



Ollscoil Chathair
Bhaile Átha Cliath
Dublin City University

**Full Professor of Sustainable
Finance Permanent Contract**

DCU Business School

The Position

DCU Business School is now seeking to appoint an exceptional, internationally recognised Finance academic in the area of Sustainable Finance. The successful applicant will contribute to, and strengthen, existing capabilities of the finance discipline, and will be an academic member of the Financial and Operational Performance Group in the school.

The recruitment of a high-profile academic in Sustainable Finance will augment our international reputation in research and teaching by drawing together, consolidating and building upon existing DCU strengths in the areas of finance and sustainability.

The applicant will conduct high quality research and teaching in the area of Sustainable Finance and will also participate in the School's external engagement activities. The successful candidate is expected to deliver leadership in the finance discipline, and more widely in the School, with regard to all areas of activity: Teaching, Research, Management/Service and External Engagement.

This position presents an exciting opportunity for an individual to make a significant contribution to the future of DCU as it enters its next stage of major development.

Key Responsibilities

Research

To lead research activity in DCU Business School by:

- Publishing new ideas and findings in top tier international journals
- Seeking funds from external agencies and/or organisations to support personal and School research initiatives
- Leading the development of collaborative and interdisciplinary research within the Faculty and wider University
- Providing research mentorship to early career academics
- Leading the dissemination of research via the hosting of research conferences, seminars, etc

- Enhancing the reputation of the School in the international research community via conference presentations, journal editorships, external examining, etc
- Developing and leveraging international research networks to enrich the research activity of the School
- Enriching the research culture and environment in the School

Teaching

To lead teaching and learning activity in the DCU Business School by:

- Delivering teaching 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
- Designing and developing new undergraduate and post graduate programmes, including state-of-the-art plasma modules
- Enriching the scholarship of teaching within the Faculty
- Fostering a culture of teaching innovation within the Faculty
- Supervising PhD students and contributing to the Faculty's PhD supervisory process

Leadership / Management / Service

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

- Delivering management and service roles to a high standard (including as required roles such as, Head of Academic Group, Associate Dean and Executive Dean)
- Active engagement in accreditation-related activities
- Contributing proactively to relevant School and University committees, working groups and meetings
- Engaging in, and contributing to, staff development activities

External Engagement

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

Essential Role and Application Information

Section 1: Introduction

1.1 Call for applications

Applications are invited from suitably qualified candidates for a new post in Full Professor of Sustainable Finance under the Senior Academic Leadership Initiative (SALI) Call 2020, in line with the requirements set out in the Higher Education Authority (HEA) Call document <https://hea.ie/assets/uploads/2019/06/Senior-Academic-Leadership-Initiative-Call-for-Applications-2020-2.pdf>

This SALI Programme is managed by the Higher Education Authority (HEA), on behalf of the Department of Education and Skills (DES). Following a competitive process based on an annual Call for applications from higher education institutions (HEIs), the HEA approved a new and additional senior academic leadership post for DCU in the areas of Finance (Full Professor of Sustainable Finance to assist in accelerating gender balance at senior levels.

1.2 Background

Diversity is a key strength of Irish higher education. In recent decades our universities, institutes of technology, and colleges have been transformed, from predominantly national institutions catering primarily for school-leavers, to internationally oriented institutions engaged with an increasingly diverse student body, of all ages, backgrounds and gender identities.

Higher education legislation requires institutions to promote gender-balance among students and staff, and for the HEA to promote the attainment of equality of opportunity.

The [HEA National Review of Gender Equality in Irish Higher Education Institutions \(2016\)](#) was an important first step in highlighting the gender inequality that existed at senior academic levels in our HEIs. The HEA Expert Group report outlined a number of recommendations for the HEIs, HEA, research funding agencies and other key stakeholders. However, since the publication of the HEA Expert Group report, progress has remained exceptionally slow.

The DES proposed that a targeted and proportionate positive action should be taken to accelerate the achievement of gender equality objectives.

Such an approach is consistent with a range of Government strategies and policies including, for example:

- [National Strategy for Women and Girls](#)
- [Equality Budgeting Initiative](#)

The Gender Equality Taskforce identified significant measures that could accelerate progress in achieving gender equality in the Irish HEIs. Their Action Plan 2018-2020 encompasses a suite of initiatives to bring about sustainable organisational change and to empower a culture of gender equality in the HEIs for all staff, academic and professional, as well as management and support staff at all levels. Ambitious targets for the proportion of academic and professional, management and support staff of each gender to be in senior positions in 1, 3 and 5 years will be agreed with the HEA and monitored annually through the Strategic Dialogue process. Their report is available here:

<http://hea.ie/assets/uploads/2018/11/Gender-Equality-Taskforce-Action-Plan-2018-2020.pdf>

The HEA Expert Group and Gender Equality Taskforce both recognised that in addition to the organisational and culture change initiatives needed, a significant targeted positive action initiative was required in order to effect change within a reasonable time frame at the highest academic level in both sectors. Analysis of recruitment trends by the Gender Equality Taskforce highlighted that rate of change, over the period 2013 – 2017, at the most senior grades is slower than at other grades.

International evidence is that the establishment of new and additional gender-specific posts would be a proportionate and effective means to achieve rapid and sustainable change, and on that basis has the potential to be transformative for the higher education sector in terms of securing gender equality goals.

As part of the launch of the Gender Equality Taskforce Action Plan, it was also announced that a new Senior Academic Leadership Initiative (SALI) would be established.

Section 2

2.1 Objective of the Initiative

The Senior Academic Leadership Initiative aims to help achieve equality of outcome in the higher education sector. A new and additional senior academic leadership post has been funded in areas where:

- there is clear evidence of significant gender under-representation
- this appointment will have significant impact within the faculty, department, functional unit and the HEI
- they would be a proportionate and effective means to achieve accelerated and sustainable change within an institution.

This post is new and additional to the sector, i.e. it is in addition to the existing Employment Control Framework (ECF), and they will be funded through new and additional funding provided specifically to help progress gender balance among academic staff at senior levels.

The key objective of this Initiative is principally to attract outstanding female applicants both from within the sectors currently and internationally. The Initiative will also assist in increasing the number of women involved in the decision-making processes in the institutions, as advocated in the *EU Commission Strategy on Promoting Equality in Decision Making*.

In securing this post under this initiative, our institution has demonstrated its commitment to gender equality. Our institution has also demonstrated plans for future developments in this area and has outlined the organisational and cultural initiatives in place to support the newly appointed staff.

While this Initiative gives priority to highly qualified female candidates within the boundaries of what is legally permissible, in order to address their underrepresentation; preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if they can clearly articulate reasons worthy of legal protection as to why they should be considered.

Section 3: Call Criteria and Application Guidelines

3.1 Applicant Eligibility

A SALI post has been approved for our institution in the area of Finance (Full Professor of Sustainable Finance by the HEA, and the applicants can only be appointed within these specific areas.

Only applicants who are suitably qualified will be appointed. If applicants do not meet the normal competition rules for appointment at Full Professorship Professorship/SL3 level, then appointment will not be made.

This is a dedicated Call under the Senior Academic Leadership Initiative, and is an open competition for which both internal and external candidates will be eligible. In line with the objectives of the HEA SALI Call 2020, applications from highly qualified female candidates will be prioritised within the boundary of what is legally permissible, in order to address their underrepresentation. However preferential consideration of female candidates is excluded if other reasons worthy of legal protection prevail. In exceptional circumstances, applications from candidates who are in a minority or protected under Irish social legislation, or who also belong to an underrepresented minority in academic posts may be considered if they can clearly articulate reasons worthy of legal protection as to why they should be considered.

3.2 Applicant Assessment Process and Guidelines

Dublin City University's normal recruitment procedures apply for appointment at Full Professorship Professor/SL3 level.

In line with the HEA Expert Group recommendation 1.16, institutions are required to review the recruitment and assessment procedures currently being used to ensure that such processes are gender-proof. For example, institutions should consider how best to factor in time spent away from an academic career when asking for measurable outputs, e.g. asking applicants to identify their top 3–5 publications/outputs with no time limits would negate periods of time spent away from an academic career, however asking for the publications/outputs over the last 5 years would disadvantage someone who has spent time away from their academic career

A key objective of the Initiative is to strengthen diversity at senior academic leadership level in Higher Education Institutions (HEIs) given the benefits that increased diversity would be expected to generate for HEIs as set out in the report of the Gender Equality Taskforce.

Consequently, other capabilities and life experiences which have been acquired by applicants outside of the academic environment can be taken into account in assessing candidates, in so far as they are of importance for the suitability, performance and capability of applicants to perform senior academic leadership roles in higher education and to underpin the achievement of increased diversity at that level.

Section 4: Funding and Duration

The successful applicant will be a permanent employee of Dublin City University, under its standard terms and conditions.