Candidate Brief

Post-Doctoral Researcher in Artificial Intelligence
ARISE Project

(Fixed-term Specified Purpose up to 5 years with initial funding in place for 2 years)

Reference: 338/2024

Recruiting Difference; Reflecting Diversity

Infinite Possibilities

Technological University Dublin **Bronze Award**

HR EXCELLENCE IN RESEARCH

TU Dublin at a glance

Technological University Dublin (TU Dublin) is the second largest university in Ireland with over 29,000 students and over 3,000 staff working across five locations, including three large campuses in Grangegorman, Blanchardstown and Tallaght. The University was established on 1st January 2019 following the integration of Dublin Institute of Technology (DIT), Institute of Technology Blanchardstown (ITB) and Institute of Technology Tallaght (ITT) into a single organisation.

A leader in STEM disciplines, TU Dublin also supports the largest cohorts of students of business, media, culinary arts, and the creative and performing arts. We are passionate about life-long learning, and as the largest provider of part-time education, we make an important contribution to the economic life of Ireland, enabling capacity building for the future. Here are just a few of our statistics:
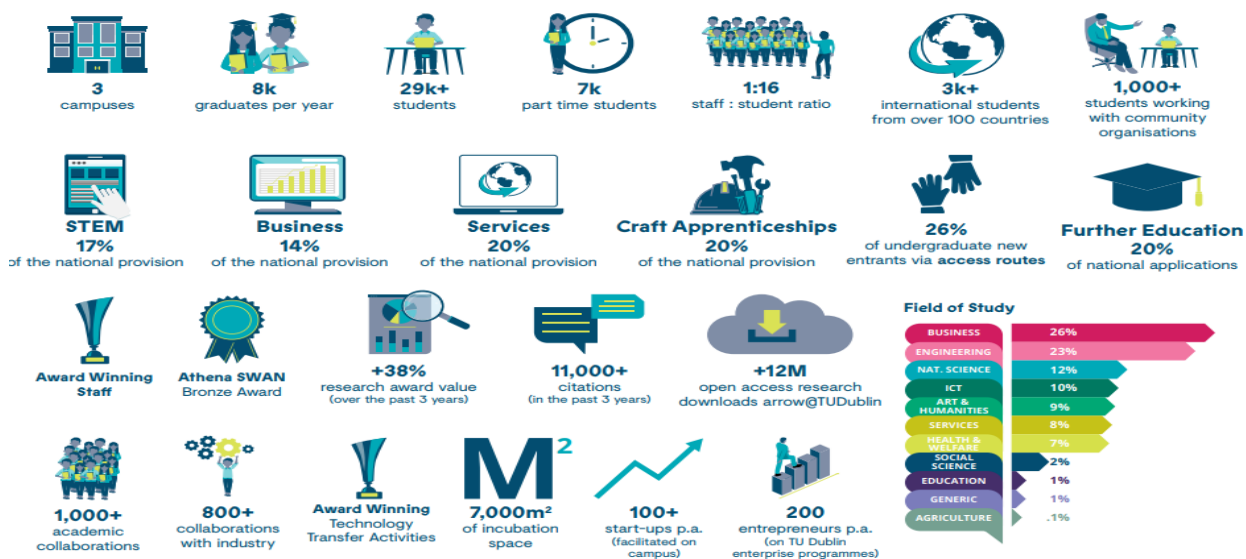
TU Dublin – A New University for A Changing Ireland

At TU Dublin, our distinguished researchers and innovators are pioneers in science and technology discovery, play active roles in informing policy and standards; and contribute to the creative life of Ireland. Our award-winning technology transfer and business incubation activity has so far delivered over 400 new sustainable businesses with an economic value of almost €700 million.

With an international outlook, we welcome students and staff from around the world, while our strong international partnerships provide opportunities for student and staff exchange programmes, major cross-collaboration research projects, and employment opportunities.
We are immensely proud of our network of 100,000+ TU Dublin graduates who are making their careers here in Ireland and in 70 countries worldwide, and of our staff who support all our students to make their mark on the world.

Find out more about TU Dublin and what each of our five locations can offer at https://www.tudublin.ie/explore/our-campuses/

Benefits available to staff working in TU Dublin

TU Dublin recognise the importance of our people, and we are actively involved in attracting, recruiting, developing, and retaining a talented workforce to meet our ambitions as a university. We offer a wide range of development opportunities for staff to pursue their professional interests through mentoring, study, secondments, and more.

Our aim is to be inclusive in all aspects of the work of the University and to create a welcoming atmosphere in which to work and study. We are committed to demonstrating this through our equality, diversity, and inclusion policies together with promoting the Athena Swan agenda. TU Dublin has a range of benefits available to employees, these include, but are not limited, to:

Tax Saver and Cycle to Work Schemes	Study and Exam Leave
Blended Working Policy in operation	Irish Language Classes
Extensive Library facilities throughout the university	Opportunities to attend conferences
Enrolment to Public Sector Pension scheme	Networking opportunities throughout the university
Health and Wellbeing programmes	Mentoring programmes
Fee support for further education, with a Fee waiver for TU Dublin programmes	Optometry Centre – free eye tests and discounted glasses
Erasmus staff programme	Sports facilities with discounted gym membership
Staff Development short-courses and seminars e.g., Women Leaders in Education, Project Management, Leadership Development Programme, Aurora Leadership Development for Women	Facilitation of direct deductions from salary for Hospital Saturday Fund health plan/ Income Continuance Plan/Health Insurance Plan/ Cornmarket financial advice plan

TU Dublin's people-focused strategy

At the heart of TU Dublin's overarching strategy lies an aspiration to become a workplace where individuals thrive in their professional and educational pursuits and love the experience of working and learning within our vibrant community. TU Dublin's vision for our people is that we are a place where people love to work and learn, and to be an exemplar of equality, diversity and inclusion.

The university has agreed a long-term strategy 'Strategic Intent 2030' and over the next five years we will deliver our People Plan '28 to move us towards our 2030 vision.

TU Dublin Research and Innovation

TU Dublin Research and Innovation is comprised of five teams of support staff who assist academic and research staff to develop, manage and communicate their research and innovation

activity. They work under the direction of the Vice President for Research and Innovation, who is a member of the University Executive Team and reports to the TU Dublin President.

These areas of activity are

- Research Hubs provide a range of infrastructure and supports to researchers and innovators working in related areas and who develop knowledge-based solutions for local, national, and European challenges that impact on the environment, society, and the economy
- Research Support Services promote and facilitate the funding processes at both pre-award and post-award levels, as well as providing support for Open Research.
- TU Dublin Innovation ensures that the knowledge generated by university researchers and innovators is successfully transferred to enterprise.
- The Graduate Research School manages the lifecycle of TU Dublin's growing cohort of postgraduate research students
- The Common Services Unit provides a range of technical services to the research community, including research information systems, and provision of facilities management capabilities.

ARISE «**A**mplifying TU Dublin's capacity for **R**esearch & **I**nnovation **S**upporting **E**nterprise» – is a TU Dublin initiative operating under the guidance of TU Dublin Research and Innovation, in tandem with the University's Research Hubs and Innovation & Knowledge Transfer activities.

With Ireland's rapidly growing population, particularly in the Eastern & Midlands Region (EMR)[1], to sustain a strong economy for the growing population in the long term requires enterprises to retain a constant focus on innovating to enhance their competitiveness. Simultaneously, there are pressures to transform their operations to minimize environmental impacts, like delivering on national commitments to be climate neutral by 2050.   Further, *Impact 2030*[2], the national Research and Innovation Strategy, sets a key target of Ireland becoming an "Innovation Leader" as per the European Innovation Scoreboard. Here it is acknowledged that close engagement between universities and enterprises is a key foundation of successful national innovation systems. Whilst Ireland has made progress in this regard, there is still potential to expand and enhance this aspect of the nation's innovation system. This is the intent behind ARISE, which is funded via the Technological University R&I Supporting Enterprise (TU-RISE) scheme.

Although Ireland's Technological Universities are already major players in their regions in terms of skills development and research activity, there is significant untapped R&I potential that should be leveraged to build Ireland's competitiveness in support of the *Impact 2030* target to become an innovation leader.

ARISE is designed to unlock this potential within TU Dublin, amplifying the University's capacity to directly support enterprises in the EMR to develop new products and processes, whilst further embedding an ethos of enterprise support across the general R&I community. Over the project lifetime (2024 to 2027), ARISE will support over 200 EMR-based enterprises, by funding and training enterprise support teams who will harness TU Dublin's specialist knowledge and research expertise.

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[1] See Eastern & Midland Regional Assembly (EMRA).

[2] See Impact 2030.

Headed by Business Development Managers, 5 of these teams will work across the following sectors, identified as priority sectors in the Eastern & Midlands Region Regional Spatial and Economic Strategy[3]:

- Biopharma, Life Sciences and Medical Technologies;
- Advanced Manufacturing and Engineering;
- Food, Agritech, Bioeconomy and Sustainability;
- ICT and Financial Services;
- Audio-visual, Creative and Cultural.

In supporting enterprises in these sectors, ARISE enterprise support teams will make a concerted effort to identify and support indigenous enterprises that are led by women, by people with disabilities, and by people from minority backgrounds.

Overall funding for this initiative is being provided by the Government of Ireland (via the Higher Education Authority) and European Regional Development Funding (ERDF).

Job Description

We are seeking a highly motivated Postdoctoral Researcher to join our team and contribute to Artificial Intelligence projects. The successful candidate will spend 70% of their time working on AI-related research as defined by the Principal Investigator. The role requires a strong background in AI, machine learning, and natural language processing and will involve conducting advanced research and contributing to publications in top-tier publications.

The remaining 30% of the time, the Postdoctoral Researcher will collaborate with a Business Development Manager to design and develop industry-academia partnerships. This includes identifying potential industrial partners, developing project proposals, and working on collaborative projects that bridge the gap between academic research and practical applications.

Key responsibilities

The tasks and duties associated with the post include:

- Manage and conduct a specific programme of research and scholarship in Artificial Intelligence and its subfields under the leadership of the Principal Investigator.

- Disseminate the outcomes of this research and scholarship including peer-reviewed academic publications of international standing.

- Assist in the further development of the research programme and in seeking and pursuing

- appropriate external funding.

- Undertake any other related research activities as required.

- Working with the ARISE project team, build business relationships with suitable enterprises, particularly in the Eastern & Midlands Region.

- Collaborate with these enterprises and TU Dublin staff in developing effective collaborative projects.

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[3] See EMRA Spatial Strategy Submission, pp9-17.

- Play an active role in knowledge and technology transfer activities, including managing research grants in accordance with TU Dublin Financial Regulations and the conditions of the funding body.

- The postholder will carry out any other duties within the scope, spirit and purpose of the job as requested by the Thematic Lead or the Project Coordinator.

- Comply with all TU Dublin policies and regulations, including those in relation to Research Ethics and Health and Safety.

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- The postholder will carry out any other duties within the scope, spirit and purpose of the job as requested by the PI or Director of the Faculty/School.

- Comply with all TU Dublin policies and regulations, including those in relation to Research Ethics and Health and Safety.

Person Specification

The ideal candidate will demonstrate the appropriate mix of knowledge, experience, skills, talent and abilities required for the role as outlined below and must satisfy all of the essential criteria:

Essentials
Qualifications

- A PhD in Artificial Intelligence or one of its subfields *(Essential)*

Knowledge and Experience
- Evidence of a research profile and publication record within the requisite subject area *(Essential)*
- Knowledge of research techniques and methodologies *(Essential)*
- Proficiency in data analysis *(Essential)*
- Experience in conducting requirements gathering and translating requirements into project proposals *(Essential)*
- Experience of developing research funding proposals *(Essential)*
- Effective written and verbal communication skills *(Essential)*

Candidates will be shortlisted based on their demonstration of meeting every essential criterion so are asked to clearly outline how their experience and qualifications meet the criteria.

Desirables
- Evidence of strong collaboration record, particularly with industry partners *(Desirable)*
- Experience working on collaborative projects *(Desirable)*

Candidates may be shortlisted on the basis of none, one or more of these desirable criteria and are asked to clearly outline how their experience and qualifications meet the criteria.

Further information for Post-doctoral Researcher

In the case of a 1st Post-doctoral Fellowship where the applicant may not have graduated yet, the successful applicant must, at the time of appointment, provide a letter from the appropriate graduate studies office confirming that the student has completed the programme including all the examination requirements and is just awaiting the formal graduation ceremony and the likely date on which that will take place.

Eligibility to compete

Eligibility to compete is open to candidates who are citizens of the European Economic Area (EEA) or Switzerland. The EEA comprises member states of the European Union along with Iceland, Liechtenstein and Norway. Other candidates may be eligible to compete subject to their having an appropriate work permit for the nature and duration of the position.

For Technological University Dublin staff, a secondment for the duration of the contract may be considered.

Terms and Conditions of Employment

A full statement of terms and conditions of employment will be given to the successful applicant in accordance with the Terms of Employment (Information) Acts 1994 and 2001.

The main terms and conditions of employment are as follows:

Tenure:	This post is offered on a Fixed-Term Specified purpose wholetime basis.
Location:	The post will be based at one of the TU Dublin Campuses i.e. Grangegorman (Parkhouse), Blanchardstown or Tallaght. The university may consider flexible working arrangements.
Salary:	The successful candidate will be appointed at point (01) of the Post-Doctoral Researcher Salary Scale i.e. €46,912 gross per annum. Remuneration may be adjusted from time to time in line with Government pay policy. Incremental credit may apply in line with University policy.
Hours of work:	A 37 hour working week is in operation. This can be reviewed by collective agreement, with the Minister for Education & Skills. Having regard to the nature of the work, attendance outside these hours may be required from time to time.
Probation:	The terms of the University's Staff Induction policy and Probation procedure may apply.
Annual leave:	Annual Leave and Public Holidays shall be granted as per the Holidays (Employees) Act 1973 and Organisation of Working Time Act 1997. The annual leave entitlement for this post is 25 days per annum this is inclusive of the University closure days.

Retirement:	The appointee will not be entitled to join the Education Sector Superannuation Scheme; however the University has a PRSA in place. A PRSA is a straightforward pension product that was introduced in 2003 by the Pensions (Amendment) Act 2002. It is a contract between an individual and the authorised PRSA provider in the form of an investment account that can be used to save for retirement.
Sick Leave:	The terms of the TU Dublin Sick Leave policy will apply. Sick leave will be in accordance with arrangements authorised from time to time by the Minister for Further and Higher Education, Research, Innovation and Science.

Application Process

Applications will be accepted through the online application service at www.tudublin.ie/vacancies. A CV and cover letter will be required in addition to the application form. All correspondence from the University regarding your application will be by email. Please ensure that the security filters on your email provider will accept emails from TU Dublin.

The selection process may include:
- shortlisting of candidates on the basis of the information contained in their application
- a competitive preliminary interview
- completion of online questionnaire(s)
- presentation or other exercises
- a final competitive interview (Competency Based)
- work sample/role play/media exercise and/or any other tests or exercises deemed appropriate

The University is committed to equality of opportunity and welcomes applications from all. However, our employment monitoring data tells us that individuals from Black, Asian and Minority Ethnic (BAME) communities, people with a disability and those who identify as LGBT+ are currently under-represented at the University. As such, we particularly welcome applications from these individuals.

Closing Date

The closing date for applications is **5.00 pm (Irish Time) on October 11th 2024. Late applications will not be accepted.**

It is anticipated that interviews for this post will take place in week beginning **November 18th 2024**. The interview assessment will be **50** minutes in length and will include a presentation of **8** minutes duration. The topic of this presentation will be as follows:

'My experience in applying AI techniques in collaborative projects including with industry partners'.

Contact information

For further information about this post please contact: Dr Dympna O Sullivan Dympna.OSullivan@TUDublin.ie

For queries regarding the application process, please contact Rosemary Okafor at (01) 2205175 between 9.30 and 5pm, Monday to Friday or email rosemary.okafor@tudublin.ie

Appeals

If a candidate wishes to appeal either a shortlisting decision or a Selection Board decision, they must indicate their intention to do so by submitting an email to the Recruitment Manager (referred to as HR Management throughout this appeals process) within 2 working days of the date upon which written notification to the unsuccessful candidate is issued. The email notice of intent must be followed by the submission of the Appeal Form to HR Management. The completed Appeal Form must be submitted no later than 5 working days of the date upon which written notification to the unsuccessful candidate is issued or up to 3 working days after the submission of the email notice of intent. Further details in relation to the University's Recruitment, Selection & Appointment Policy, including details in relation to the Appeals Procedure, can be found at the following link: https://www.tudublin.ie/media/website/for-staff/human-resources/Recruitment,-Selection-and-Appointment--Policy-14.08.23.pdf

Further information for Candidates

* Canvassing will automatically disqualify.
* Late applications will not be accepted. You will not be able to apply on the online system once the deadline is passed. Therefore, you should ensure you allow sufficient time to make your application in advance of the closing date and time.

* You may only submit one application per competition. Should you have any issues with your submission, please contact recruitment@tudublin.ie
* TU Dublin applies a shortlisting process for all competitions. Therefore, you should ensure that the information provided clearly and fully describes how you satisfy the essential, desirable, and any of the other role requirements set out in the Person Specification. It is important to ensure that your application clearly demonstrates that you hold the qualifications, knowledge and experience required for the role. The successful candidate will be required to submit parchments of Degrees, Diplomas, Certificates and other professional qualifications if these are not already on file with Human Resources.

* TU Dublin is an equal opportunities employer and is committed to the employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community

 "Technological University Dublin (TU Dublin) is committed to attracting, recruiting, developing and retaining the highest calibre of staff to build a diversified, supportive, innovative and inclusive workforce reflective of the wider community. TU Dublin aims to attract the best people who have the experience, knowledge, skills, abilities and competencies to support the University's mission. TU Dublin supports equality of opportunity, diversity and inclusion and encourages underrepresented groups to make applications and accommodates candidates with disability to apply for posts"

Recruitment, Selection and Appointment Policy