



Maynooth University **Ollscoil Mhá Nuad**

School of Business **Assistant Professor / Lecturer in Innovation** **(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 an Assistant Professor / Lecturer in Innovation. The person appointed will have a proven record of teaching, research, and publication, appropriate to career stage. He/she will be expected to make a strong contribution to the teaching programme of the Department and undertake teaching duties on the Department's undergraduate and postgraduate programmes as well as the supervision of Master's and PhD students.

The appointee will be expected to build a strong research profile, that supports the University's research strategy including affiliating to the Research Institutes where appropriate, and working with colleagues on national and international research. The appointee will be expected to sustain and conduct research, engage in scholarship of quality and substance and generate publications of international standard.

Principal Duties

Teaching:

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

- Teaching and assessing students at undergraduate level. This may include lecturing, tutoring, leading practical learning activities, project supervision, and setting, supervising and grading assessments;
- Teaching, supervising and assessing postgraduate students, including lecturing, leading seminars and other learning activities, supervision of student research activities, and setting, supervising and grading assessments;
- Enhancing and innovating in teaching and assessment practice;
- Contributing as required, to the assurance and enhancement of teaching quality;
- Outreach and promotional activities and the recruitment and selection of undergraduate and post-graduate students;
- Developing and enhancing the curriculum;



- Designing and delivering of new courses.

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 discipline;
- Generating external income or securing resources to support scholarly activity as necessary;
- Disseminating research and scholarly outcomes through: peer reviewed publication; presentation at national and international conferences; preparation of professional reports; commercialisation; or other appropriate means;
- Affiliating with a University Research Institute, where appropriate;
- Building research capacity;
- Fostering links with other institutions which will benefit both research and teaching at Maynooth University;
- Integrating research into the teaching curriculum;
- Supervising research students and post-doctoral fellows.

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:

- Administrative and service duties;
- Leading or contributing to strategic projects and initiatives;
- Contributing to the internationalisation of the university;
- Outreach and engagement activities;
- Collaborative work with external partners;
- Activities to promote the University locally, nationally and internationally;
- Carrying out any other duties within the scope, spirit and purpose of a Maynooth University academic post.

Administrative and other duties:

This will include:

- Undertaking administrative tasks within the Department, Faculty and University as required and as assigned by the Head of Department, the Dean or the President;
- Attending and serving on Departmental, Faculty, Institute and University committees as appropriate;
- Attending courses and engaging in other activities associated with professional development as appropriate;
- Complying with all University policies.

The ideal candidate will have:

Essential

- A PhD in Innovation or a close cognate area. While we will consider final year doctoral candidates, all requirements must be completed before 1 September 2025 for appointment as Assistant Professor.
- A strong academic record in teaching and research;
- A record of scholarly work and publication of international quality, demonstrating potential to become a significant contributor in their field;



- Experience of funding at national or regional levels;
- Experience of and a demonstrated commitment to undergraduate and postgraduate teaching, programme development and academic innovation;
- Experience supervising graduate research students;
- Experience of, and commitment to, working in an interdisciplinary setting;
- Good administrative, organisational, teamwork and communication skills.

Desirable

- Candidates with research interests in Healthcare, Sustainability or Digital Transformation are preferred.

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 18th century roots and 21st 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 is now acknowledged to be one of the leading young universities in the world, and in 2022 ranked # 1 in Ireland in the latest Times Higher Education (THE) Best Young University Rankings. 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.

Principles and Values

Maynooth University is committed to the following values:

- Scholarly rigour;
- Academic freedom;
- Integrity and ethical behaviour;
- Collegiality, transparency and trust;
- Equality, inclusiveness and social justice;
- Operational excellence, organisational flexibility and responsiveness;
- Dignity, respect and care for the individual.

Strategy 2018 - 2022



The University's Strategic Plan 2018-22 builds from a position of confidence. Maynooth University is a University with ambition, vision and values, a clear identity and sense of purpose, a history of achievement, and a future of considerable promise. The Strategy builds on the University's accomplishments and concentrates institutional energy and resources on further development of research and postgraduate education.

For more information please visit <http://www.maynoothuniversity.ie/about-us/university-strategic-plan>

Faculty and Research Institutes

The Faculty of Social Sciences comprises the Departments of Adult and Community Education; Anthropology; Applied Social Studies; Design Innovation; Economics; Education; Froebel Primary and Early Childhood Education; Geography; International Development; Sociology, the School of Law and Criminology the School of Business. 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.

The School of Business

The School of Business has grown rapidly in the last seven years in student numbers and research output, supported by an investment in new staff. Current developments in the School of Business are guided by our 2020-25 strategic Plan, "Consolidating Growth, Deepening Impact". At the heart of this strategy is our focus on Quality Assurance, Development, and the Student Experience. This strategy continues the implementation of our mission, to develop critical thinkers and create impactful knowledge for society. It is informed by our five values: research-informed, practice-engaged, liberal, egalitarian, and sustainable organisations and careers. Our 2022-25 strategy is shaped by our continued commitment to this mission and values. In the last seven years we have invested significantly in research active faculty educators and will continue to do so. This enables us to bring our value of research informed education into all our degrees.

Our Faculty and Research

The School of Business community includes approximately 100 faculty and professional service staff coming from over 20 countries, and a small team of occasional lecturers. We are currently actively recruiting additional faculty and professional service staff to reinforce enacting our mission and values. Together we support a community of approximately 2,900 full-time equivalent students across 19 undergraduate, 12 taught postgraduate, and PhD degrees. Our research active faculty work in partnership with our full-time university tutors and doctoral scholarship students to implement research informed, practice engaged education. Our university tutors are especially targeted at supporting our Living Laboratory learning experiences, where industry projects and skills are integrated into the student learning journey.

As a community, we are guided by our mission, values, and purpose (see Table 1). We have experienced considerable growth in the last six years: in terms of business students, we have grown by over 150%. Our team of faculty and professional services staff has similarly grown. Our research has increased significantly in terms of quality of outlets, volume, and breadth of domain coverage.

Our disciplinary expertise is primarily in the areas of management (including strategy, organisational behaviour, human resource management, ethics, entrepreneurship, international business, and innovation), marketing, accounting, finance, management information systems (MIS), operations and supply chain.

Students from multiple disciplines work in shared modules, developing shared life experiences and a common language of work. Our undergraduate education is broadly across three groups:



- Single honours degrees in Accounting & Finance, Business & Accounting, Business and Management; Entrepreneurship, Finance; International Business; Marketing; and Quantitative Finance.
- Bachelor of Arts degree students, who can combine one of five business subjects (Finance, Accounting, Management; Marketing; International Business), with 22 other subjects across the university.
- Double degrees with Law combining any of the following: Accounting, Business or Finance.
- Double degrees with Global Cultures, combining a Business subject (choice of Management; Marketing; or International Business) with Global Cultures.
- Double Degrees with Modern Languages, combining a Business subject (choice of Accounting & Finance, Management; Marketing; or International Business) and a language (Chinese; French; German; or Spanish).
- Double degree with Business and Sport Science.

Table 1 Mission and Values of the School of Business**Mission:**

Maynooth University School of Business is focused on developing critical thinkers and creating impactful knowledge for our community.

Values

1. Practice Engaged
2. Research Informed
3. Sustainable Careers and Organisations
4. Liberal: in terms of education choices, shared language and experiences
5. Egalitarian

Purpose and Contribution

We are proud to be an integrated School of Business within Maynooth University. We are here to contribute to the strategy of our university, and be a complimentary research-informed, practice engaged, Business School within Ireland, Europe and the AACSB family of member Business Schools.

We have a growing range of taught postgraduate degrees in a range of areas within Accounting, Finance, International Business, Information Systems, Strategy, Management and Marketing as well as a vibrant PhD programme. Our MA and MSc students are a blend of full and part time students; with varying levels of work experience from none to substantial.

We run a structured PhD programme (covering all disciplines within the School) with a range of funding from teaching scholarships, competitive research scholarships, through to self-funded. The PhD programme is centred around the research interests of our full-time faculty. Students and faculty are supported on the PhD supervision journey through a shared supervision model, blending experienced supervisors with new supervisors.

Our faculty regularly publish in leading peer-reviewed journals, as well as engage with practice and the wider community in providing research-informed insights in their areas of expertise. The research of the School of Business was recently ranked in the top 20% worldwide in terms of research impact out of over 3200 Business Schools worldwide (GRP database 2020). 95% of our faculty hold a PhD degree.

Our faculty are contributing to debates in leading journals, publishing many papers in Chartered Association of Business School 4*, 4 and 3 ranked journals. The School of Business is currently ranked in the top 20% of institutions worldwide in terms of volume of publications, weighted by impact factor, and serving in leadership roles on journal editorial boards (e.g., of Associate or Editor roles on Academy of Learning & Education; Journal of Business Research, Journal of Management Education, International Journal of Bank Marketing, Irish Journal of Management, Baltic Journal of Management amongst others) and international research organisations (e.g. Academy of Management).



Our faculty have published in a wide range of peer-reviewed international journals, received awards for their research in conferences (e.g., Academy of Management, Academy of Marketing, and European Academy of Management amongst others), and raised several million euros in competitive grants in the last five years (e.g. from the European Union, Science Foundation Ireland, and Enterprise Ireland). Our faculty actively participate in the leadership of local and international research communities. Different members of our faculty have, for example, served in Journal Editorial roles in multiple ABS 4*, 4, 3 and 2 journals, as the Chairperson and in other leadership roles of AOM divisions, the Irish Academy of Management, Schumpeter Society, and expert evaluators for the European Commission.

Examples of **Chartered Association of Business School 4 and 3 ranked journals** that School of Business faculty have published in since 2014 include the below following.

ABS 4* and 4

- Journal of the Academy of Marketing Science; Organizational Research Methods; Personality & Social Psychology Bulletin; MIS Quarterly; European Journal of Information Systems.
- Academy of Management Journal; Journal of Management; Academy of Management Learning and Education; British Journal of Management; Research Policy; Risk Analysis.
- Human Resource Management; Human Resource Management Journal; Human Relations; Journal of Product Innovation Management; Journal of World Business; Organisation Studies; Organization Science; Work, Employment and Society.
- Journal of Corporate Finance; Journal of Financial and Quantitative Analysis; Information Systems Journal.

ABS 3

- European Journal of Marketing; International Marketing Review; Industrial Marketing Management; International Journal of Contemporary Hospitality Management; Journal of Advertising Research; Journal of Business Research; Psychology & Marketing.
- Academy of Management Discoveries; Human Resource Management Review; Journal of Business Ethics; Industrial Relations Journal; Journal of Management Inquiry; MIT Sloan Management Review; Personality and Individual Differences; Research in the Sociology of Organisations; Business and Society; R & D Management; Studies in Higher Education.
- Economic Letters; European Journal of Finance; Financial Accountability and Management; Journal of Banking and Finance; Journal of International Financial Markets, Journal of Rural Studies; International Review of Administrative Sciences; Institutions and Money; Journal of Financial Research.
- Government Information Quarterly, Industrial and Corporate Change; Journal of the Association for Information Science and Technology, R&D Management; information Technology & People; Technological Forecasting and Social Change; Technovation; Transportation Research Part A: Policy and Practice; Transportation Research Part D: Transport & Environment; Journal of Environmental Management.
- Asia Pacific Journal of Management; Business Strategy and the Environment; European Management Review; Human Resource Management Journal; International Journal of HRM; International Journal of Management Reviews; International Small Business Journal; Journal of International Management; Management International Review; Management and Organisation Review, Strategic Entrepreneurship.

For more details of the larger range of outlets we have published in and our research interests please refer to the research profiles of our faculty at: <https://www.maynoothuniversity.ie/school-business/our-people>

Overview of current faculty research projects and capabilities

Our areas of strength are currently in marketing, management (including human resource management, strategy, innovation, international business, leadership, general management), management information systems, organisational behaviour and ethics, operations and supply chain management,



accounting, and finance. Our research is primarily within four themes. Many of our faculty research across more than one theme. In line with our liberal value, it is common that research from more than one disciplinary focus is contributing to any one of these themes.

The heart of our approach to education is to have research active faculty engaged in teaching a range of disciplines across our portfolio of undergraduate and postgraduate degrees, including our PhD programme. We encourage applicants to review the profile of faculty members for details of their individual research interests and outputs that can be found in our people section of the School of Business website (<https://www.maynoothuniversity.ie/school-business>). The research of the School is rooted in the research of our people first and foremost. Teams of researchers within the school and co-authoring relationships across the school emerge organically and with the support of the Research Office, MUSSI, and internal school networking. Our faculty have been successful in obtaining significant research funding from Science Foundation Ireland, Enterprise Ireland, the IDA, the European Union, and the Irish Research Council amongst other funders in the last five years. Particularly areas of strength in research funding include the work of teams led by Professors Brian Donnellan, Markus Helfert and Fabiano Pallonetto in Management Information Systems, and management projects including work on Sustainability and Leadership led by Prof. John Cullen, health policy (Dr Nicola Mountford), rural policy (Dr Michael Hayden) and education research (multiple faculty).

We are proud of the diversity of conceptual lenses and methodological perspectives that our faculty bring individually and in teams to their research questions. Our focus is on the research excellence and the development of faculty research capabilities. We are open to new faculty building on our current fields of research expertise or building additional capabilities.

Our current research seeks to understand positive and negative performance and impact effects of a wide range of processes at multiple levels of analysis including individual, team, organisational and meso. Performance in our current research encompasses a wide range of outcomes including financial and economic perspectives of value creation and capture; value creation for customers and citizens; careers outcomes and options; service, manufacturing, logistical and process outcomes; brand engagement, purchasing outcomes; sustainability, ethical outcomes, research, science, and innovation performance outcomes; amongst others. Impact includes focusing on the impact of decisions and behaviours on a wide range of outcomes that impact upon society and the planet, including ethical impacts, environmental impacts, consequences of choices of social and environmental policy, amongst others. Some of our faculty explore the complex processes of interactivity between performance and impact effects, where pressures to perform in one dimension can lead to negative impacts in other dimensions of either or both performance and impact.

Our faculty are currently focused on issues such as empirical finance (including asset pricing, portfolio and risk analysis), internationalisation and capability development; managing innovation, technology, and business models (from strategy, behavioural, marketing, operations, management information systems, and services innovation perspectives); motivational processes, decision making and the management of knowledge workers; strategy, sustainability, environment, social justice (including from perspectives of gender, migration, individual, organisational, policy and societal behaviour), ethics; management business education, learning and development processes and efficacy, social justice (from perspectives including gender, migration, ethics, and organizational behaviour), corporate governance, impression management, management accounting in the agri. business, public pension policy, international accounting standards, amongst others.

Overview of current faculty research by discipline

Within **marketing** our researchers are currently focused on consumer behaviour including relationship marketing and understanding the consumer value chain, digital analytics, sales management, brand management, service marketing, customer relationships (on and off-line), business to business marketing, public organisation of markets, human values, identity and consumption, sustainability, customer engagement, marketing intelligence, big data and firm performance, and marketing strategy amongst other themes.



Our **Management Information Systems** faculty work with the Institute of Value Innovation and Lero amongst other research groups on projects ranging from digital services innovation, fintech, data value, data governance, enterprise architecture, the Internet of Things, Smart Cities, data analytics, machine learning, business models, open innovation, technology adoption, IT capability maturity processes and performance outcomes, project portfolio management, crowdsourcing, managing multi-party collaborative networks to create new value through ICT (interaction of IT providers, corporate and public organisation users, and impact on society), deployment and integration of smart grids, amongst other themes. Our MIS faculty have had particular success in raising significant external research funding.

Our **strategy, innovation, international business, entrepreneurship and management, and management learning** faculty explore issues including the processes and performance consequences of collaboration and innovation activities, business model innovation, micro foundations of strategy and impact on firm performance, middle management perspectives of strategy implementation, capability development, ambidexterity, cross-cultural management and internationalisation; internationalisation of science and knowledge exchange, organisational growth; strategic perspectives of career management and performance consequences; sustainability; and the impact of social hierarchies on decision making, amongst other themes.

Within **OB and HR**, faculty are exploring themes of knowledge management, talent management, flexibility and security of employment, innovation, leadership, management of careers, diversity management, identity, financialisation and internationalisation, impact of technology on employment, performance management systems, skill and competency development, how ethics, values and beliefs shape how people work in organisations, ethics and sustainability, and cross-cultural management amongst other themes.

Within **finance**, our faculty use qualitative (and some quantitative) methods to inform our understanding of a wide range of themes including asset pricing, behavioural finance, corporate governance, capital structure, dividend policy, emerging markets, factor modelling, financial contagion and shock transmission, portfolio and investment management, option pricing, and trading systems, amongst other themes.

Our **Accounting** faculty are exploring a wide range of themes, using both quantitative and qualitative methods. These include accounting standards, corporate governance and culture, ethics, management accounting, financial management, impression management, small and micro enterprise financial management, taxation policy, and pensions amongst other themes.

Our **Operations and Supply Chain Management** faculty are currently undertaking research about global logistics, maritime logistics, sustainable supply chains, managing trade-offs between costs and flexibility in manufacturing and management of supply chain pricing.

Our Approach to Education, Programmes and Growth Strategy

Our approach to education is guided by our values and mission (see table one). Key to our approach to learning is the integration of research informed and practice engaged insights and experiences into both undergraduate and postgraduate programmes. Our teaching is led by research active faculty, who infuse their research-based insights and processes into education. Our programmes are actively designed to provide students with the core fundamental knowledge, tools, and concepts of various business disciplines, taught by research active faculty, thus ensuring that our students have a research informed understanding of business, that can stand the test of time as environmental circumstances change.

Fundamental to our learning approach is our Living Laboratory. This provides students with skills and experiences that will equip them to apply what they have learnt immediately in a business setting. We actively design into our undergraduate and postgraduate programmes modules that seek to provide students with the opportunity to build their career skills through skill development modules (e.g., excel and accounting skills), project-based learning focused on applying learning to real business contexts



(with corporate partners embedded in a module, or a project working on a live business situation) and experiential learning outside the university (for example work placements, study abroad).

All faculty are expected to be able to contribute to traditional modules, research informed education, and living laboratory modules and learning experiences at an undergraduate and postgraduate level.

Quality of Education is a key focus of the School of Business. This is key to our 2020-25 strategic plan: "Consolidating Growth, Deepening Impact". We are seeking to ensure that our learning journey is rooted in Assurance of Learning and informed by best practices in business education. As such we are currently on an International Accreditation journey, including but not limited to AACSB. Many of our programmes have strong links with professional bodies, particularly in the field of accounting. As a community of educators, we seek to support our students and each other in our learning journeys. New faculty are assigned an academic mentor to assist them in adapting to the education approach of the School of Business. All programmes have an academic director, who can offer insights to their degree programmes. Faculty are happy to help each other with teaching problems, share ideas about best practice, both informally and via ad-hoc teaching and learning workshops that are faculty led.

New faculty have the opportunity to be informally mentored by a more established faculty member for the first 2 years of their time at Maynooth. This provides you with the opportunity to learn about how our culture works in practice, including the practical application of our Teaching and Learning policies and our research systems and culture. Your mentor can offer you insights into how systems work in Maynooth, the ways that we educate students, and help to connect with the wider university.

In the last six years the business student community has grown by approximately 150% at Maynooth University School of Business, which is very significantly higher than growth in other Business Schools in Ireland. Our strategy has been to focus on the redesign of existing and the creation of new undergraduate and postgraduate degree programmes, focused on research led education and offering students a wide range of choice within Business programmes and taking business in combination with subjects from humanities and social sciences.

We are currently focusing on the expansion of our taught Postgraduate programmes. This year our postgraduate student community grew by 82% due primarily to newly created programmes, and a steady increase in intake on all programmes. This occurred in an environment where international student numbers declined due to Covid 19. In the last six years our growth has been over 190%

Our existing portfolio of Accounting, Finance, Management, International Business, Strategy, and MIS MSc degrees have been re-designed in the last few years. We launched new programmes in Business and Languages (2022), Business and Global Cultures (2022), Business Analytics in 2020, Finance in 2021; Marketing in 2025 and 2022, International Business in 2020 and Supply Chain Management in 2025, all of which attracted strong student demand. New faculty will be able to participate in the development and teaching of these and other programmes, including new programmes in development.

We are seeking to leverage the research and education capabilities and experience of our faculty and meet the needs of a growing market of Maynooth undergraduate and postgraduates as well as regional and international students. Internationalisation is particularly important for us as a community, as our faculty come from over 20 countries and have experiences rooted in education from right across the continents of Europe, Asia, Australia, and the Americas.

Our portfolio of business programmes is a blend of single honours undergraduate and postgraduate business degrees, double major degrees with other departments from the Faculty of Social Science, and business as a subject within the omnibus Arts degree. In all our programmes there is a common core of knowledge that students acquire, including Marketing, Accounting, Management, Information Systems, OB, Entrepreneurship, HRM, International Business, Innovation, Operations, and Strategy. This means that all faculty have the opportunity to interact with and share insights about their field with students from multiple degrees.



A distinctive feature of business education at Maynooth University is that many of our students can take one of five subjects Accounting, Finance, Business Management, Marketing or International Business as part of a double major, combining the study of business with any one of over 22 other subject options including modern languages (e.g. German, or Spanish), psychological studies; humanities subjects (e.g. Music, Music Technology, English, Philosophy), social sciences (e.g. Anthropology, Sociology, Economics), or sciences (e.g. computer science or mathematics). Students learn the basics of management (including all major functional and strategic aspects of business and innovation as well as general, international, and strategic management modules and specialist option modules). Many students transfer into single honours Business programmes from their second year onwards, including our Accounting, Business Management, Finance, Marketing, and International Business degrees.

Our single honours degrees include our largest programme, namely, Business and Management, and a suite of other degrees in Marketing, International Business, Accounting, Finance, Entrepreneurship, and double degrees in Business and Accounting, Accounting and Finance, Law and either Accounting or Business, Business and Languages (combinations of 5 business choices and 4 language choices – with our partners from the School of Modern Languages, Literatures and Cultures), Business with Global Cultures (with our partners from Anthropology) and Business with Sport Science (from our Department of Sport Science). These degrees are structured to offer students insights into the foundational principles and the functional and strategy applications of their discipline, with all our degrees offering a management dimension over all years.

Students also have the opportunity to take a one-year work placement or a study abroad year at undergraduate and a 3-month placement at postgraduate. These options are very popular with students.

Our current suite of taught postgraduate degrees includes our MSc in Digital Marketing, MSc Strategic Marketing, MA Accounting, MSc in Strategy and Innovation, MSc in International Business, MSc in Business Management, MSc in IT Enabled Innovation, MSc in Business Analytics, MSc Finance and Higher Diplomas in Accounting and Finance. Many of our MSc programmes have a common core, namely Career Development and Research Methods Modules, modules that are shared between related fields (to build cross disciplinary experience) and specialist modules within their field of study. Students have the opportunity to take one of three summer pathways: business research project (working with a client problem), work placement, or a dissertation. This structure means that all our MSc programmes have opportunities for teaching and research supervision within the broad range of disciplinary expertise of our faculty. From these core programmes we will be building a suite of new MSc programmes, including programmes that build our philosophy of choice and flexibility for students in their choices of modules and modes of delivery.

Finally, we have a structured PhD programme focused on the areas of research interest of our faculty. Many of our PhD students are currently funded by research projects and graduate teaching scholarships.

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 during the month of July/August;
- The appointment is expected to be effective from 1st September 2025

Equality and Diversity

Maynooth University values the enrichment that comes from a diverse community and seeks to promote equality, prevent discrimination and protect the human rights of each individual. To learn more about our commitment to Equality and Diversity, please read the Maynooth University [Equality and Diversity](#)



Policy. Additionally, as an Athena SWAN Bronze Award Institute, we are committed to advancing gender equality across the University.

We aim to reflect the diversity of the community we serve and welcome applications from all individuals, in particular from people underrepresented in our workforce.

Terms and Conditions

Tenure	<p>The appointment will be made at Assistant Professor / Lecturer level, of which there are two grades: Assistant Professor / Lecturer and Assistant Lecturer. To be appointed at the Assistant Professor / Lecturer level, the successful candidate will hold a PhD qualification, have a strong record of research, publications, teaching and academic leadership.</p> <p>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.</p>
Salary	<p>Assistant Professor / Lecturer: €64,112 – €101,524 p.a. (7 points) Assistant Lecturer: €41,682 – €71,285 p.a. (14 points)</p> <p>Appointments will be made in accordance with public sector pay provisions.</p>
Location	The place of work is the campus of Maynooth University, Maynooth, Co. Kildare.
University policies and schemes	<p>Employees of the University will be subject to the terms of the University policies and schemes, available on the University website at:</p> <p>https://www.maynoothuniversity.ie/university-policies</p> <p>https://www.maynoothuniversity.ie/human-resources/policies</p>
Pension	<p>This is a pensionable post. Employees of the University will enter into a public sector pension scheme, details of the schemes are available at:</p> <p>https://www.maynoothuniversity.ie/human-resources/pension-information</p>
Eligibility	<p>Applications from non-EEA citizens are welcomed, applicants should note that eligibility is determined by the Department of Enterprise, Trade and Employment. Further information regarding eligibility is available at:</p> <p>https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/employment-permit-eligibility/</p> <p>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.</p> <p>Former Irish Public Service employees - Certain Restrictions on Eligibility</p> <p>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:</p> <ul style="list-style-type: none"> • Collective Agreement: Redundancy Payments to Public Servants



	<ul style="list-style-type: none"> • Incentivised Scheme for Early Retirement (ISER) • Department of Health and Children Circular (7/2010) • Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013) <p>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.</p>
Garda vetting	Garda vetting or clearance may be required by the University.
Medical	The University may require a medical examination as a condition of employment.

Data Protection Law

Maynooth University will process any personal data provided by you in connection with an application for this role in accordance with the General Data Protection Regulation and the Data Protection Acts 2018.

If your application is successful and you accept an offer of employment at Maynooth University, then your personal data will continue to be processed in accordance with Maynooth University's Staff Data Privacy Notice.

Both the privacy notices and further information relating to data protection, including Maynooth University's other data protection policies and processes, can be viewed at <https://www.maynoothuniversity.ie/data-protection>

Application Procedure

Closing Date:

23:30hrs (local Irish time) on **Sunday, 22nd of June 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

