



# Ollscoil Mhá Nuad Maynooth University

## School of Nursing Head of Clinical Skills and Simulation-Based Education/Associate Professor in Nursing (Permanent)

### The Role

Maynooth University is committed to a strategy in which the primary University goals of excellent research and scholarship and outstanding education are interlinked and equally valued.

We are seeking an excellent academic to join our staff as Associate Professor in Nursing. The person appointed will have an excellent record of teaching, research and publication, consummate with associate professorship. They will be expected to make a strong contribution to research and teaching on undergraduate and postgraduate programmes in the new School of Nursing, as well as undertaking supervision of bachelor, master's and research students.

The appointee will support the University's research strategy including affiliating to the Research Institutes, where appropriate, and working with colleagues on national and international research.

In particular, the appointee will be expected to take on a leadership role as Head of Clinical Skills and Simulation-Based Education in the School. They will be responsible for developing and managing the clinical skills and simulation suite whilst teaching therein through a diverse range of modalities including face-to-face in the classroom and skill laboratory (synchronous and asynchronous teaching), simulation and the virtual learning environment. In this role, they will also expand knowledge and practice through research and scholarly activity.

### Principal Duties

#### Teaching:

Undergraduate and postgraduate teaching duties are assigned by the Head of School. The duties will include:

#### Leading/Managing

- Providing leadership in respect of the development and implementation of the School of Nursing skills (including simulation-based education) educational strategy;



- Developing, coordinating, implementing and evaluating demonstration and simulation-based education;
- Identifying and evaluating new equipment and technology to maintain the quality and relevance of the clinical skills and simulation programme;
- Maintaining appropriate records and record-keeping processes and systems;
- Liaising with the relevant staff in the identification and introduction of models for best practice, new clinical procedures and equipment necessary to assist student learning;
- Working collaboratively as part of the team in the Clinical Education Centre and academic staff in the school to develop and deliver clinical skills to all nursing students;
- Collaborating with staff and other stakeholders to achieve the consistent and integrated delivery of simulation-based education;
- Leading, educating, and assessing nursing students' clinical skills, knowledge, and clinical judgement;
- Promoting and supporting the use of simulation-based education to facilitate curriculum delivery across all programmes;
- Developing innovative strategies by which skills teaching can be enhanced including the use of virtual reality and augmented reality simulation.

### **Research & Scholarship:**

Building a research and scholarly profile is an essential part of an academic career. This will include:

- Conducting research and engaging in scholarship of quality and substance in the respect of clinical skills and simulation-based education;
- Developing and maintaining a profile of national and international note in respect of clinical skills and simulation-based education, while demonstrating impact through dissemination in high quality journal and other forums;
- Collaborating with colleagues in innovations in the area of clinical skills and simulation, including the development of commercial opportunities;
- Supervising research students and post-doctoral fellows; and mentoring early career colleagues.

### **Service:**

The academic staff members of the University are critical to achieving the strategic objectives of the University, and as such are required to engage in work that serves the collective strategic needs of the University. This may include:

- Undertaking leadership roles within the School, Faculty and University;
- Leading or contributing to strategic projects and initiatives;
- Managing resources efficiently and effectively to ensure high standards in the delivery of clinical skills and simulation education;
- Engaging in outreach activities with clinical partners and society, acting as an ambassador for the use of simulation-based education;
- Promoting the School of Nursing and Maynooth University locally, nationally and internationally.

### **Administrative and other duties:**

This will include:

- Setting up, supervising and managing the clinical skills and simulation laboratories;
- Developing and overseeing a programme of clinical skills and simulation-based education and training;
- Developing and implementing policies and protocols to comply with relevant statutory requirements;
- Ensuring that all administrative requirements are enacted;



- Undertaking tasks, as required, assigned by the Head of School, the Dean or the President;
- Serving on School, Faculty, Institute and University committees as appropriate;
- Undertaking other relevant duties assigned by the Head of School.

### The ideal candidate will have:

#### Essential

- PhD or Professional Doctorate;
- Registration as a Nurse with the Nursing and Midwifery Board of Ireland (NMBI) or, for overseas candidates, evidence of ability to register with NMBI as a Nurse;
- Qualification in healthcare simulation and patient safety;
- Significant knowledge and experience of teaching clinical skills and simulation to nurses or other healthcare professionals.
- A minimum of 5 year's clinical experience in nursing practice;
- Extensive experience in assessment of clinical skills, especially OSCEs;

#### Desirable

- Registration, or eligibility to register on the Nurse Tutor's division with the NMBI or hold an equivalent teaching and learning qualification;
- Technical proficiency with the operation of simulation equipment, including the ability to troubleshoot when there are technological problems.

## The University

Maynooth University is a very distinctive university, a collegial institution focused on science and engineering, humanities, and social sciences, and equally committed to research, teaching and community engagement. Located in Ireland's only university town, its distinctive features and character owe much to its unique history and heritage. It provides a high-quality educational experience to over 15,000 students on a campus with 18<sup>th</sup> century roots and 21<sup>st</sup> century dynamism.

The strategic trajectory and accomplishments of Maynooth University, in the 25 years since its establishment as an autonomous public university, are exceptional, and a source of great pride to the university community, staff, students and alumni. Maynooth University in 2024 ranked in the top 90 global Times Higher Education (THE) Young University rankings, placing 86th in the world. Maynooth University's growing global reputation is based on the originality, quality, importance and impact of its research and scholarship, commitment to teaching and learning, the quality of academic programmes, and its leadership in widening participation in higher education. The sources of success are the dedication of its staff and the energy and engagement of its students.

Maynooth University is a place of lively contrasts – a modern institution, dynamic, rapidly-growing, research-led and engaged, yet grounded in historic academic strengths and scholarly traditions. With over 15,000 students Maynooth offers a range of programmes at undergraduate, postgraduate and doctoral level in the humanities, science and engineering and social sciences, including business, law and education. The University also offers a range of international programmes and partnerships.

Maynooth's unique collegial culture fosters an interdisciplinary approach to research, which its world-class academics bring to bear in tackling some of the most fundamental challenges facing society today. The University's research institutes and centres consolidate and deliver this impact as vibrant communities of learning, discovery and creation. Research at Maynooth also is very much central to its teaching and the University prides itself on placing equal value on its research and teaching missions.



## Maynooth University's Values

Our values define who we are, what we believe in and how we act as a community. They underpin our future success and guide our expectations of ourselves and each other. Our values apply to everyone in the University community:

- Integrity
- Collegiality
- Responsibility
- Freedom of expression
- Ambition

## Maynooth University Strategic Plan 2023 – 2028

The University's Strategic Plan 2023 - 2028 builds on our rich academic history and strong foundations to set out an ambitious and forward-looking path for the future of our University. This roadmap underscores our commitment to adapt to a changing world while staying true to our values.

Our vision is to be a university of excellence, opportunity and impact, having a significant stake in all three.

**For more information about Maynooth University's future direction, please visit: <https://strategy.maynoothuniversity.ie/>**

## Plean Straitéiseach Ollscoil Mhá Nuad 2023 - 2028

Tógann Plean Straitéiseach na hOllscoile 2023 - 2028 ar ár stair acadúil shaibhir agus ar ár mbunchlocha láidre chun conair uailmhianach agus cheannródaíoch a leagadh amach do thodhchaí ár nOllscoile. Soiléiríonn an treochlár seo ár dtiomantas do dhul i dtaithí ar dhomhan atá ag síorathrú agus ár ngníomhaíochtaí a chur in oiriúint dó, agus san am céanna a bheith dílis dár luachanna Ollscoile. Is í an fhís atá againn a bheith mar ollscoil feabhais, deiseanna agus tionchair, agus lámh láidir a bheith againn i ngach ceann de na trí ghné seo.

**Léigh anseo le haghaidh breis eolais faoi thodhchaí Ollscoil Mhá Nuad: <https://strategy.maynoothuniversity.ie/?lang=ga>**

## Faculty and Research Institutes

The Faculty of Science and Engineering comprises the Departments of Biology, Chemistry, Computer Science, Electronic Engineering, Mathematics and Statistics, Physics, Psychology, Sport Science and Nutrition, and the School of Nursing. The role of the Faculty is to co-ordinate the academic activities of individual departments, to oversee the strategic development of departments and to support interdepartmental programmes. The University has also developed a number of interdisciplinary institutes to support excellent research and to build research capacity across disciplines.

Research within the Faculty is driven by a commitment to innovation and excellence, supported by dedicated Institutes and Research Centres that promote collaboration across the various scientific disciplines and engineering fields within the Faculty. These efforts ensure that our work has a lasting impact both within academia and the wider world.

The Kathleen Lonsdale Institute for Human Health Research addresses the 21st-century challenges of chronic illness, emerging diseases, and persistent global infections. Our research teams collaborate



with international academics, healthcare providers, and industry to explore human health at the molecular and cellular levels, discovering innovative treatments and translating these discoveries into new medicines, procedures, and policies.

The Maynooth University Arts and Humanities Institute (AHI) serves as the research hub of the Faculty of Arts and Humanities. As Maynooth's flagship institute for groundbreaking, interdisciplinary research, AHI is dedicated to advancing scholarship within the Faculty and sharing the richness of Maynooth University's humanities research with the world. The institute also hosts a medical humanities research cluster, which explores the intersection of medicine, health, and the humanities, further enriching the scope and impact of its research endeavours.

## The School of Nursing

The School of Nursing's seeks to cultivate compassionate, caring, competent, and innovative nurses who will shape the future of healthcare. This will be achieved by implementing a cutting-edge curriculum that actively promotes caring and compassion, combines scientific rigor with empathy, fosters inclusive pathways for diverse learners, promotes clinical excellence through community-based placements and research-driven practice, and supports staff development to inspire the next generation of nursing professionals. The B.Sc. (Hons) in General Nursing will be the first undergraduate programme offered by the School but this will be complemented by special purpose awards, developing Master's offerings and a PhD programme which is expected to commence in 2026.

## Selection and Appointment

- Only shortlisted candidates will be invited to attend for interview;
- Candidates invited for interview will be required to make a brief presentation;
- Appointments will be approved by the President based on the report of the selection board;
- It is anticipated that interviews will be held in June.
- The appointment is expected to be effective from mid to late August 2025.

## Equality and Diversity

Maynooth University actively works to ensure equality, celebrate the diversity of our community, and promote inclusion. To learn more about our commitment to Equality and Diversity, please read the Maynooth University [Equality and Diversity Policy](#) / [Polasaí Comhionannais agus Éagsúlachta](#), our policy on the [Employment of People with Disabilities](#), and our [Gender Equality Action Plan 2023-2026](#). We aim to reflect the diversity of the community we serve and welcome applications from all individuals across our society.

## Terms and Conditions

<b>Tenure</b>	This a full-time permanent post.  The University will make a permanent appointment where the preferred candidate has an established track record in research and teaching; where it is in the best interests of the university, the post may be filled on a fixed-term contract basis.
<b>Salary</b>	Senior Lecturer/Associate Professor: €83,339 – €117,695 p.a. (8 points)  Appointments will be made in accordance with public sector pay provisions.



<b>Location</b>	The place of work is the campus of Maynooth University, Maynooth, Co. Kildare.
<b>University policies and schemes</b>	Employees of the University will be subject to the terms of the University policies and schemes, available on the University website at:  <a href="https://www.maynoothuniversity.ie/university-policies">https://www.maynoothuniversity.ie/university-policies</a>  <a href="https://www.maynoothuniversity.ie/human-resources/policies">https://www.maynoothuniversity.ie/human-resources/policies</a>
<b>Pension</b>	This is a pensionable post. Employees of the University will enter into a public sector pension scheme, and as such, applicants must ensure they are eligible to become a member of a public sector pension scheme for the duration of the appointment. Details of the public sector pension schemes are available at: <a href="https://www.maynoothuniversity.ie/human-resources/pension-information">https://www.maynoothuniversity.ie/human-resources/pension-information</a>
<b>Eligibility</b>	Applicants should note that eligibility is determined by the Department of Enterprise, Trade and Employment. Further information regarding eligibility is available at: <a href="https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/">https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/</a>  Non-EEA applicants are responsible for ensuring they can secure a visa to travel to Ireland. Any offer of employment is conditional on applicants securing the appropriate employment permissions.  <b>Former Irish Public Service employees - Certain Restrictions on Eligibility</b>  Eligibility of applicants formerly employed by an Irish Public Sector body, and who availed of an Irish Public Service Redundancy or Incentivised Retirement Scheme under the Schemes below, may be affected: <ul style="list-style-type: none"> <li>• Collective Agreement: Redundancy Payments to Public Servants</li> <li>• Incentivised Scheme for Early Retirement (ISER)</li> <li>• Department of Health and Children Circular (7/2010)</li> <li>• Department of Environment, Community &amp; Local Government (Circular Letter LG(P) 06/2013)</li> </ul> Applicants should ensure that they are eligible to be re-engaged in the Irish Public Service under the terms of such Schemes. Applicants should address queries with their former Irish Public Sector employer.
<b>Garda vetting</b>	Garda vetting or clearance will be required by the University.
<b>Medical</b>	The University may require a medical examination as a condition of employment.

## Data Protection Law

Applications to the University will be treated in accordance with the University Data Protection Policies. For information on the University's Data Protection Policies and Privacy Notice, please see our website: <https://www.maynoothuniversity.ie/data-protection>



## Application Procedure

### Closing Date:

23:30hrs (local Irish time) on **Wednesday, 14<sup>th</sup> of May 2025**.

Please note all applications must be made via our **Online Recruitment Portal** at the following link:

<https://www.maynoothuniversity.ie/human-resources/vacancies>

Applications must be submitted by the closing date and time specified above. Any applications which are still in progress at the closing time on the specified closing date will be cancelled automatically by the system.

Late applications will not be accepted.

**Maynooth University is an equal opportunities employer**

**The position is subject to the Statutes of the University**

