



<b>Research Centre</b>	<b>National Anti Bullying Research and Resource Centre</b>
<b>Post Title</b>	<b>Postdoctoral Researcher in Bullying</b>
<b>Level on the Framework</b>	<b>Level 1</b>
<b>Post Duration</b>	<b>Fixed Term Contract of up to 4.5 Years</b>

#### **Research Career Framework**

As part of this role the researcher will be required to participate in the DCU Research Career Framework <http://dcu.ie/hr/ResearchersFramework/index.shtml>. This framework is designed to provide significant professional development opportunities to researchers and offer the best opportunities in terms of a wider career path.

#### **Introduction**

Dublin City University ([www.dcu.ie](http://www.dcu.ie)) is a research-intensive, globally-engaged, dynamic 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. Through its mission to transform lives and societies through education, research and innovation, DCU acts as an agent of social, cultural and economic progress. DCU acts as an agent of social, cultural and economic progress. As Ireland's University of Enterprise, it is characterized by a focus on innovation and entrepreneurship and a track-record of effective engagement with the enterprise sector. Excellence in its education and research activities has led to its consistent ranking in the top 50 of the world's young universities (QS Top 50 under 50).

DCU has a strong track record in attracting both Irish and European Union research funding under Horizon 2020 (and all previous Framework Programmes), Marie Curie Actions and Erasmus. We offer a dynamic and internationally-focused environment in which to advance your academic career.

ABC – National Anti-Bullying Research and Resource Centre is a University Designated Research Centre within DCU's Institute of Education. The Centre is dedicated to the study of bullying behaviour in schools and workplaces and to the development of resources and training to support employers, employees, schools, teachers and parents to prevent and intervene in bullying situations. Researchers at ABC were the first in Ireland to undertake research on school bullying, workplace bullying, homophobic bullying and cyberbullying. ABC leads the field of research, resource development and training in bullying in Ireland and is an internationally recognised centre of excellence in bullying research. The Centre's activities are funded by the Department of Education & Skills under the National Action Plan on Bullying (2013), the Irish Research Council, the European Commission, the Fulbright Commission, the Health Services Executive (HSE), Enterprise Ireland, and DCU Research and Innovation Unit.

## **Background and Role**

In 2017 the Centre entered into a research agreement with the HSE. Arising from this a programme of research has been planned and the HSE has provided funding for a full-time postdoctoral researcher (fixed term contract of up to 4.5 years) who will work with colleagues at the Anti-Bullying Research Centre on, among other things, a study related to tackling workplace bullying in healthcare professions and services. The position will build on existing international research on workplace bullying and will focus on developing solutions to tackle bullying in healthcare professions and services in Ireland. The position is funded by the HSE and the person appointed will be the main point of contact for the programme of research with the HSE. The selected candidate will work under the leadership of the Centre's Director (Principal Investigator) and contribute to the development of the Anti-Bullying Research Centre

## **Principal Duties and Responsibilities**

The main duties of the position will include, but are not limited to:

- Undertaking a specified programme of research on workplace bullying
- Leading and collaborating in the production of dissemination material and results of the research (i.e. producing high quality scientific publications, reports) in which he/she is engaged with the support of and under the supervision of the Centre Director/Principal Investigator
- Delivering research outputs and providing input into reports as required
- Attending and presenting results at project progress meetings
- Liaising with both internal and external stakeholders
- Supporting the Centre Director and research group in the design, development and implementation of the broader research programme
- Contributing to the organization of academic and policy seminars and workshops
- Supporting the fund-raising activities of the Centre, including developing proposals for research funding and applying for external research funding.
- Contributing to the research programme under the supervision and direction of the Centre's Director
- Participating in the production of project related deliverables, as directed
- Developing or contributing to research proposals in line with the research programme, and in collaboration with the Centre Director/Principal Investigator.
- Contributing to teaching and outreach activities of the group
- Mentoring, training and providing day-to-day advice and support to graduate research students within the group, as directed
- Providing support and advice to PhD students working on similar topics
- Engaging in appropriate training and development opportunities as required by the Centre Director/Principal Investigator
- Leading the delivery of a programme of anti-bullying training to relevant HSE staff.
- Carrying out administrative work associated with the programme of research as necessary

## **Skills and Experience**

Applicants for the position must have a doctoral qualification in psychology, sociology or another relevant discipline. The ideal candidate will have expertise in the field of bullying and/or workplace bullying and/or organisational behaviour. Candidates with a strong publication track record, or with experience in the management of research projects, are particularly encouraged to apply. The successful candidate should be capable of working in a team and contributing to developing the research and policy agenda and the activities of the National Anti-Bullying Research and Resource Centre.

Please note this appointment will be subject to the candidate successfully completing the Garda Vetting and Foreign Police Certification Processes.

Salary: \* **€36,854 – €37,383** per annum

\*Appointment will be commensurate with qualifications and experience and will be made on the appropriate point of the salary scale

**Closing date: 12<sup>th</sup> March 2018**

**Candidates will be assessed on the following competencies:**

**Discipline knowledge and Research skills** – Demonstrates knowledge of a research discipline and the ability to conduct a specific programme of research within that discipline.

**Understanding the Research Environment** – Demonstrates an awareness of the research environment (for example funding bodies) and the ability to contribute to grant applications

**Communicating Research** – Demonstrates the ability to communicate their research with their peers and the wider research community (for example presenting at conferences and publishing research in relevant journals) and the potential to teach and tutor students

**Managing & Leadership skills** - Demonstrates the potential to manage a research project including the supervision of undergraduate students.

**Informal enquiries to:**

Dr. James O'Higgins Norman, National Anti Bullying Research and Resource Centre, Dublin City University

E-mail: [james.ohigginsnorman@dcu.ie](mailto:james.ohigginsnorman@dcu.ie)

Phone: +353 (0)1 884 2220

***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.

**Please clearly state the role that you are applying for in your application and email subject line: Job # 768 Postdoctoral Researcher in Bullying**

Applications should be submitted by email to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie) or by Fax: +353 (0)1 7005500 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; Fax: +353 1 700 5500 Email: [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)

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