



UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Lecturer (Above the Bar) in Statistics

School of Mathematical Sciences

Permanent Whole Time Post

Contents

Welcome from the President

University College Cork a place of values to Believe, Belong and Become

About UCC

UCC Facts

Organogram

Information on Unit

UCC Futures

Job Description

How To Apply

Equal Opportunities Statement

UCC Graduate Attributes Programme

About Cork





Welcome from the President

Many thanks for your interest in a career at University College Cork, and in joining a dynamic group of talented people working to secure the future of our people and our planet.

UCC is one of Ireland's oldest institutions of higher education, and our historic campus is in the heart of Cork city, a vibrant economic hub located in one of Ireland's most scenic regions, with a rich cultural heritage. Ranked in the top 2% of universities globally, UCC serves a community that is both local and global. In 2010, UCC was the first third level education institution in the world to receive the Green Campus award, and today we proudly fly our Green Flag over our Main Quadrangle following continued successful renewals. UCC has held a top ten place in the UI GreenMetric World University Rankings since 2010 and is now ranked 4th in the world for sustainability.

UCC is a comprehensive university providing a broad research-based Connected Curriculum from archaeology to zoology across its undergraduate and postgraduate programmes. UCC is the top Irish Higher Education Institution for graduate employability, and our more than 220,000 alumni excel in every walk of life across the globe. Our true strength lies in the people who work and study here, and UCC's student body of more than 25,000 includes over 5,000 international students from more than 100 countries across all continents. Of the more than 3,500 professionals employed at UCC, over one third of academic staff have come from overseas.

UCC is a place of inclusion, and the diversity of our staff and students is key to realising our vision to connect and empower people to create knowledge that shapes a sustainable and inclusive world. UCC holds a silver Athena SWAN award, and 17 of our Schools, Departments and Centres hold department-level awards.

With a strong focus on research and innovation, UCC is the leading Irish university for industry collaboration and for securing investment in Research and Innovation. The UCC Futures framework organises our research into thematic areas of excellence supporting the provision of impactful solutions to some of the most important global challenges of our time. UCC is home to several world class Research Centres including Tyndall National Institute, APC Microbiome Ireland and the UCC Sustainability Institute

As we build on our 175-year history, we remain a student-centred, connected university, committed to attracting and developing talented minds to secure our future.

This briefing pack contains information which I hope will be useful and informative should you be selected to attend for interview here in Cork. I trust that your experience of our recruitment process will be a positive one and I thank you, again, for considering a career at University College Cork.

Best wishes,

Professor John O'Halloran –President



UNIVERSITY COLLEGE CORK, A PLACE OF VALUES TO:

BELIEVE

At UCC our mission is to meet the challenges of our time, together. When you work at University College Cork, you are joining a group of diverse thinkers and innovators committed to a sustainable future for our University, our society and our world. We rely on the collective power of our people working to create and innovate towards a common purpose. As a leading research university our ambition is to cultivate a distinctive research reputation in signature areas of excellence.

As a community of learning, our connected curriculum underpins a relevant, dynamic and inclusive learning experience for our students.

As the world's first Green Flag university, we are proud of our leadership in sustainability and we continue to radically reform our practices and use of space and technology to meet our ambitious sustainability and climate action goals.

BELONG

We are committed to providing a diverse, inclusive and equitable working environment where everyone's contribution is valued and everyone has the potential to shape change and make a difference. We value the unique background, experience, and contribution that each staff member brings to our community and are looking for people who will make a difference. If you believe in our vision and mission and would like to belong to community of people who are working together to make an impact, we would love to hear from you.

BECOME

When you become a member of UCC's community you will be eligible for a wide range of staff benefits and rewards including the following:

- High-quality professional and leadership development opportunities, including UCC-delivered postgraduate qualifications in Learning and Teaching, as well as Professional Practice and Leadership in Higher Education
- Staff fee concessions for undergraduate and postgraduate programmes
- Outstanding sports facilities with subsidised membership for university staff and an active sports and social club and special interest groups
- Access to comprehensive wellbeing supports
- Opportunities to engage with staff within the University community through vibrant on-campus cultural events, networks and seminars
- A University level awards scheme to recognise outstanding achievements

“

Like a flock of starlings, human systems are connected, complex and adaptive, with an extraordinary ability to synchronise with each other. Leadership, in the context of a starling murmuration, is inclusive, distributed, and wholly reliant on effective and multi-directional communication.

”

PROFESSOR JOHN O'HALLORAN
President



About UCC

University College Cork (UCC) is an internationally renowned university where excellence in teaching and research is aligned with an inclusive and respectful environment, where all staff and students can flourish and thrive.

Founded in 1845, UCC is a comprehensive research-intensive institution comprising four academic Colleges, delivering a rich tradition of collaborative teaching, research and scholarship that has true global impact.



Our Impact

Economic impact:

€3.2 MILLION
Generated every day
for the economy



€1.18 BILLION
economic impact,
supporting more than
21,000 jobs



3RD LARGEST
Employer in Cork



21,000
Jobs supported



€6
Return for every €1
of state investment



Talent capacity building and mobility impact:

96.5% of UCC
Graduates employed
or in further study
9 months after
graduation



24,386
Registered
Students



>7,500
Work-ready and
world-ready graduates
annually, meeting
economic and societal
skills need




Sector-leading
student
retention rates
averaging at
92.7%



Research, innovation and business impact:

**€113
MILLION**
Investment in
creation and
discovery



4 SPIN-OUT
Companies
created in 2023




#1
Irish university
for industry
collaboration




€10.4 MILLION
Investment in research
and innovation by
industry partners



Societal and cultural impact:

21% 
Undergraduate student
intake through alternative
access pathways

45 Sports clubs and
119 Student-led
societies
 positively
impacting
student life

7,000
Volunteer hours
annually by
students 

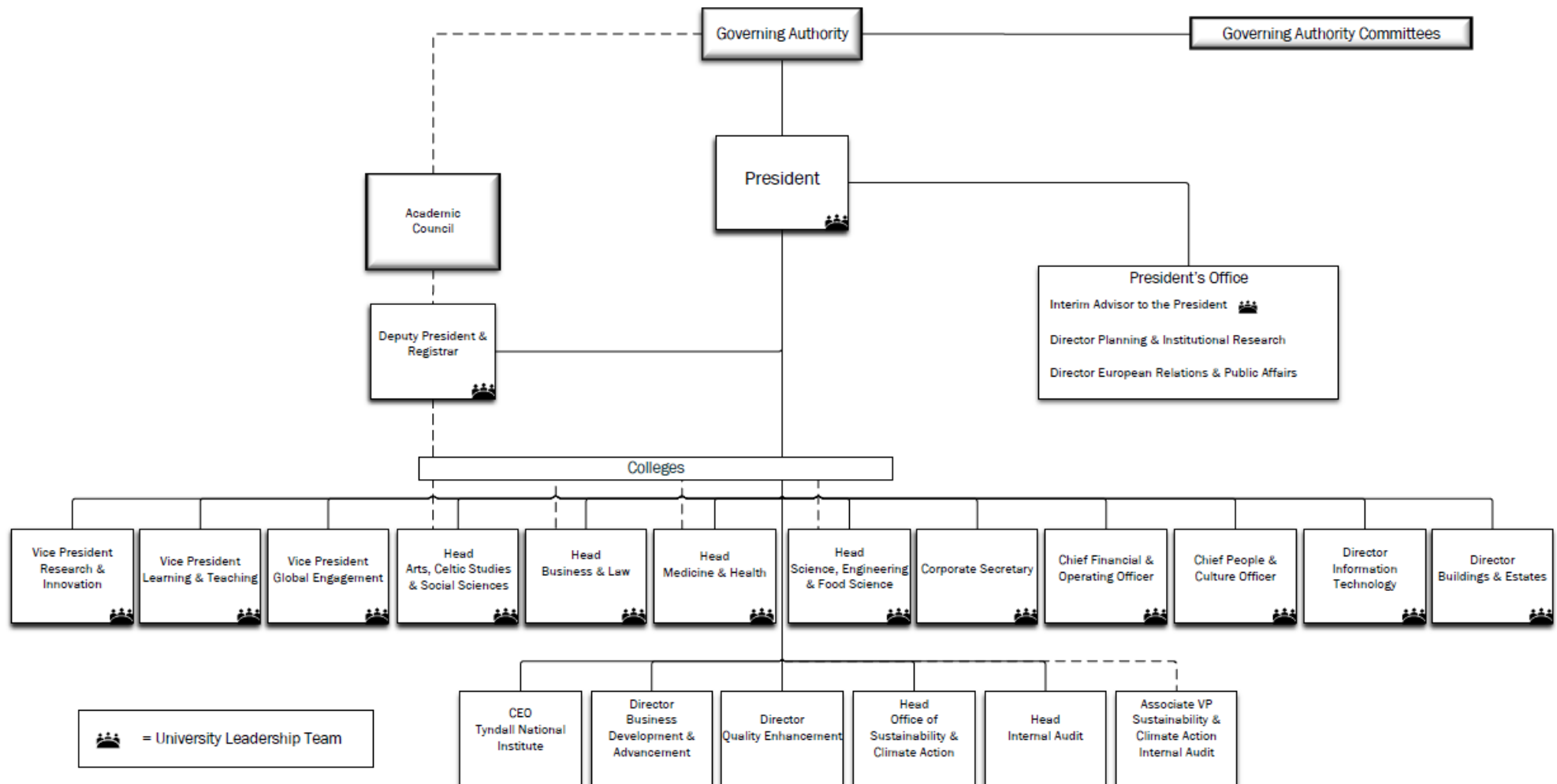


TOP 30 in the
world for its impact
and advancement of
5 UN SDGS

Organogram



University College Cork Organisational Chart





Information on the School of Mathematical Sciences

The School of Mathematical Science has a permanent staff of 32 academics in addition to 7 administrative staff. The School comprises the disciplines of Mathematics, Applied Mathematics, and Statistics, each led by a Chair in the discipline. Its flagship undergraduate degree programmes in Mathematical Sciences, Mathematical Sciences and Physics, Financial Mathematics and Actuarial Science, and Data Science and Analytics, attract some of the highest performing students in the College of Science, Engineering and Food Science. All programmes incorporate a significant final year capstone undergraduate research project in which students are free to explore research topics and prepare the groundwork for postgraduate studies. The School also delivers a joint undergraduate programme, BSc Risk and Actuarial Studies with Beijing Business and Technology University in China. The disciplines together deliver teacher education programmes and supporting modules across the four Colleges, in particular to support programmes in Engineering and Commerce, with an FTE of 800+ attributed to the School. At postgraduate level, the School runs three successful masters degrees in Financial and Computational Mathematics, Mathematical Modelling and Self-Learning Systems, and Data Science and Analytics as well as a strong PhD programme.

The Statistics Group comprises thirteen permanent members of staff working across the areas of Statistical Learning, Modelling & Inference, Computational Statistics, Spatial Statistics, Bayesian Statistics, Biostatistics, and Actuarial Science, with applications in many fields including medical imaging, health analytics, public health, dental health, sustainability, mortality, pricing, and many others. The group publishes in top-tier international journals and has strong, long-standing national and international collaboration networks. It is the ambition of the School to build on its research strengths in order to attract research funding and support a dynamic PhD research programme in Statistics and associated areas.

Management of the School, including deployment of its personnel and resources is the responsibility of the Head of School, advised by a management team with input from the School's various Committees. The School of Mathematical Sciences is dedicated to advancing workplace diversity, equality, and inclusion and the School has been recognised for its efforts with an Athena SWAN Bronze Award.

For further information see [School Website](#).

UCC Futures

The staggering expansion and influence of Artificial Intelligence (AI) and Data Analytics in our daily lives is a defining feature of the 21st century. With a complementary relationship, AI and Data Analytics are rapidly becoming two of the most important technologies in the world today. Their impact is transformational, disrupting society and industry alike. Over the last decade alone, the availability of vast amounts of digital data, the availability of powerful computing architectures, and advances in AI techniques such as machine learning have led to major advances across multiple sectors. There have been significant AI-enabled and data driven developments in smart manufacturing, autonomous vehicles, healthcare, home/service robots, education, cybersecurity, to name but a few.

Fundamental scientific advances in automated reasoning, Boolean satisfiability, and complex problem solving, have brought within reach a variety of intractable AI tasks that arise in scheduling, diagnosis, model-based reasoning, security, verification, and planning. Building on the legacy of Professor George Boole at University College Cork, UCC Futures – AI & Data Analytics promotes interdisciplinary collaboration at the cutting edge of AI and Data Analytics.

Role Description

Duties of the Post: In accordance with the University's strategic objective as a research led institution, the duties of all academic staff will include research, research-led teaching and contributions to the university, the discipline and the community. The academic staff member shall teach and examine, undertake administrative duties and carry out other duties appropriate to the post under the general direction of the Head of the School of Mathematical Sciences.

The roles and responsibilities outlined below are to be interpreted in the context of the relevant Statutes and where there is any difference arising from interpretation, that statutory provisions take precedent. For the sake of clarity, the relevant elements of the statutes not already incorporated in the numbered sections are appended in italics under each subheading.

Teaching and Examining

- Demonstrate excellence in research-led teaching and learning and apply innovative teaching and learning methodologies within the School of Mathematical Sciences and within other academic units in the University, as appropriate;
- Teach and examine on courses at undergraduate and postgraduate level and, where, appropriate adult and continuing education courses;
- Supervise undergraduate and postgraduate students;
- Contribute to the regular evaluation of curricula with reference to content, delivery and assessment and the development of new curricular initiatives;
- Perform an active role in the maintenance of academic standards in the development of the curriculum within their discipline;
- Contribute to the development of postgraduate studies at UCC.

to give the students attending their ordinary lectures assistance in their studies, by advice, by informal instruction, by occasional and periodic examination, and otherwise, as they may judge to be expedient; also, to make such arrangements as they sees fit to make to meet students who have individual queries;

to give instruction to their students and assist them in the pursuit of knowledge;

to hold, or assist at, all University examinations in the subjects with which they are an examiner;

Research

- Engage in productive research and scholarship and contribute to the advancement of knowledge, participate in research activities and publish the research in appropriate peer-reviewed publications, creative works or other forms of scholarship appropriate to the discipline;
- Supervise students undertaking research projects (especially at postgraduate level);
- Undertake initiatives in generating research income as appropriate to the discipline;
- Engage in other scholarly activities relevant to the discipline.

Contributions

- Contribute to the administrative duties of the discipline/department/school and the academic life of the University;
- Participate as a member of such committees as may be required within the academic unit and by the University;
- Develop links with professional bodies and external agencies where appropriate;
- Serve if required as head of one of the College's academic units subject to relevant University regulations, statutes or management requirements;
- Promote the discipline both inside and outside the University and contribute to the overall intellectual life of the University and society;
- Carry out other duties appropriate to the post as may be assigned by the head of discipline/department/school.

to carry out administrative and other appropriate duties lawfully allocated to them within their department or other academic unit;

if a member of the Academic Council, to attend its meetings;

to serve upon all the committees to which they may be appointed by the Governing Body or the Academic Council, and to assist and co-operate with the Governing Body in such other reasonable ways as the Governing Body may prescribe, for the maintenance of discipline and good conduct among the students, or for the general business of the University;

Health & Safety: In addition to the statutory safety duties of all employees (as prescribed in safety legislation and the relevant local safety statement) each staff member is responsible for:

- Discharging any safety functions delegated to them by their Head of College \ School \ Department \ Centre \ Unit, in relation to the areas/ activities under their control
- Co-operating and assisting the University and the Head of College \ School \ Department \ Centre \ Unit in the discharge of their statutory safety responsibilities
- Ensuring that all work under their control, is undertaken safely and without risk to health and complies with the provision of all relevant statutory legislation

Note: *As the university continues to expand and evolve, it is likely that flexibility in regard to the allocation of specific duties will be necessary. Accordingly, the list of duties specified above is not intended to be exclusive or restrictive; duties may be added or withdrawn but any such alteration will take place after consultation with the appointee.*

The above listing is not exclusive or exhaustive and the post holder may be required to undertake duties as can reasonably be expected. All staff are required to be flexible, co-operative and professional within the needs of the post and the Discipline/Department/School, College and University. The University is undertaking a major reform of its internal structures which may necessitate possible future changes in the organisation of its activities.

SELECTION CRITERIA

The successful candidate will be expected to have:

Qualifications

1. A doctorate or appropriate professional qualification or a significant record of research and publication in Statistics, Data Science, Biostatistics, or a related area; (Essential)

Teaching and Examining

2. Evidence of a commitment to excellence in research-led teaching; (Essential)
3. Significant experience in lecturing, examining and supporting students across a range of undergraduate and postgraduate teaching programmes both in and outside the area of research specialisation; (Desirable)
4. The ability to teach, inspire and supervise students, communicate ideas and concepts in a teaching and learning environment; (Essential)
5. Evidence of a significant contribution to innovation in the area of teaching and examining, curriculum design, review and development; (Desirable)
6. A familiarity with and willingness to use modern teaching technologies; (Essential)

Research

7. A record of successful achievement and international recognition through research and scholarly activity within the discipline and ideally in one of the areas of Statistics, Biostatistics, or Machine Learning; (Essential)
8. Evidence of consistent and continuing output of research in peer reviewed publications or equivalent outputs appropriate to the discipline; (Essential)
9. Evidence of active engagement in research and scholarly activities including research supervision, examining, editing and refereeing research output and/or grant applications as appropriate for the discipline; (Desirable)

Contributions

10. Evidence of participation in relevant academic and professional associations/ bodies as appropriate; (Desirable)
11. Proven administrative experience or evidence of ability to undertake academic administrative responsibility within the Discipline/Department and/or School/College at a high level; (Desirable)
12. The ability to participate in and contribute to the overall intellectual life of the University, the academic discipline and society at large; (Essential)

Other

13. Excellent communication and interpersonal skills commensurate with working alongside a team of committed academic and administrative colleagues together with the demonstrated ability and willingness to work in a collaborative environment; (Essential)
14. An understanding of, and empathy with, the concerns of students; (Essential)

15.Evidence of ability to work on own initiative as well as part of a team; (Essential)

16.A commitment to the long-term development of the discipline. (Essential)

Candidates are requested to make a personal assessment of these criteria against their own qualifications, skills and abilities to assess whether they should apply for the post

Please note: Candidates who do not demonstrate that they meet the criteria as detailed above will not be short listed.

The University, at its discretion, may undertake to make an additional appointment(s) from this competition following the conclusion of the process.

CONDITIONS OF EMPLOYMENT

The post is a permanent whole time post. The appointee to the post shall work under the direction of the Head of the School /College and shall discharge such duties as are assigned to them.

Salary: The current remuneration is as detailed below. The appointment to the post of Lecturer will be made above the bar.

1 st Point (A/B)	78,401	4 th Point (A/B)	93,002
2 nd Point (A/B)	83,209	5 th Point (A/B)	101,534
3 rd Point (A/B)	87,704		

The salary includes a premium of 1/19th for pensionable staff paying contributions. Class A1 rate of Pay Related Social Insurance (PRSI) applies to the post. Salary payment is also subject to deduction of PAYE, Pension and Statutory Levies.

As required by public pay policy for the higher education sector, new appointments to a direct entry recruitment grade will generally be at the minimum (1st point) of the relevant scale.

For existing public servants, the restriction to the first point on scale may be varied where a person is appointed to the same or an analogous grade, role or position as their previous public service employment.

The rate of remuneration for all appointments may be adjusted from time to time in line with government policy.

A comprehensive Annual Leave and Sick Leave scheme is in operation, details of which are available on the [Staff Handbook](#)

Annual leave: Annual leave will be in accordance with the University's custom and practice but ordinarily shall not be more than a total of seven weeks per annum inclusive of Christmas days. All leave arrangements must be agreed in advance with your Head of School.

Sick Leave: Sick leave will be granted in line with University policy in this regard which may change from time to time. You should familiarise yourself with the University Sick Leave Policy and University Sick Leave Management Policy.

Pension: The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 established the Single Public Service Pension Scheme. In general, anyone taking up pensionable public service employment on or after 1 January 2013 is a member of the Single Scheme. The Act provides that most members of the Single Scheme have a minimum pension age consistent

with the age of eligibility for the State Pension (Contributory) and a compulsory retirement age of 70. A member of this group is generally referred to as a "Single Scheme member". However, applicants who have previously worked in a pensionable post (non -Single Scheme terms) in the Irish Civil/Public service, may be offered membership of the UCC Pension scheme. The normal retirement date in this scheme is age 65. A compulsory retirement date of 70 may apply depending on date of first employment in the Irish Civil/Public service. The relevant pension scheme will be confirmed to the successful applicant on completion of the Pensions Declaration form prior to taking up employment.

Applicants that have previously 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. Queries should be directed to an applicant's former Civil/Public Service Employer in the first instance. Applicants who are in receipt of an ill-health pension from an Irish Civil/Public Service body are required to declare that they are in receipt of such a pension.

Pension Abatement: If an appointee has previously been employed in the Civil or Public Service and that appointee is entitled to or in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during the appointee's re-employment that pension will be subject to abatement in accordance with Section 52 of the Public Service Pensions (Single Scheme and other Provisions) Act 2012. Please note: In applying for this position, you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office/Body will support an application or an abatement waiver in respect of appointments to this position

The UCC **Income Continuance Plan** (ICP) provides a source of income in the event of long or short-term temporary disability. As part of your contract of employment you will be **automatically** included in the ICP with effect from the same date provided you have not previously opted out of the plan or you have been declined for cover under previous contracts of employment with UCC. **An additional benefit is membership to Specified Illness Cover (SIC) which pays a once off lump sum benefit in the event of a member being diagnosed with a specified illness.** The cost of membership of both plans will be deducted from your salary. The current combined membership rate is 1.05% of your salary.

Additional dependants' benefits can be provided by membership of the **Supplementary Life Assurance Scheme**. You will be automatically included as a member of the scheme on commencement of your employment but you may elect to opt out of the scheme at any stage. The current membership rate is 0.26% of your salary.

Membership of the **Group Personal Accident Scheme** shall apply to all employees, subject to individual acceptance by the Insurance Company. The salary quoted is subject to a deduction from salary at the rate of .06%

All employees University College Cork (UCC), are governed by **UCC employment policies** and procedures as detailed on the Human Resources website. All staff members are required to adhere to and cooperate with the University at all times with regard to these policies and procedures. In particular staff members requested to familiarise themselves with the Disciplinary and Grievance Procedures, the Duty of Respect and Right to Dignity Policy, and the Acceptable Use Policies. UCC reserves the right to make changes to these policies or to introduce new policies from time to time. Notification will be given to all staff of any such new policies or changes to existing policies.

Appointees to Lectureship and Senior Lectureship levels will be subject to a one year probationary period followed by a two year Establishment period prior to tenure in UCC being awarded.

The appointee is required to give three month's notice of termination of employment. A probationary period of 12 months shall apply from commencement of employment. During the probationary period, the contract may be terminated by either party in accordance with the Minimum Notice and Terms of Employment Acts 1973 and 2005.

Voluntary Health Insurance: VHI /Laya Healthcare & Irish Life Healthcare offer group schemes. Premiums must be paid via the UCC payroll. The Laya Group No is 32805 and VHI Group No is 137.

Additional benefits: We offer progressive employment and training policies including opportunities for further studies. Staff can avail of membership of a variety of clubs and societies and a wide range of facilities on campus, including a leisure centre.

As an equal opportunities employer we offer a comprehensive suite of work Life Balance Policies. A list of such initiatives is available on our [webpage](#).

Shortlisted candidates for posts shall be required to appear before a Board of Assessors. Interviews will be conducted online via Microsoft Teams in the first instance. Candidates may also be required to attend interview in person. Candidates will be notified as appropriate.

A successful candidate will be required to submit a birth certificate, documentary evidence confirming academic qualifications, and to undergo a medical examination. Garda vetting and/or an international police clearance may also be required.

References will be sought in relation to all candidates invited to attend for interview.

UCC welcomes applications from non-EEA citizens. However, regulations regarding employment permits are set by the **Department of Enterprise Trade and Employment** and must be strictly adhered to. An offer of appointment to Non-EEA candidates is **subject to the granting of a Work Permit** by the Department of Enterprise Trade & Employment.

Candidates may be required to produce documentary evidence to support any statements made by them on their application form or any supporting documentation. Candidates should note that the submission of any inaccurate information will invalidate their application.

The University, at its discretion, may undertake to make an additional appointment(s) from this competition following the conclusion of the process.

Note: Candidates should note that any inaccurate information will invalidate their application.

Restrictions that may apply in relation to the re-employment of former public service employees or pensioners

Certain restrictions may apply in relation to the re-employment / appointment of:

(a) former public service employees who have availed of certain collective agreements or arrangements

OR

(b) former public service employees who are in receipt of a public service pension or who have preserved benefits under a pre-existing public service pension scheme

The following outlines some of the main agreements and schemes that may restrict a candidate's right to be re-employed in the public service or affect how they are reemployed.

The list is not exhaustive, so prospective candidates should declare any other agreements

or arrangements that they may have availed of that affects or restricts their re-employment in the Public Service.

Employment Control Framework for the Higher Education Sector

Under the Employment Control Framework for the Higher Education Sector, re-employment of retired staff may only occur in very limited exceptional circumstances and in these cases the salaries offered may not exceed 20% of the full-time salary an individual was in receipt of at the time of their retirement, adjusted to reflect the application of Government pay policy in the period since their date of retirement – including in particular the application of salary adjustments imposed under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009. Any such proposed arrangements must be put in advance to the Higher Education Authority (HEA) and the person concerned will only be eligible for re-employment if approval is obtained for same from the HEA.

Collective Agreement: Redundancy Payments to Public Servants

The Department of Public Expenditure, National Development Plan and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure, National Development Plan and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement may not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

Pension Abatement: The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 extended pension abatement so that a retiree's public service pension is liable to abatement on re-entering public service employment, even where the new employment is in a different area of the public service.

Declaration: Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.



How to Apply

Applications must be submitted online via the University College Cork vacancy portal (<https://ore.ucc.ie/>). Queries relating to the online application process should be referred to recruitment@ucc.ie, quoting the job-title.

Informal enquiries can be made in confidence to Dr. Eric Wolsztynski, Head of Statistics, Tel: +353(0)214205818, Email: E.Wolsztynski@ucc.ie. For further information on the School of Mathematical Sciences please visit <https://www.ucc.ie/en/matsci/>

Candidates should apply, in confidence, **before 12noon (Irish Local Time) on Tuesday, 24th June 2025**

Please be advised no late applications will be accepted.

Former Irish Public Service employees - Certain Restrictions on Eligibility

Eligibility to apply for a position may be affected where applicants were formerly employed by an Irish Public Sector body and previously availed of an Irish Public Service Redundancy or Incentivised Retirement Scheme including:

- Collective Agreement: Redundancy Payments to Public Servants
- 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)

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Equal Opportunities Statement

University College Cork is committed to being a fully inclusive global university which actively recruits, supports and retains colleagues from all sectors of society. Equality, Diversity and Inclusion (EDI) are core values under our **UCC Strategic Plan 2023-2028**. UCC holds a **Silver Athena SWAN** award in recognition of our commitment to advancing equality in higher education. We value diversity as well as celebrate, support and thrive on the contributions of all our employees and the communities they represent. We are proud to be an equal opportunities employer and encourage applications from everybody, regardless of age, care-giving status, disability, ethnicity, gender and/or gender identity or expression status, nationality, marital status/civil partnership, pregnancy and maternity, race, religion/creed, and/or sexual orientation. We are committed to supporting all staff through flexible working schemes, family-friendly policies, training and development, and staff networks. We value the enrichment that comes from a diverse community and seek to promote equality, prevent discrimination and protect the human rights of each individual in line with equality legislation. We encourage applicants to consult our **Dignity and Respect Policy** and learn more about our **EDI related initiatives**.

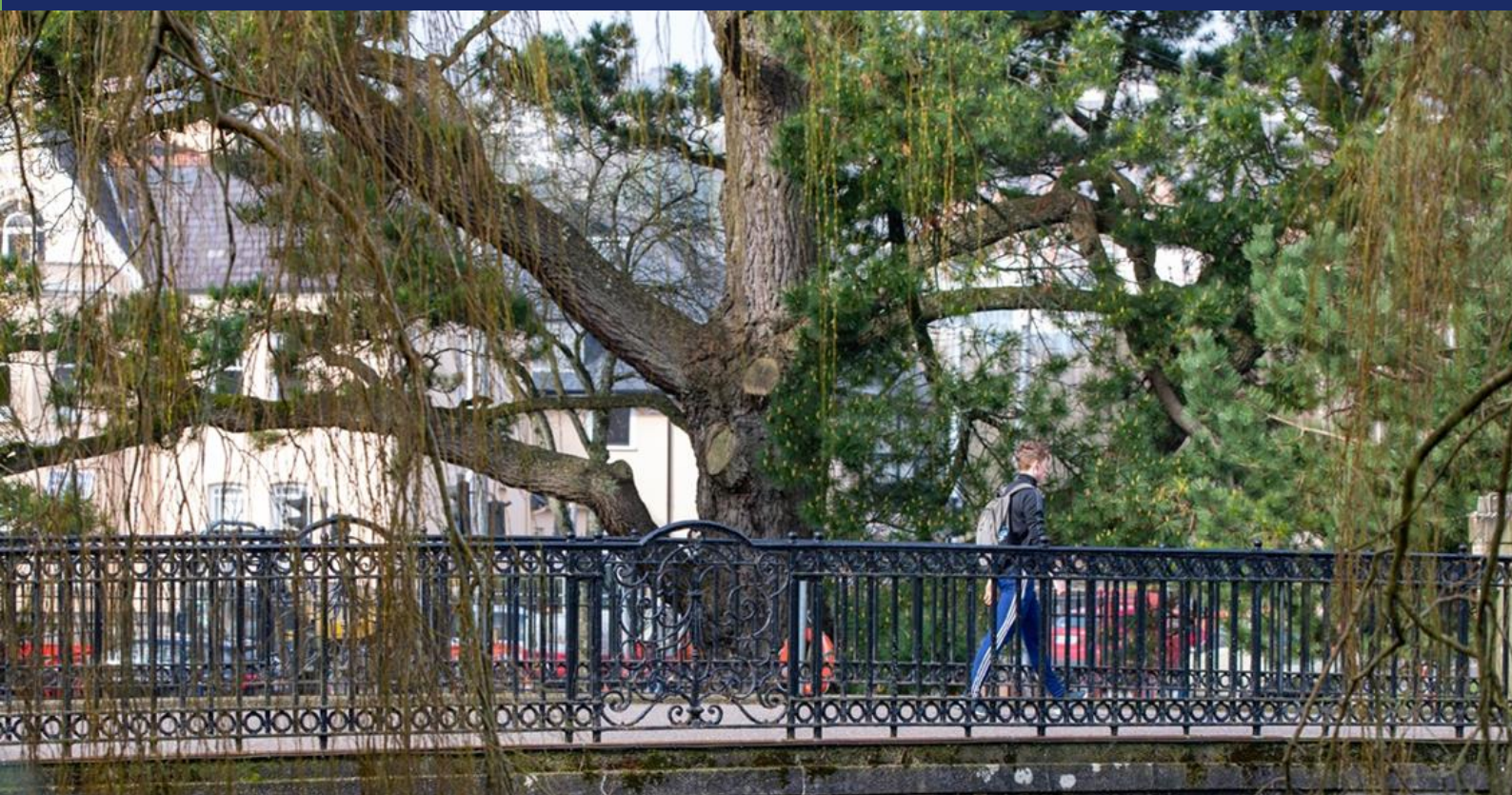
University College Cork is an equal opportunities employer. We encourage you to reach out to us directly should you require assistance or reasonable accommodation during the recruitment process.

UCC Graduate Attributes Programme

The Graduate Attributes Programme (GAP) is an integral part of our Connected University Strategy and is enabling the UCC community to write this chapter of our story, together. It is a transformative student-centric programme with the overarching objective of optimising the student journey and preparing our students to live, lead and learn in a shared, co-created future.

Further information on the UCC Graduate Attributes Programme can be found on:

<https://www.ucc.ie/en/graduateattributes/>





About Cork

Ireland's second city, proudly referred to by Corkonians as 'the Real Capital' is a forward-thinking, fast-growing and friendly city and an important business and cultural hub, making it a great place to live and work.

Home to 225,000 people, Cork is a cosmopolitan city set against a backdrop of stunning coastline, countryside and picturesque coastal towns. It is easy to get around and 60% of people in Cork get to work in 30 minutes or less.

Located at the second largest natural harbour in the world Cork is the heartland of Ireland's energy, food, pharmaceutical and ICT industries. Seven out of ten of the world's top pharmaceutical companies and Ireland's top four food companies are located in the province. UCC graduates make a critical contribution to the local talent pipeline that is at the heart of innovation and competitiveness for the region.

Cork is the fastest growing city in the country and has been ranked as one of Europe's top 25 cities of the future.

