



Job Description

College	UCD College of Business
School	UCD School of Business
Post Title & Subject Area	Lecturer / Assistant Professor in Marketing and/or Lecturer / Assistant Professor in Retailing
Post Duration	Temporary 5 year post
Grade	Assistant Professor
Reports to	Dean, UCD School of Business/Subject Area Head
HR Reference No.	010603
HR Administrator	Joanna Skrzydelska

Position Summary

University College Dublin invites applications for the positions of Assistant Professor in the Marketing Subject Area of the UCD College of Business.

UCD College of Business is Ireland's leading business school and research centre.

UCD College of Business consists of UCD Lochlann Quinn School of Business ('the Quinn School') focused on undergraduate education, UCD Michael Smurfit Graduate School of Business ('the Smurfit School'), UCD Centre for Distance Learning ('CDL') and UCD Smurfit Executive Development ('Executive Development'). The Quinn School and CDL are located on the main campus at Belfield while the Smurfit School and Executive Development are located at Blackrock about five kilometres away. Academic staff teach in both schools. CDL also has a significant overseas presence in Singapore, Hong Kong and Sri Lanka and the development of our brand presence in these geographies is an important aspect of this role.

The College has over 7,000 undergraduate students and graduate students in the Quinn School, the Smurfit School and in CDL and approximately 1,200 participants in UCD Smurfit Executive Development.

The College and its constituent schools are ambitious for our students and graduates. A significant characteristic of this ambition is to draw on the strengths and needs of Ireland as an open, trading nation to further enhance our international reputation and reach.

One of the keystones of the School's reputation as one of the world's leading business schools is the quality and expertise of our faculty. We are the only business school in Ireland to hold the triple crown of accreditation from AACSB (US), EQUIS (Europe) and AMBA (UK). We are also the only Irish member of CEMS and GNAM, global alliances of leading business schools and multinational companies. Our MBA programme is consistently ranked in the top 100 globally by Financial Times, and our full-time MBA is ranked 73rd in the world and 22nd in Europe.

Our purpose is to re-imagine business education in an open world by providing together a transformational business education which develops informed, agile, critical, conscious thinkers and doers in the world and for the world and is led by a profound commitment to research, innovation and impact.

Our core values of the School are excellence in research and teaching, collegiality within the university, and willingness to change and encourage diversity. The School is committed to continuous improvement and increasing aspirations in regard to teaching and knowledge creation and dissemination. Collaboration with stakeholders in and outside the University is a central aspect of our strategy in enhancing our international reputation and reach.

The successful candidate will have a proven track record and will provide leadership in the following areas:

Research: The Subject Group places strong emphasis on research leading to publication in international, peer-reviewed academic journals and in leading debate in the field of marketing and/or retailing in the

academic and public space. Members of faculty are widely published in leading marketing and/or retailing journals in the US and Europe: And have international reputations as leaders in their specialist areas of research interest.

Teaching and Learning: The Marketing Subject Area makes a significant contribution to the School's undergraduate and postgraduate programmes, including B.Comm, B.Comm international, MSc in Marketing, MSc in Digital Marketing, MSc in Marketing Practice, MBA, and PhD. In 2019 the subject area will also launch a new MSc in Retail Leadership.

Administration: assume administrative and managerial duties as appropriate to the role.

95 Lecturer / Assistant Professor (above the bar)_2010 Salary Scale: €52,325 - €82,267 per annum
Appointment will be made on scale and in accordance with the Department of Finance guidelines

Principal Duties and Responsibilities

- Undertake and publish high quality research and scholarship in own field of expertise within Marketing and/or retailing. Applications from candidates with an interest and expertise in digital marketing / digital retailing will be particularly welcome.
- Actively contribute to the graduate and undergraduate teaching programmes as directed by the Head of School. Inter alia, this will involve module design and delivery, examination and assessment, quality assurance and enhancement, and associated administration.
- Supervise masters and doctoral research
- Provide students with feedback in relation to examination performance, and evaluate performance in the professional and practical elements of the course
- Keep abreast of research and scholarship
- Attend and maintain active membership on departmental committees/boards
- Make a significant contribution to the general administration of the Subject Area and the School
- Contribute to the academic life of the Faculty and the University
- Contribute to the wider educational and business community
- Actively contribute to meetings, courses and conferences for professionals and academics in marketing and retailing.
- Undertake such other appropriate duties as directed by the Head of School in line with the contract of employment.

Selection Criteria

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate for successful discharge of the responsibilities of the post. Applications will be assessed on the basis of how well candidates satisfy these criteria.

Mandatory

Candidates should have:

- A PhD in Marketing, Retailing or a related field from a research intensive institution. Candidates who do not yet have a PhD in Marketing, Retailing or a related field, but who expect to shortly complete this degree, may be considered.
- A strong, demonstrable commitment to research and international publication in Marketing and/or Retailing.
- A commitment to high quality teaching at graduate and undergraduate levels
- A capacity and enthusiasm for working in an interdisciplinary context within the School and wider academic community
- An ability to design, deliver and assess a range of modules in and outside areas of specialist

research interest.

- Excellent interpersonal and communication skills

Desirable

- An interest and expertise in research and teaching in digital marketing / digital retailing and cognate topics
- A demonstrable track record in developing successful research funding applications
- Good international research network and international academic experience
- Administrative experience commensurate with managing a portfolio of teaching and research.

Further Information for Candidates

Supplementary information

The University:	http://www.ucd.ie/aboutucd.htm
The UCD Strategy for Research, Innovation and Impact 2015-2020:	http://www.ucd.ie/innovation/aboutus/ucdstrategyforresearchinnovationandimpact/
UCD College of Business:	http://www.ucd.ie/collegesandschools/business/
Other (Please specify):	N/A

Relocation Expenses

- Will be applied in accordance with the UCD policy
<http://www.ucd.ie/hr/policies/>

Garda Vetting

- Will not be required.

Informal Enquiries ONLY to:

Name:	Damien McLoughlin
Title:	Professor of Marketing
Email address:	damien.mcloughlin@ucd.ie
Telephone:	00353 01 716 8890

Eligibility to compete and certain restrictions on eligibility

Incentivised Scheme for Early Retirement (ISER):	It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position
Department of Health and Children Circular (7/2010):	The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

<p>Collective Agreement - Redundancy Payments to Public Servants:</p>	<p>The Department of Public Expenditure 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 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 will 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. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-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) and the Minister’s consent will have to be secured prior to employment by any public service body.</p>
<p>Declaration:</p>	<p>Applicants will be required to a Pre-Employment Declaration to confirm whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. The above represents the main schemes and agreements restricting a candidate’s right to be re-employed in the public service. However it is not intended to be an exhaustive list and candidates should declare details of any other exit mechanism they have availed of which restricts their right to be re-employed in the public service. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.</p>
<p>Superannuation and Retirement:</p>	<p>The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the University, at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”).</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>
<p><i>a. Pensionable Age</i> - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.</p> <p><i>b. Retirement Age</i> - Scheme members must retire at the age of 70.</p> <p><i>c. Pension Abatement:</i></p> <ul style="list-style-type: none"> • If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position. • Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007 <p>The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a</p>	

teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

- **Ill-Health-Retirement**

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

d. Prior Public Servant - While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case such a candidate would instead be offered membership of the UCD Pension Scheme. This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual as outlined below:

e. Pension Accrual - A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

f. Pension-Related Deduction - This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>.

Those wishing to apply for the posts should do so via the UCD job vacancy website <https://www.ucd.ie/workatucd/jobs/> using reference number 010603 by August 16th.

Applicants interested in discussing the aforementioned positions at the forthcoming AMA Career Fair should submit the following in a single PDF packet to damien.mcloughlin@ucd.ie, julie.schiro@ucd.ie, and efe.camurdan@ucd.ie:

- Cover Letter
- Curriculum Vitae
- Research Statement
- Teaching Statement
- Publications(s) (Published or working paper(s))
- Other document(s) (optional)