



Post Specification

Post Title:	Research Fellow https://www.tcd.ie/hr/assets/pdf/Academic_title.pdf
Post Status:	Specific Purpose Contract – Full-time (4 years)
Research Group / Department / School:	Trinity Centre for Global Health, Trinity College Dublin, the University of Dublin
Location:	7-9 Leinster Street South Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Dr. Frédérique Vallières and Dr. Kristin Hadfield
Salary:	Appointment will be made on the Postdoctoral 1 (PD1) Irish University's Association Scale, at a point in line with Government Pay Policy €42,783.00 per annum, appointment will be made no higher than point 1
Hours of Work:	39 hours per week
Closing Date:	12 Noon (GMT), Monday 27 th of November

Please note that Garda vetting will be sought in respect of individuals who come under consideration for a post.

Post Summary

The Trinity Centre for Global Health (TCGH) is seeking to appoint a full-time postdoctoral research fellow to act as the TCGH-based project manager for APOLLO: 'Improving Mental Health, Wellbeing, and Resilience of Healthcare Workers in Rapidly Changing Environments'. Funded by the European Commission's Horizon Europe, the overall objective of APOLLO is to provide health care workers, organisations, and healthcare system funders and policy makers with the research-backed innovative solutions to help improve mental health, wellbeing, and resilience in the face of rapidly changing daily pressures and extreme events in the workplace.

The TCGH is an interdisciplinary centre within the Institute of Population Health; and is jointly supported by both the Schools of Medicine and Psychology. The TCGH is committed to health systems strengthening and the international programme for sustainable development, the Sustainable Development Goals (SDGs), particularly SDG 3.

Standard Duties and Responsibilities of the Post

The postholder will act as a key member of the Project Management Group. Comprised of core members of the project's consortium, the Project Management Group is an interdisciplinary team of researchers, clinicians, and businesspeople from twelve institutions located across eight countries who, together, are responsible for the timely delivery of all project outputs and deliverables, and for ensuring that APOLLO related activities are to schedule. The specific research objectives of APOLLO are:

- Identify (i) individual, (ii) organisational, and (iii) meso-organisational (team, middle-manager) level factors that affect the physiological and mental health, wellbeing and resilience of health and healthcare workers and use this understanding to:
- Provide (iv) stronger, more (v) cost-efficient managerial tools that can be used to better train team managers and directors of hospitals on methods to enhance the resilience of healthcare professionals and, in turn,
- Improve and increase (vi) collaboration between policymakers and stakeholders to jointly fight against factors of stress in the workplace.

Research within APOLLO is primarily hospital-based, with participant recruitment taking places across hospitals based in Finland, France, Italy, Ireland, Lithuania, Sweden, and the United States. The postholder, under the direction of the TCD co-Principal Investigators, will be responsible for the key research activities of the project taking place within Ireland. This includes, but is not limited to, hospital-based participant recruitment, liaising with stakeholders and key hospital staff to ensure regular participant engagement required to deliver the project, ensuring informed consent procedures are adhered to, data collection, data management, analysis, and output, including through conferences and publications. To accommodate the participation of a wide range of hospital staff, this may sometimes require the post holder to work outside of normal working hours.

If desired, the postholder may also contribute to teaching within the TCGH's active postgraduate programmes, which include a MSc Global Health and the MSc Global Mental Health, with the agreement of the relevant course Directors.

Funding Information

We are grateful to European Commission for the funding received through the Horizon Europe funding programme.

Person Specification

Qualifications

- Applicants should have a PhD degree (or equivalent) with a professional or clinical background in Medicine, Psychology, Social Work, Sociology, Anthropology, or cognate field.
- Proficiency in computer packages such as Microsoft Office, SPSS, Mplus, and NVivo.

Knowledge & Experience (Essential & Desirable)

- Experience conducting mixed-methods research (Essential).
- Experience conducting research within healthcare settings (Essential).

- Experience recruiting and conducting research with hospital-based healthcare workers (Essential).
- Experience with participatory methods and/or co-design of implementation research approaches (Essential).
- Experience working with and/or managing large and inter-disciplinary research consortiums (Essential).
- Experience of using novel methods of translating evidence to inform hospital managerial decision making (Desirable).
- Knowledge of health care service quality improvement methods (Desirable).

Skills & Competencies

- Proven ability to produce research and scholarship with a portfolio of internationally peer reviewed articles and a track record of researching for impact (Essential).
- Enthusiasm and aptitude for a collegial style of working, for collaborative and interdisciplinary work in research, and for international networking (Essential).
- Evidence of mixed-methods research experience (Desirable).
- Excellent communication as well as interpersonal and networking skills that enable the development of interdisciplinary research networks (Essential).
- Experience of working collaboratively and effectively in a multidisciplinary environment (Desirable).
- Ability to use relevant tools to analyse, assess, and evaluate the effectiveness and acceptability of hospital-based interventions and write reports as required (Essential).
- Excellent organisational and administrative skills (Essential).
- An ability to multi-task and prioritise while working in a busy environment, during hours that can facilitate the participation of hospital staff (Desirable).
- Self-motivated with an ability to initiate and follow through on projects within agreed deadlines (Desirable).

Application Procedure

Applicants should submit a cover letter and a full Curriculum Vitae to include the names and contact details of two referees (including email addresses) by **November 27th, 2023**, to:

Dr. Frédérique Vallières

fvallier@tcd.ie

Further Information for Applicants

URL Link to Area	https://www.tcd.ie/tcgh/
URL Link to Human Resources	https://www.tcd.ie/hr/

GARDA CLEARANCE:

Police vetting will be sought in respect of individuals who come under consideration for a post.

PLEASE NOTE: Applicants will be required to complete and return a Garda vetting form should they come under consideration for appointment. In some cases they may be requested to complete the form on the day of interview. This form will be forwarded to An Garda Síochána (Irish Police) for security checks on all Irish addresses at which they have resided. An Garda Síochána will make enquiries with the Police Service of Northern Ireland with respect to addresses in Northern Ireland. If an applicant is not successful in obtaining the post for whatever reason, this information will be destroyed. If an applicant, therefore, subsequently comes under consideration for another position, they will be required to supply this information again.

While applicants must complete information in relation to all addresses at which they have resided, the vetting is only done on addresses on the island of Ireland.

If an applicant has resided / studied in countries outside of Ireland for a period of 6 months or more, it is mandatory for them to furnish a Police Criminal Records Check/ Police Certificate from those countries stating that they have no convictions recorded against them while residing there. Applicants will need to provide a separate Police Criminal Records Check/ Police Certificate for each country in which they have resided. The Police Criminal Records Check/ Police Certificate must be dated after the date the applicant left the relevant country. Applicants should provide documentation in the English and/or Irish language. Translations must be provided by a registered translation company/institute in the Republic of Ireland; all costs will be borne by the applicant. Only original version documents will be accepted.

Applicants should be aware that any information obtained in the Garda Vetting process can be made available to the employing area.

It is the responsibility of the applicant to seek security clearances in a timely fashion as they can take some time. No applicant will be appointed without this information being provided and being in order.

The following websites may be of assistance in this regard:

www.disclosurescotland.co.uk

www.psni.police.uk

This website provides information on obtaining a national police clearance certificate for Australia

www.afp.gov.au

This website provides information on obtaining police clearance in New Zealand.

www.courts.govt.nz

For other countries not listed above applicants may find it helpful to contact the relevant embassies who could provide information on seeking Police Clearance. Original Police Clearance documentation should be forwarded to Human Resources where it will be copied and the original returned to the applicant by post. **Any cost incurred in this process will be borne by the Applicant.**

Trinity College Dublin, the University of Dublin

Trinity College Dublin is ranked 81st in the world in the QS World University Rankings 2024. Founded in 1592, the University is steeped in history with a reputation for excellence in education, research and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences.

Trinity is ranked as the 16th most international university in the world (Times Higher Education Rankings 2023) and has students and staff from over 120 countries.

The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success. Trinity has developed 19 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is the top-ranked European university for producing entrepreneurs for the past five successive years and Europe's only representative in the world's top-50 universities (Pitchbook Universities Report).

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of

every book published in Ireland and the UK. At present, the Library's holdings span approximately 6.5 million printed items, 400,000 e-books and 150,000 e-journals.

With over 120,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship and dedication to societal reform.

Rankings

Trinity College Dublin is ranked 81st in the world in the QS World University Rankings 2024. Trinity ranks in the top 50 in the world on 3 subjects (22 in the world for English Language and Literature, 28 in the world for Pharmacy and Pharmacology, 41 in the world for Nursing). Full details are available at: www.tcd.ie/research/about/rankings.

The Selection Process in Trinity

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time.

Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where candidates are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to candidates and are issued no later than 5 working days following the selection day.

In some instances the Selection Committee may avail of telephone or video conferencing. The University's selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by candidates in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/> and the Ineligible Categories of Employment are set out in Schedule 4 of the Regulations <https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/> . Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to 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. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity's Diversity Statement can be viewed in full at <https://www.tcd.ie/diversity-inclusion/diversity-statement>.

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have 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. Such queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Application Procedure

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Dr Frédérique Vallières

fvallier@tcd.ie



**UNIVERSITY
VACANCIES IRELAND**
universityvacancies.com

