociology
Ref. No. 011382**

JOB ADVERTISEMENT

Applications are invited from suitably qualified candidates for a Part-time (0.6), fixed-term Postdoctoral Researcher position with the [School of Political Science and Sociology](#) at the University of Galway, Ireland.

The University is committed to embracing opportunities for hybrid working, to build a more dynamic, agile and responsive University, while sustaining strong standards of teaching, learning, research and high levels of productivity. The University will continue to be the primary workplace for all staff, however individual hybrid arrangement requests can be reviewed with the Line Manager in conjunction with the University [Hybrid Working Policy](#).

This position is funded by Research Ireland and is available from September 1st, 2025, to the contract end date of September 1st, 2026.

Overview of the Project:

Growing scientific research talent requires technical training, material resources, and nurturing researchers' social well-being. Robust evidence highlights the importance of a conducive social, legal, and economic environment to recruit new talented workers, enhance their training and facilitate their employment progression. Thus, this Science Foundation Ireland (SFI) funded investigation will explore these factors alongside the workplace factors necessary to achieve an equitable and socially beneficial research talent pipeline and researcher career progression in Ireland, Denmark, and Singapore. Qualitative oral history interviews will capture the lived experiences of Postdoctoral researchers working in Biotechnology, Digital Technology and Energy Engineering. 12 Value Stream Maps will document the existing research talent pipelines across different fields and nations. These annotated maps will illuminate the constraints and blockages within the pipelines, paying particular attention to aspects of gender, ethnicity, socioeconomic status, and disciplinary differences. Finally, two training events will be held in Ireland with visits from our international academic experts delivering a public lecture regarding science policy research, an expert seminar in relation to a specific topic related to the project, and one-to-one visits with PhD students and Postdoctoral staff within science policy research. Robust, actionable recommendations to be made to organisations and postdoctoral managers. The research will be a comparative, cross-national community study conducted in Ireland, Denmark and Singapore. The main form of data collection will be mixed biographical interviews, combining unstructured and formal elements, connected within genealogical support networks.



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The research team is composed of Dr Ingrid Holme, Dr Alexander Sting at the University of Galway, Prof. Pat O'Connor (UL), Prof. Susi Geiger (UCD), Dr Shane O'Donnell (UCD), Dr Jennifer Keenahan (WITS), Prof. Jane Calvert (The University of Edinburgh) and Dr. Conor Douglas (York University).

We are seeking a post-doctoral researcher, to be based in Galway, with experience in multi-method research to work on the design and implementation of research data collection, management and analysis for the "TTP" and collect data in Ireland, Denmark and Singapore, including unstructured life narratives and structured life histories. Working closely with all members of the TTP research team, the post-doctoral researcher will play a key role in the day-to-day running of the study. This will include project administration, carrying out the agreed methodology, and supporting drafting and editing of journal papers and policy reports.

Salary: Postdoctoral Researcher salary scale €46,305- €59,063 per annum, (subject to the project's funding limitations), and pro rata for shorter and/or part-time contracts.

The default position for all new public sector appointments is the 1st point of the salary scale. This may be reviewed, and consideration afforded to appointment at a higher point on the payscale (subject to the project's funding limitations), where evidence of prior years' equivalent experience is accepted in determining placement on the scale above point 1, subject to the maximum of the scale.

[\(Research Salary Scales - University of Galway\)](#)

Closing date for receipt of applications is 17:00 (Irish Time) on 18th September 2025. It will not be possible to consider applications received after the closing date.

***Please review full job description for further details and essential requirement**

JOB DESCRIPTION

Job Description:

The successful candidate will play a key role in analysing and carrying out data collection in the field. They will also assist with the construction and management of TTP.

Duties:

- Assist in a research programme at the intersection of research talent pipelines, science and technology studies, and evidence-based policy.
- Working with the team/independently to gather and analyse complex interview data to produce policy outputs.
- Establish principles and policies to support best practices for using Value Stream Mapping to research academic and postdoctoral careers.
- Engage in training and professional development appropriate to the candidate's level and background, such as research ethics training, technical training.
- Produce top-quality journal and conference publications with the support of and under the supervision of the PI.
- Assist in the attraction of funding.
- Any other duties assigned commensurate to this level of post.



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ELIGIBILITY REQUIREMENTS

Essential Requirements:

- Candidates will have a PhD or equivalent qualification in Science and Technology Studies, Sociology, psychology, geography or a relevant cognate discipline (option to be appointed as a Research Associate on point 1 of scale if the candidate has submitted thesis and is awaiting VIVA).
- An active research profile and track record of publications connected to one of the three areas of study.
- Excellent communication skills with strong written and verbal English communication skills.
- Strong coordination, organisational and management skills.
- Evidence of strong quantitative and/or qualitative methodological skills.

Desirable Requirements:

- Experience working with data in different languages/cultural contexts.
- Experience in organising research events.
- Experience in research management and data management.
- Experience in engaging with a range of stakeholders for research dissemination.

CONTINUING PROFESSIONAL DEVELOPMENT

Continuing Professional Development/Training:

Researchers at University of Galway are encouraged to avail of a range of training and development opportunities designed to support their personal career development plans. University of Galway provides continuing professional development supports for all researchers seeking to build their own career pathways either within or beyond academia. Researchers are encouraged to engage with our Researcher Development Centre (RDC) upon commencing employment - see [HERE](#) for further information.

Further Information/Links

- **To apply:** [Jobs - University of Galway](#). Applications must be submitted online.
 - [How to apply guide](#)
- For informal enquiries, please contact Dr. Ingrid Holme, School of Political Sciences and Sociology]Ingrid.Holme@Universityofgalway.ie]
- [University's Strategic Plan](#)
- [Working in Research at University of Galway](#)



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- [Moving to Ireland \(Euraxess\)](#)
- [Applicant Information](#)
- We reserve the right to re-advertise or extend the closing date for this post.
- University of Galway is an equal opportunities employer.
- All positions are recruited in line with Open, Transparent, Merit (OTM) and Competency based recruitment.

