



Dublin City University
Dignity, Respect and Sexual Misconduct Response Manager
Professional 6 (P6)
Fixed Term – Three Year Contract

Dublin City University

Dublin City University (DCU) is a leading innovative European University. It is proud to be one of the world's leading Young Universities and is among the world's top 2% globally. DCU is known as Ireland's University of Impact, with a mission to 'transform lives and societies' and focuses on addressing global challenges in collaboration with key national and international partners and stakeholders.

DCU has over 20,000 students in five faculties spread across three academic campuses in the Glasnevin-Drumcondra area of North Dublin. Thanks to its innovative approach to teaching and learning, the University offers a 'transformative student experience' that helps to develop highly sought-after graduates. DCU is currently No. 1 in Ireland for Graduate Employment Rate, and for graduate income (CSO).

DCU is a research-intensive University and is home to a number of SFI-funded Research Centres. The University participates in a range of European and international research partnerships. DCU is also the leading Irish university in the area of technology transfer as reflected by licensing of intellectual property.

As a 'People First' institution, DCU is committed to Equality, Diversity and Inclusion - a university that helps staff and students to thrive. The University is a leader in terms of its work to increase access to education, and is placed in the world's Top 10 for reducing inequalities in the Times Higher Education Impact Rankings.

Post Summary:

The Dignity, Respect and Sexual Misconduct Response Manager is a new role responsible for driving culture change on consent, sexual violence, and harassment at DCU, with a specific focus on raising awareness, providing education, and conducting training for both staff and students.

The individual will coordinate and oversee DCU's Action Plan for Preventing and Responding to Sexual Violence and Harassment, including the Sexual Misconduct Policy and Procedure, and the Dignity and Respect at Work and Study Policy. The individual will also be the key point of contact for

information and assistance under these policies, and coordinate a response to disclosures, complaints and incidents.

The individual will provide guidance to staff and students assisting those experiencing discrimination, harassment, bullying or who have been victims of sexual assault, and will organise a range of initiatives to contribute to providing a safe, respectful, and supportive work and study environment. They will work closely with existing structures and initiatives and build on the work already commenced in this area.

The individual will provide assistance to both the staff and students and therefore will have a dual reporting structure, reporting to both the [Human Resources](#) and [Student Support and Development](#) Departments.

Duties and Responsibilities

Please refer to the job description for a list of duties and responsibilities associated with this role.

Qualifications and Experience

The successful individual must have:

- A Primary Degree or equivalent (NFQ Level 7), with a postgraduate qualification in a relevant discipline highly desirable.
- A minimum of 3 years experience working in promoting a safe, respectful, supportive work and/or study environment, prevention of and responding to sexual violence and harassment or in an area related to policy development or equality, diversity and inclusion.
- Knowledge of the concepts and principles of sexual violence and harassment prevention and response.
- Demonstrable comprehensive knowledge of sectoral approaches and initiatives in Higher Education to prevent and respond to sexual violence and harassment.
- Experience of project management, including action planning and preparation of reports for senior management.
- Experience of leading working groups/committees on complex projects from design to completion.
- Excellent oral and written skills, including experience in workshop delivery.
- Ability to work autonomously with ownership of outcomes for key projects.

Desirable

- Relevant training with the Rape Crisis Network, trauma informed care, dealing with victims and survivors.
- Knowledge/experience of investigation processes, stakeholder management, and influencing.
- Evidence of highly effective interpersonal skills including negotiating, relationship building, influencing.

Minimum Internal Service Criteria

Please note that [internal service criteria](#) will apply.

Essential Training

Individuals will be required to undertake the following mandatory compliance training: GDPR, Cyber Security and Compliance. Other training may need to be undertaken when required.

Salary Scale: Professional 6 – €58,408 - €83,204

Appointment will be commensurate with qualifications and experience and in line with the current Government pay policy.

Closing date: Friday 27th October 2023

For more information on DCU and benefits, please visit [Why work at DCU?](#)

Informal Enquiries in relation to this role should be directed to:

Ms Rachel Power, Equality, Diversity and Inclusion Manager, Human Resources Department, Dublin City University.

Phone + 353 (0)1 700 6985

Email: rachel.power@dcu.ie

Application Procedure:

Application forms are available from the DCU Current Vacancies website at https://www.dcu.ie/hr/hr-current-vacancies-internal-competitions?check_logged_in=1

Applications should be submitted by e-mail with your completed application form to hr.applications@dcu.ie

Please clearly state the role that you are applying for in your application and email subject line:

Job Ref #NR366 Dignity, Respect and Sexual Misconduct Response Manager

Dublin City University is an equal opportunities employer.

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

The University's Athena SWAN Bronze Award signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies

aimed at creating a supportive and flexible work environment are available in the [DCU Policy Starter Pack](#).