



Coláiste na hOllscoile Corcaigh  
University College Cork, Ireland

# SENIOR POST-DOCTORAL RESEARCHER

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School of Medicine/ The National  
Perinatal Epidemiology Centre (NPEC)  
12 Months

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# A Welcome from our 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 250 universities in the world in the QS Rankings, UCC has a far-reaching impact that extends well beyond its campus. 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 26,000 includes over 5,000 international students from more than 120 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 180-year history of 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



# UCC, A Place of Values

## 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:

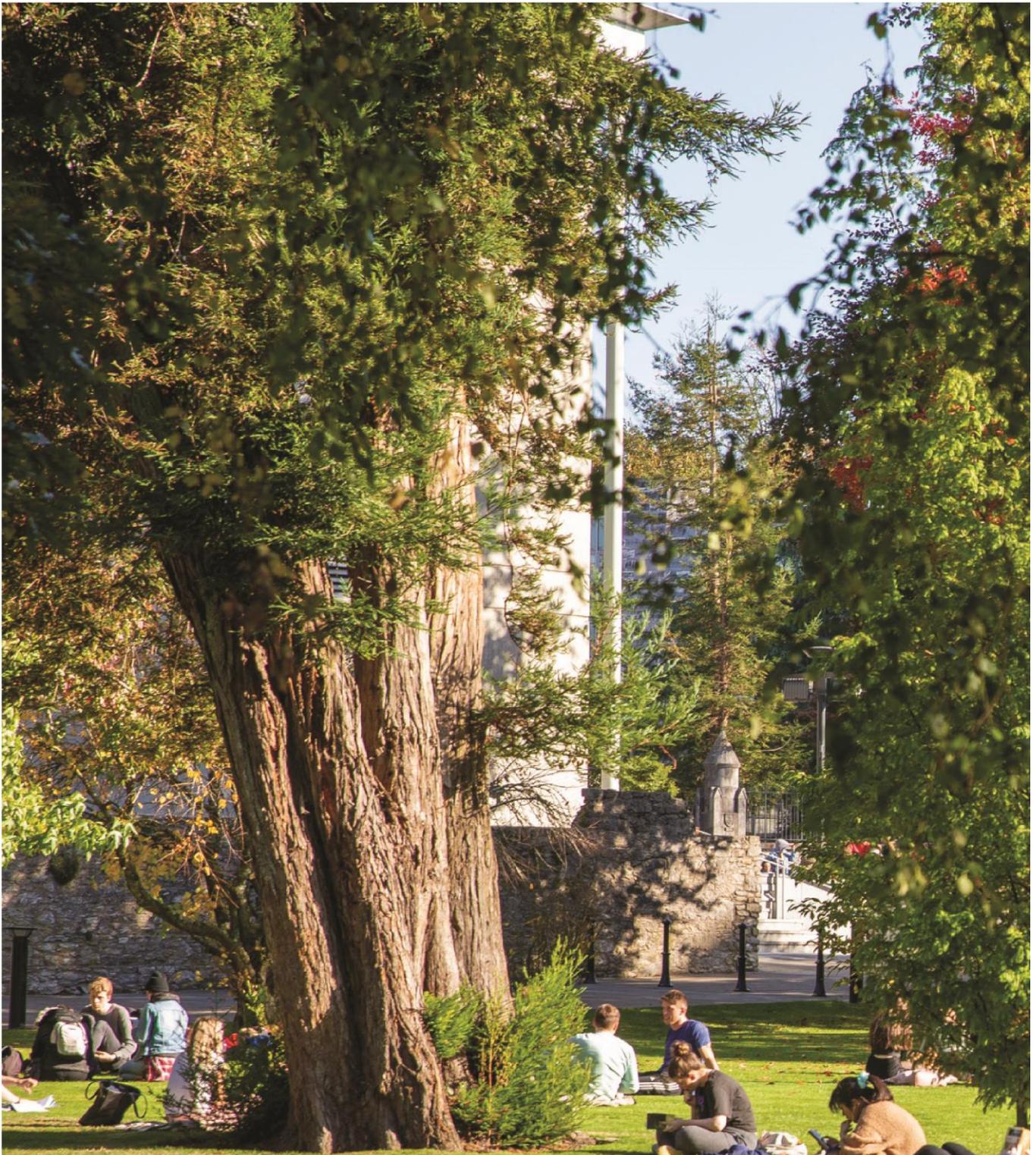
- High-quality professional and leadership development opportunities, including UCC-delivered postgraduate qualifications in Learning and Teaching, as well as Professional Practice and Leadership in Higher Education.
- Staff fee concessions for undergraduate and postgraduate programmes.
- Outstanding 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 University College Cork

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.



# UCC Facts – Our Impact

## Economic Impact



**€3.2 MILLION**

Generated everyday for the economy



**€1.18 BILLION**

Economic impact, supporting more than 21,000 jobs



**3<sup>RD</sup> LARGEST**

Employer in Cork



**€6 every €1 Invested**

Return for every €1 of state investment



**21,000**

Jobs supported

## Talent Capacity Building Mobility Impact



**€113 MILLION**

Investment in creation & discovery



**4 SPIN-OUT**

Companies created in 2023



**€113 MILLION**

Investment in creation & discovery



**€10.4 MILLION**

Investment in research & innovation by industry partners

## Societal & Cultural Impact



**21% Alternative Access**

Undergraduate student intake through alternative access pathways.



**TOP 30**

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



**7,000 Volunteer hours**

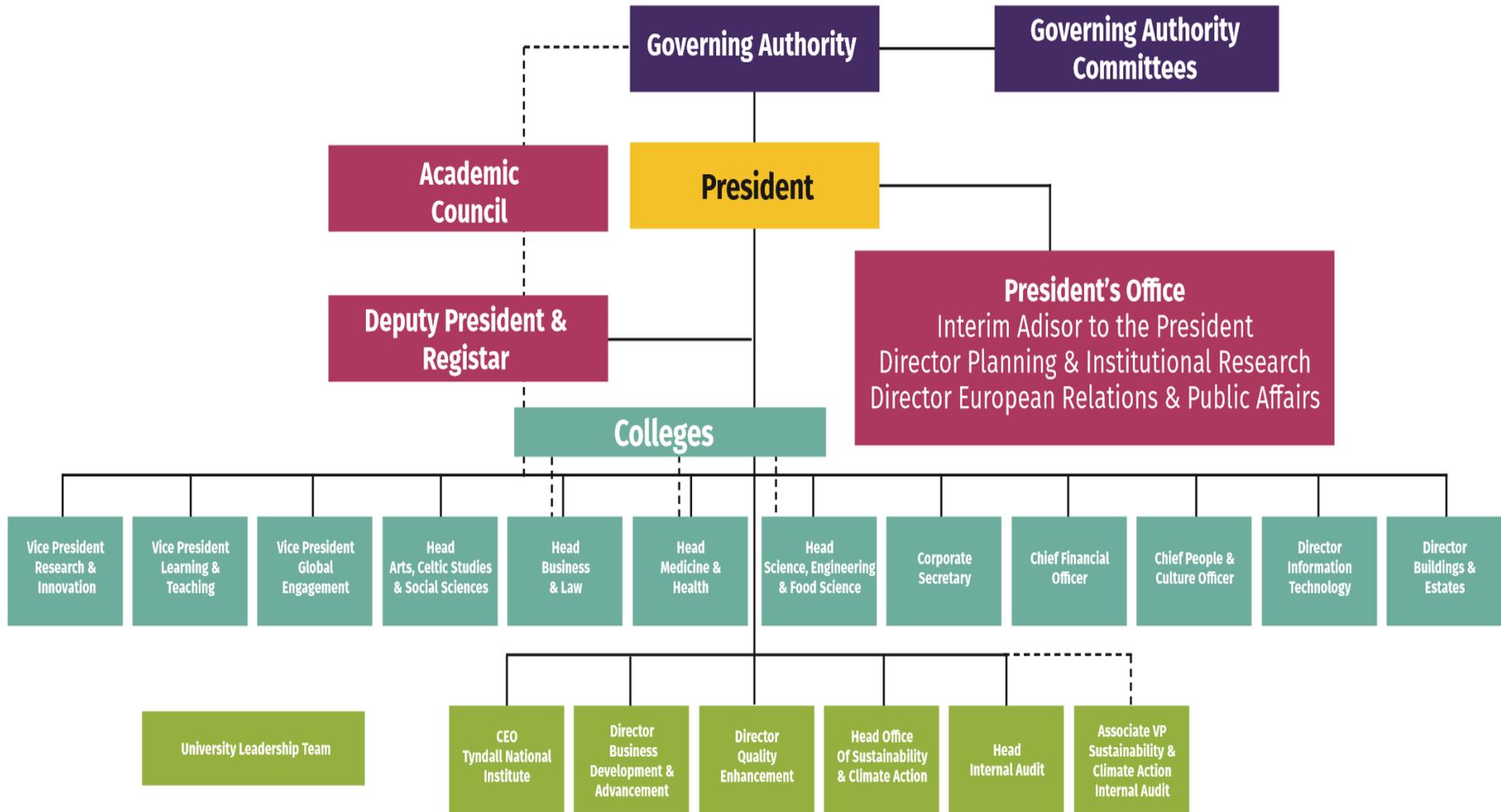
Volunteer hours annually by students



**119 Student-led societies**

Positively impacting student life

# Organogram



# About Hiring Unit

The National Perinatal Epidemiology Centre (NPEC) is a clinical audit centre located within the Department of Obstetrics and Gynaecology, University College Cork based in Cork University Maternity Hospital. The overall objective of the Centre is to collaborate with the maternity services to translate clinical audit data and epidemiological evidence into improved care for families in Ireland. The Centre conducts a number of national clinical audits on an annual basis, as well as investigating pertinent research topics in maternal and perinatal health. As part of its work, the NPEC collaborates with midwives, obstetricians, academics, neonatologists, administrators and patients from around the country.



# Role Description

This is an advanced research training role, building on their prior experience as a Post-Doctoral Researcher in UCC or elsewhere, where you will conduct a specified programme of research and research training under the guidance of a Principal Investigator. The primary purpose of the role is to deliver research results and objectives, develop new or advanced research skills and competencies, the successful development of funding proposals and to interact in the supervision and mentorship of graduate students, in conjunction with an academic supervisor.

The Post-Doctoral/Senior Post-Doctoral phase has an expected duration up to a maximum of 6 years, subject to the term of the project, on a full-time or part-time basis. Movement to the grade of Senior Post-Doctoral researcher in the University will be by competing for an advertised post. External appointments made directly to Senior Post-Doctoral research positions must have previous post-doctoral experience of at least 3 years.

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## The main duties will be:

### KEY DUTIES AND RESPONSIBILITIES

- To conduct and lead a specified programme of research under the supervision and direction of a Principal Investigator/Project Leader.
- To secure competitive research funding for research proposals
- To engage in appropriate and professional development opportunities as required by your Principal Investigator, School or College.
- To assume a role in the design as well as the execution of research, contributing significantly to the development of research proposals and funding successes.
- To support the Principal Investigator and research group in the design and development of a research programme.
- To engage in the dissemination of the results of the research, as directed by and with the support of and under the supervision of the Principal Investigator.
- To engage in the wider research activities of the Research Group, School or College.
- To interact closely with postgraduate research students who are studying for a Masters or a PhD and have an agreed role in supporting these students in their day to day research in conjunction with the supervisor or supervision team.
- To conduct administrative and management work associated with the research project.
- To carry out any additional duties as may reasonably be required within the general scope and level of the post.
- To engage in costing research grant proposals and take on financial management of projects.
- Support the coordination and development of perinatal research studies and national clinical audit programmes, ensuring alignment with ethical standards and maternal-neonatal care guidelines.
- Provided guidance to clinicians and researchers on ethical approval processes, including consent procedures in maternal and neonatal research.

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- Work closely with clinical leads and data coordinators in maternity hospitals to support research

# Selection Criteria

The successful candidate will be expected to have:

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## Essential Criteria

- A PhD qualification and significant experience in transdisciplinary or engaged research on societal transitions involving multiple actors, preferably in the marine sciences.
- Extensive competence and experience in a research area.
- Demonstrable experience of playing a leading role in the delivery of multi-partner European Projects.
- Strong project management experience including monitoring of project deliverables, timelines and budget.
- Good communication, organisation and interpersonal skills.
- Experience in liaising with external project partners and engaging with stakeholders, including citizens and communities.
- Supervisory skills.
- Leadership potential.
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- Extensive competence and experience in a research area.
- Supervisory skills.
- Leadership potential.
- Experience of applying for and securing funding.
- Possesses a comprehensive understanding of Irish maternity services, including the application of clinical audit to support quality improvement and patient safety.
- Ability to communicate research findings effectively to diverse audiences, including community stakeholders and healthcare professionals.
- Awareness of ethical considerations when working with vulnerable or underrepresented populations in maternity research.
- Ability to support research or audit projects examining disparities in maternal and neonatal outcomes among ethnic minority groups.
- Knowledge of health inequalities and their impact on perinatal outcomes, including barriers to accessing antenatal, intrapartum, and postnatal services.
- Experience collaborating with community organisations, advocacy groups, and healthcare providers to improve culturally appropriate maternity services.
- Demonstrate ability to engage with and build relationships with ethnic minority communities to support inclusive maternity research and service development.

# Conditions Of Employment

Salary: €54,850 - €59,654 p.a. (IUA PD2 Scale)

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

Normal hours of duty are 39 hours per week with 60 minutes for lunch daily.

Annual Leave will be 25 days per annum. This leave is exclusive of public holidays and Good Friday. The leave year commences on 1 July annually and four days annual leave must be held for the Christmas closure period.

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.

The tenure of the post is specific purpose whole time (for the duration of the award), based on the following provisions:

(a) A probationary period of twelve months shall apply from commencement of employment in the post during which the contract of employment may be terminated by either party in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2001. The probationary period may be extended at the discretion of the University.

(b) Except in circumstances of gross misconduct justifying immediate dismissal, the appointee will receive one month's notice of termination of employment, or, if greater, such notice as is provided for in a minimum notice in terms of Employment Act, 1973.

(c) The appointee is required to give one month's notice of termination of employment.

(d) Under the Public Service Superannuation Act 2004, for all new entrants to the Public Sector on or after April 2004, the normal retirement age is 65. It is no longer possible therefore to retire before age 65.

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.

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%

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. The cost of membership of the plan will be deducted from your salary. The current membership rate is 1.05% of your salary.

The Pay Related Social Insurance Class A1 rate of Pay Related Social Insurance (PRSI) applies to the post.

**Voluntary Health Insurance:** A VHI/Laya/ Aviva Health/ HSA/GloHealth group scheme is in operation and contribution may be deducted from salary, with effect from the Scheme's renewal date (May of each year).

**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 opportunity employer we offer a comprehensive suite of flexible working and family friendly initiatives. A list of such initiatives is available on our webpage.

An offer of appointment to a candidate who does not have EU nationality is subject to the granting of a Work Permit by the Department of Business, Enterprise & Innovation. The following is a list of employments in respect of which an employment permit shall not be granted

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/>

Please note that if you are considering applying for this post you must be able to supply proof of the right to work in Ireland. If you do not have the right to work in Ireland you would need to obtain a work permit. We are obliged by European law to appoint people who are citizens of the European Economic Area (EEA) where possible. Where there is no skills shortage for a particular post, it is highly unlikely that a work permit would be granted.

Candidates are requested to make a personal assessment against their own eligibility as to whether they should apply for this post.

Certificates and Testimonials: These documents should not be sent with the application. Candidates who are selected for interview will be requested to submit the necessary documentation.

# 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](mailto:recruitment@ucc.ie) quoting the job-title.

Informal enquiries can be made in confidence to Joye McKernan, Research Officer, NPEC, Tel: + 353 (0) 21 021 4205053; Email: [joye.mckernan@ucc.ie](mailto:joye.mckernan@ucc.ie)

For further information on the hiring unit, please see: [National Perinatal Epidemiology Centre | University College Cork](#)

Candidates should apply, in confidence, **before 12noon (Irish Local Time) on Friday 3<sup>rd</sup> April 2026**

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.

## 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**.

