

**DCU BUSINESS SCHOOL****Assistant Professor in Organisational Psychology****Fixed Term Five Year Contract**

Dublin City University ([www.dcu.ie](http://www.dcu.ie)) is a research-intensive, globally-engaged institution that is distinguished by both the quality and impact of its graduates, and its focus on the translation of knowledge into societal and economic benefit. DCU prepares its students well for success in life, and in the workplace, by providing a high-quality rounded education appropriate to the challenges and opportunities of the 21st century. DCU has a strong track-record in attracting both Irish and European Union funding under FP7, Horizon 2020, Marie Curie Actions and Erasmus. We offer a dynamic and internationally focused environment in which to advance your academic career.

Excellence in education and research has led to DCU's ranking in the top 1.5% of universities globally and it is regarded as one of the world's leading young universities (established in the last 50 years) as evidenced by its regular inclusion in the global rankings of such universities (QS Top 50 under 50; THE Top 10 under 50).

DCU Business School is a dynamic school whose history is marked by steep upward development. From the outset, our guiding voices were those of industry and students and, as a result, we are today distinctive for our deep and responsive industry engagement and our close concern with the success of our students. From those beginnings in the 1980s, and particularly over the last ten years, DCU Business School has developed an excellent research profile characterised by its industry relevance and a strong international reach. The School is accredited by AACSB, AMBA and has been awarded the Small Business Charter from the Chartered Association of Business Schools. Additionally, our programmes have relevant professional accreditations. DCU Business School is an engaged, innovative internationally-focused school which prides itself on its excellent reputation for impacting students, the academic community, industry and wider society.

**Position**

The successful candidate will be a member of the Work, Psychology and Strategy Group in DCU Business School. S/he will conduct high quality research and teaching in Organisational Psychology and will also participate in the School's external engagement activities. Further, the successful candidate is expected to contribute to programme management, research supervision and the service activities of the School and University.

Further information concerning DCU Business School is provided in the *Information Pack for Candidates* available at: <https://bit.ly/2UtlS6w>

## **Main Duties**

### **Research**

To contribute to the research activity of DCU Business School by:

- Publishing new ideas and findings in high impact international journals
- Achieving measurable impact via citations
- Seeking funds to support research initiatives
- Contributing to research activities such as conferences, seminars etc.
- Supervising postgraduate research students
- Contributing to the research culture and environment in the School and, where appropriate, working collaboratively on research initiatives.

### **Teaching**

To contribute to the teaching and learning activity of DCU Business School by:

- Delivering modules in a manner consistent with the highest academic standards
- Using a wide range of teaching and assessment methodologies which foster a deep approach to learning and which equip students with the skills and attributes needed to be lifelong learners
- Working proactively to enhance and enrich existing modules and programmes
- Contributing to the design and development of new modules and programmes
- Contributing to the teaching activities of the School's Centre for Executive and International Education
- Providing research supervision for taught postgraduate students

### **Service**

To contribute to the leadership, management and administration of the School by:

- Delivering allocated management and service roles to a high standard
- Active engagement in accreditation-related activities
- Contributing proactively to relevant School and University committees, working groups and meetings
- Contributing to the running of DCU Business School's activities through participation in, for example, promotional events and INTRA (work placement) visits.

### **External Engagement**

To enhance the reputation and impact of DCU Business School through engagement in external academic, business, professional, public sector and community activities (approved by the Executive Dean, where appropriate).

## **Person Specification**

Candidates must have a PhD (or be close to submitting a PhD for examination) in Organisational Psychology or a related discipline (e.g. Human Resource Management/Organisational Behaviour) and have a strong academic record. Previous teaching and research experience is required and a relevant professional qualification, where appropriate, is welcomed. Relevant industry experience is desirable.

We are seeking candidates who have a well-defined research plan and have the capability to publish in high impact international journals. Candidates should have (or be able to develop) international networks and collaborations. Candidates should also demonstrate excellent interpersonal and communication skills consistent with the highest quality of teaching and learning, together with evidence of successful teamwork and a collegial approach.

The successful candidate will have the opportunity to play an important role in the further development of the School's national and international reputation, and to make a significant contribution to the research activity and industry engagement of the School and to the design, delivery and management of programmes at undergraduate, postgraduate and executive levels.

### **Salary Scale: €52,188 - €83,039**

Appointment will be commensurate with qualifications and experience and will be made on the appropriate point of the Lecturer Above Bar salary scale in line with current Government pay policy.

**Closing Date:** Friday 22<sup>nd</sup> February 2019

**Informal enquires:** Informal enquiries should be directed to the Office of the Executive Dean, DCU Business School: [Ea2Businessdean@dcu.ie](mailto:Ea2Businessdean@dcu.ie). Please do not send applications to this email address, instead apply as described below.

### **Application Procedure**

Application forms are available from the DCU Current Vacancies (open Competitions) website at <http://www.dcu.ie/vacancies/current.shtml> and also from the Human Resources Department, Dublin City University, Dublin 9. Tel: [+353 \(0\) 1 7005149](tel:+353017005149).

Please clearly state the role that you are applying for in your application and email subject line: Job Ref #1105 Assistant Professor in Organisational Psychology.

Applications should be submitted by email to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie) or by post to the Human Resources Department, Dublin City University, Dublin 9. Human Resources Department, Dublin City University, Dublin 9. Tel: +353 1 700 5149; Email: Insert [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)

***Dublin City University is an equal opportunities employer***