Enterprise Academy/Convene Fellowships

5 Full-time equivalent positions

Semester 2 2023/24

Reference:138a/2023

Background

TU Dublin's strategic plan 2030 sets out our strategic aspiration under the themes People, Planet and Partnership. Following a review of external drivers and an assessment of the University's performance and capabilities in the context of wider economic and societal needs, TU Dublin is moving to the next stage of its strategy and has identified focus areas for the period 2024-2028, along with a suite of enablers.

The Enterprise Academy at TU Dublin aims to build and grow active partnerships across academia, industry, community & society, to create real value and impact for the TU Dublin community and wider society. As such, it will support the University in achieving its aim to increase active partnerships by 10% and to grow diversified income to 30% of total income by 2028.
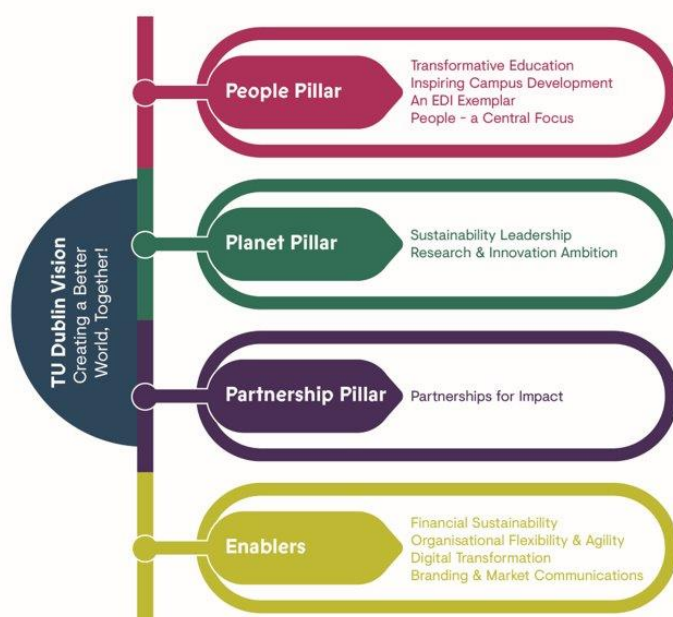
The Enterprise Academy is a multidisciplinary business unit adopting an innovative approach to Collaborative Talent Development for workplace learners, while also facilitating connections with on-campus learners.

Launched in November 2022, it is designed to support Irish-based enterprises in their talent development and skills strategies.

The Academy is the product of piloting and scaling collaboration models as part of Convene, a Human Capital Initiative project. designed to increase capacity in higher education.

The HEA's Human Capital Initiative supports Irish Higher Education Institutions in enhancing innovation and agility to provide skills-focussed programmes in line with priority needs. Approximately €300m has been invested in 24 projects. TU Dublin led the successful bid for the Convene project securing €17,5M in partnership with UCD.

The Enterprise Academy is driven by TU Dublin's vision of creating a better world together in partnership with students, staff and enterprise. It is based on a 'velcro' university-enterprise engagement interface where staff in enterprise, academia, innovation, research and our international partners come together for the common purposes of talent, skills development and innovation. Within TU Dublin, the Enterprise Academy team acts as an integrator, navigator and translator between enterprise and the academic, research and innovation communities. Enterprise is used in its broadest sense and the Enterprise Academy is organised around major employment sectors: ICT/FinTech, Tourism, Food & Drink, MedTech and Pharma, Social Enterprise, Creative & Cultural, Engineering & the Built Environment.

Assignment overview

The Enterprise Academy Fellowship programme supports staff wishing to co-create skills and innovation solutions with enterprise, which are aligned to TU Dublin's strategic goals. Funded by the Human Capital Initiative, Enterprise Fellows will be seconded from their regular role on a full-time basis for one semester. Staff in academic faculties, professional services, research or innovation centres are eligible to apply.

This Call for Expressions of Interest is for Semester 2 of the 2023/24 academic year. The roles will be full-time assignments for up to 5 months (from January 22nd to June 21st). Up to 5 Full Time Equivalent Fellowships will be funded. A panel will be put in place from which vacancies may be filled over a 12-month period. The secondment will be at the current pay grade of the successful candidates.

How does the Enterprise Academy Fellowship work?

Fellows support TU Dublin's aim of developing the most connected university by cultivating a network of discoverers, creators and entrepreneurs and engaging with people for University-Enterprise engagement.

The Enterprise Academy Fellowship provides time out to pause intense schedules, explore, experiment and deliver skills and innovation solutions for enterprise. Fellows will be immersed in a 'velcro' ecosystem where staff and students from enterprise, academia, professional services, innovation, research and our international partners come together for the common purpose of innovation, talent and skills development. Fellows will be based in their host organisation and in the Enterprise Academy, an "internal incubator" for TU Dublin, which will help staff translate between enterprise needs and academic solutions, align projects to the university strategic plan, navigate our complex systems, integrate our collective expertise and co-create solutions around priority enterprise needs.

What does the Enterprise Academy Fellowship provide?

Leveraging the best practice of prior fellowship colleagues, the 2023/24 Fellows will be supported throughout the innovation lifecycle to deliver skills and innovation solutions for enterprise. Mainstreaming and delivery remains the responsibility of the home Faculty, School or Unit and all projects need the firm commitment of the relevant line manager from the outset.

The Enterprise Academy will provide:
- Full semester secondments with backfill to the home School/unit (to a maximum value of €25,000)
- Ground-breaking educational models for Accredited Talent Development
- Tools and techniques for effective discovery
- Coaching through the full innovation lifecycle, from ideation to mainstreaming
- Curation of high-quality online content to support skills solutions
- Assistance with securing funding (Springboard, Innovation Vouchers, and other funding applications)
- Navigation of internal and collaborative quality assurance processes
- Cultivation of enterprise ecosystems including Enterprise Faculty in priority sectors
- Communities of practice around common challenges, joining the dots across our education, research and innovation strengths
- Professional development plans including coaching and training as entrepreneurial educators
- National/international market development and sector-facing intelligence
- Championing business process transformation within TU Dublin for university-enterprise engagement

What kinds of Fellowships will be supported?

We welcome ideas from staff under the broad theme of co-creation of skills and innovation solutions with enterprise *within some key parameters.*

- All Fellowships must have clear and achievable deliverables which are aligned to relevant objectives of the faculty or unit and the TU Dublin strategic plan. In this call, priority will be given to Fellowships that can be completed within the semester time frame and which are building on a relevant track record (e.g., prior work in Springboard, Skillnet, or similar schemes).
- A key goal of the Enterprise Academy is to 'join the dots' across our academic, professional services, research and innovation communities. We want to make good ideas bigger and more impactful by convening university-enterprise ecosystems around them and with our partners in the UCD Innovation Academy. In this initial Call, priority will be given to Fellowships that demonstrate this ambition.
- The Enterprise Academy is supported by an investment of €17.5m from the Human Capital Initiative, in partnership with the UCD Innovation Academy. As such the Enterprise Academy Fellowships must assist with meeting the specific objectives and targets of the HCI Pillar 3 funding (See Appendix B). Priority will be given to proposals that address skills and innovation needs in one/more of the following sectors (ICT/FinTech, Tourism, Food & Drink, Creative & Cultural, Social Enterprise, MedTech and Pharma). Fellows may be asked to progress relevant aspects of the Enterprise Academy project as part of their secondment where relevant.
- As above, a key consideration for project selection, will be alignment with the Faculty and University Strategic intent.

Within the above parameters there is ample scope to include new and exciting ideas from staff across the university which can be progressed within the Semester or as part of future Calls. Indicative examples include:

- Continuing Professional Development modules or programmes which are co-created with enterprise
- New or enhanced Collaborative Provider partnerships
- Enterprise partnerships for specific skills initiatives
- University-enterprise ecosystem development for enterprise challenges
- Competency models for specific sectors/roles
- High quality online content curation and content development with enterprise partners

The extent to which these solutions can be co-created with enterprise partners is a key consideration.

Principal Accountabilities

The principal accountabilities are broadly classified below. All Fellowships are designed to engage, consider, and offer solutions at a University-wide level on the relevant objectives of the Enterprise Academy. Given the HCI objectives for innovation, agility and system reform, capacity to work flexibility and adapt to evolving requirements is a key aspect of the role.

Candidates are asked to submit a detailed plan for their Fellowship as part of the application process.

Key duties will include:
- Delivery on the objectives and targets of the approved project plan for the Fellowship
- Engage with academic faculties, research and innovation centres, enterprise, international partners and other stakeholders on the Enterprise Academy goals and objectives

- Work closely with partners and faculties, developing innovation and skills solutions for enterprise.
- Designing and developing continuing professional development modules, programmes and skills solutions, co-created with enterprise, and assist with mainstreaming them in Faculties/Schools.
- Assist with the delivery of relevant Enterprise Academy tasks. By way of example these may include development of one/more of the following objectives:
  - The Enterprise Academy's staff development programme for national and international staff from enterprise, academia, research and innovation
  - The Accredited Talent Development model within enterprises and TU Dublin, developing sector-facing competency models, talent developer communities and agile Quality Assurance processes
  - Impact of the Enterprise Academy, benchmarking against international best practice, gathering intelligence to anticipate enterprise needs and disseminating the outcomes to key stakeholders nationally and internationally
- To ensure sustainability of the Enterprise Academy, assist with income generation by developing proposals/programmes to (i) access the in-company/private training market in Ireland (ii) enhance philanthropic potential through strategic relationships with enterprise for skills and innovation and (iii) assist with interdisciplinary projects at greater scale to public funding initiatives such as HCI, Springboard, Innovation Calls and other funding calls.
- Work with the Enterprise Academy team to ensure the potential for significant transformational potential is fully realised in TU Dublin, integrated with other strategic developments and sustained in the long term.

Person Specification

The ideal candidate will demonstrate the appropriate mix of knowledge, experience, skills, talents and abilities as outlined below:

Knowledge
- A first or second-class honours degree in a relevant discipline from a recognised degree awarding authority or an approved equivalent qualification **(Essential)**
- A Master's degree in a relevant discipline from a recognised degree awarding authority or an approved equivalent qualification **(Desirable)**
- Knowledge of, and commitment to, the TU Dublin Strategic Plan

Experience
- Three years' appropriate experience subsequent to obtaining an honours primary degree in a relevant discipline **(Essential)**
- Relevant academic, industry, research or professional experience at appropriate levels in relevant sectors which will ensure the successful delivery of the objectives of the Fellowship **(Essential)**
- Experience of one or more aspects of internationalisation activities in a higher education context.
- Experience of innovation in complex and challenging environments
- Evidence of impactful stakeholder engagement, working in or engaging with enterprise and academia
- Evidence of leadership in transforming teaching, learning, research and/or innovation
- Experience of project management in a higher education environment including experience of quality assurance, financial and human resources
- Demonstrable experience of leadership in advancing equality, diversity and inclusion

Skills, Talents and Abilities
- Excellent interpersonal and communication skills both oral and written
- Ability to work on own initiative and as part of a team
- Ability to engage effectively with students, staff and external stakeholders, particularly international partners.
- Good project management and organisation skills with a good attention to detail
- Good information technology skills.

Eligibility to compete.
All current staff who meet the essential criteria outlined in the person specification above are eligible to submit an application.

Tenure
The Enterprise Academy Fellowship programme supports staff wishing to co-create skills and innovation solutions with enterprise which are aligned to TU Dublin's strategic goals. Funded by the Human Capital Initiative, Enterprise Fellows will be seconded from their regular role on a full-time basis for one semester. Staff in academic faculties, professional services, research or innovation centres are eligible to apply.

This Call for Expressions of Interest is for Enterprise Academy Fellowships for Semester 2 of the 2023/24 academic year (5 months). The secondments will be full-time assignments. Up to 5 Full Time Equivalent Fellowships will be funded through Human Capital Initiative Pillar 3. A panel will be put in place from which vacancies may be filled over a 12-month period. The assignments will be at the current pay grade of the successful candidates.

Location
The successful candidates will be based on one of the TU Dublin campuses. This will be discussed and agreed on assignment in line with the University's workplace policy. Attendance at meetings on any site of TU Dublin will be expected.

Salary
Salary will be the current salary scale/point of the successful assignee and may be adjusted in line with Government pay policy.

Reporting Arrangements
Successful candidates will report directly in a line-management context to the Head of the Enterprise Academy. The successful candidates will work as part of a team and in close collaboration with their home school/unit.

Process for Application
Please complete the Expression of Interest (Appendix C) below and email by the closing date to recruitment@tudublin.ie

As part of the Expression of Interest candidates will be asked to submit detailed proposal for the Fellowship. Shortlisting will be based on the information provided in this Expression of Interest form. It is therefore essential that the application demonstrates and provides evidence of (i) how you meet the Criteria under the Person Specification and (ii) the detailed plan for the Fellowship.

Closing Date

The closing date for receipt of expressions of interest is **5pm (Irish Time) Monday, 20th November 2023**. Late Applications will not be accepted.

It is expected that one set of interviews will be conducted to fill these roles.

Shortlisted candidates will be asked for a **10-minute** presentation on the following title:

"How my proposal meets the Enterprise Academy Fellowship Evaluation Criteria"

Contact Information

For further information about these posts please contact claire.mcbride@tudublin.ie

More Information

https://www.tudublin.ie/connect/partnering-with-us/enterprise-academy/

https://www.convene.ie/

Appendix A: About the Enterprise Academy

The Enterprise Academy leverages the potential within enterprise itself to develop our national talent pool in a flexible and cost-effective way and addresses some of the major challenges facing Irish higher education including public funding, demographic demand, skills shortages and mismatches.

The Enterprise Academy is strategically positioned at a scale commensurate with the impact and reach of Ireland's two largest universities on the national landscape and will be an exemplar for how a research-intensive university can work with a technological university within a regional innovation ecosystem, a dynamic which is also applicable in Cork, Limerick and Galway. The TU Dublin and UCD collaboration is based on jointly building two unique educational models (i) Accredited Talent Development and (ii) Global Innovation Teams. As part of the project, UCD's Innovation Academy will be extended to TU Dublin and TU Dublin's enterprise reach will be extended to UCD.

Jointly led by TU Dublin and UCD, Ireland's first Enterprise Faculty will be created, a 'velcro' university-enterprise engagement interface where staff in enterprise, academia, innovation and research come together for the common purposes of talent development and innovation. It enables a deep, multi-directional and ongoing reach between the domains. The Enterprise Faculty is a target learner cohort in itself and the Enterprise Academy continuing professional development programme for Enterprise Faculty will be available nationally and internationally. International comparators for this concept include the Industrial Adjunct Professors programme in Sweden.

The Enterprise Academy targets three learner cohorts (i) Enterprise campus learners (both employed and recently unemployed) (ii) on-campus students (full-time, part-time and recently unemployed) and (iii) the Enterprise Faculty. It is underpinned by two educational innovations:

(i) Led by TU Dublin, Accredited Talent Development targets enterprise-campus learners and leverages enterprise's own capacity for skills and talent development. It supports enterprises to design, accredit and run their own courses through the Collaborative Provision in the National Framework of Qualifications. TU Dublin has one of the strongest track records in Ireland of accrediting the education

and training provision of other academic institutions, professional bodies, companies and other organisations (averaging 4,000 learners per annum for the past 5 years).

(ii) Led by UCD, Global Innovation Teams targets on-campus students primarily, where enterprise challenges are solved by diverse student teams mentored by Enterprise Faculty. Enterprise can prototype innovations with international and interdisciplinary student teams, working virtually/physically, mentored by Enterprise Faculty. Global Innovation Teams enable seamless bi-directional pipelines from undergraduate projects to research and innovation centres, with projects aligned to the broader challenges of the Dublin region.

Appendix B: About the Human Capital Initiative

The Human Capital Initiative (HCI) will increase capacity in higher education in focused programmes designed to meet priority skills needs for enterprise. These needs are identified though the detailed and comprehensive framework now in place under the National Skills Council, including publications from the Skills and Labour Market Research Unit (SLMRU), the work of the Regional Skills Fora, the National Training Fund (NTF) Advisory Group, and the Expert Group on Future Skills Needs, and the direct involvement of employers. The HCI will also incentivise continued reform and innovation in third level provision building on best practice nationally and internationally, strongly supporting innovation in programme design and delivery. It will respond to the targets outlined in the National Skills Strategy, Technology Skills 2022, and other Government strategies. It will seek to promote innovative and responsive models of programme delivery, and to enable the higher education system to respond rapidly to changes in both skills requirements and technology. The key objectives are to:

- Increase provision in areas of identified skills need for enterprise
- Future proof graduates with industry relevant skills for emerging technologies
- Ensure that there is a greater focus across the whole spectrum of higher education course provision on promoting and embedding transversal skills
- Incentivise continued reform and innovation in higher education provision building on best practice available nationally and internationally

The key areas of focus for actions under the initiative are:
- Priority skills needs for society and the economy, particularly in high productivity sectors
- Promoting regional development and National Development Plan7 /Project Ireland 2040 objectives
- Innovation and reform in programme provision
- Responding to digitalisation and the future world of work
- Strengthening relationships with enterprise and addressing identified future skills needs
- Provision of upskilling and reskilling through lifelong learning

Appendix C: Expression of Interest Application Form

Please submit a detailed CV and complete this form. Both should be emailed to **recruitment@tudublin.ie** by **5pm (Irish Time) on Monday, 20th November 2023**.

General information	
Name	
Current Job title/ grade	
School/function	
Contact information (email)	
Contact information (phone)	
Supporting Statement (500 words approximately)	

Specific criteria per the Person specification Please provide evidence to demonstrate the following criteria. (Indicative guide of approximately 500 words per section)	
Knowledge • A first- or second-class honours degree in a relevant discipline from a recognised degree awarding authority or an approved equivalent qualification **(Essential)** • A master's degree in a relevant discipline from a recognised degree awarding authority or an approved equivalent qualification **(Desirable)** • Knowledge of, and commitment to, the TU Dublin Strategic Plan	
Experience • Three years' appropriate experience subsequent to obtaining an honours primary degree in a relevant discipline **(Essential)** • Relevant academic, industry, research or professional experience at appropriate levels in relevant sectors which will ensure the successful delivery of the objectives of the Fellowship **(Essential)** • Experience of one or more aspects of internationalisation activities in a higher education context. • Experience of innovation in complex and challenging environments • Evidence of impactful stakeholder engagement, working in or engaging with enterprise and academia • Evidence of leadership in transforming teaching, learning, research and/or innovation • Experience of project management in a higher education environment including quality assurance, financial and human resources • Demonstrable experience of leadership in advancing equality, diversity and inclusion	

<div style="text-align:center; border:1px solid #000; padding:10px;">

Fellowship Plan
Please provide details of the work to be undertaken during the Fellowship

</div>

Short Description	*Maximum 500 words* *Please outline the enterprise skills and/or innovation need(s) that this Fellowship will address. Projects must have a clear deliverable which is achievable within the semester time frame.* *(i) What is the key deliverable from the Fellowship?* *(ii) Why is it needed in enterprise and/or the university?* *(iii) How will this Fellowship address this need?* *(iv) What are the key steps to achieving the deliverables during the Fellowship?* *(v) How will the project be mainstreamed in your School/unit?*

<div style="text-align:center;">

Fellowship Evaluation Criteria

</div>

Alignment with the objectives of TU Dublin's Strategic Plan (20 marks)	**All Fellowships must have clear and achievable deliverables which are aligned to relevant objectives of the TU Dublin strategic plan.** *In a maximum 500 words, please outline* **(i) What specific objectives / targets of the TU Dublin Strategic Plan does this project help address (3 priority objectives)?** **(ii) How can this project contribute to these objectives? How have the relevant sponsors/action plan leads of the TU Dublin strategic plan been involved?**
Prior Experience (20 marks)	**Priority will be given to projects that can be completed within the timeframe of the semester secondment and which are building on a relevant track record (e.g. prior work in Springboard, HCI, or similar schemes).** *In a maximum 500 words, please outline* **(i) Previous work undertaken which demonstrates track record in this area** **(ii) How will the Fellowship build upon this work?**
Alignment with the objectives of the Enterprise Academy programme (20 marks)	**The Convene project and TU Dublin Enterprise Academy is supported by an investment of €17.5m from the Human Capital Initiative, in partnership with the UCD Innovation Academy. As such The Enterprise Academy Fellowships must assist with meeting the specific objectives and targets of the Enterprise Academy funding (See Appendix A). Priority will be given to proposals that address skills and innovation needs in one or more of the following sectors (ICT/FinTech, Tourism, Food & Drink, Creative & Cultural, Social Enterprise, MedTech and Pharma, Engineering & the Built Environment). Fellows may be asked to progress relevant aspects of the Enterprise Academy project as part of their secondment where relevant.** *In a maximum 500 words, please outline* **(i) What is the key deliverable(s)?** **(ii) What are the key steps to achieving the deliverables during the secondment?** **(iii) How will the project be mainstreamed in your School/unit?** **(iv) What specific objectives / targets of the Enterprise Academy programme does this project help address?** **(v) How can this project contribute to these objectives / targets?** **(vi) Which pilot initiatives currently underway in The Enterprise Academy can this project contribute to?** **(vii) Which of the Enterprise Academy priority enterprise sectors are involved?** **(viii) How can the project help build the partnership with UCD Innovation Academy?** **(ix) What are the key risks and challenges involved, including progression in the 5 month timeframe?**
Co-creation with enterprise (20 marks)	**The ambition of Convene/TU Dublin Enterprise Academy is to create a dynamic and vibrant community which translates between enterprise and academia, navigates our complex skills and innovation ecosystems, integrates our collective expertise and co-creates ecosystems around common challenges. Co-creation of skills and innovation solutions with enterprise, for enterprise needs, is our key differentiator.** *In a maximum 500 words, please outline* **(i) What is the key deliverable(s) for enterprise?**

	(ii) How will enterprise be involved in the design, development and delivery of the project? (iii) What specific enterprise partners are / can be involved? Letters of support and/or evidence of early involvement with enterprise are encouraged but not prerequisite. (iv) Please provide details of any co-funding opportunities with enterprise partners. (v) How will the project engage with enterprise partners during the semester secondment?
Added Value of a The Enterprise Academy Fellowship (10 marks)	The Enterprise Academy Fellowship provides time out, to pause intense schedules, explore, experiment and deliver skills and innovation solutions for enterprise. Fellows will be immersed in a 'velcro' ecosystem where staff and students from enterprise, academia, professional services, innovation, research and our international partners come together frequently for the common purposes of innovation, talent and skills development. Fellows will be virtually/physically based in the Enterprise Academy*, an "internal incubator" with TU Dublin, which will help staff translate between enterprise needs and academic solutions, align projects to the university strategic plan, navigate our complex systems, integrate our collective expertise and create ecosystems around common enterprise challenges. In a maximum 200 words, please outline (i) What added-value would a The Enterprise Academy Fellowship bring, over and above working on this project in your home School/unit? How would this project be progressed without a The Enterprise Academy Fellowship for example? (ii) What supports provided by the Enterprise Academy do you anticipate will be most useful and why?
Contribution to a pan-university community of practice and/or enterprise ecosystem (10 marks)	A key goal of the Enterprise Academy is to 'join the dots' across our academic, professional services, research and innovation communities. We want to make good ideas bigger and more impactful by convening university-enterprise ecosystems around them, and to build a long term partnership with our Convene partners in the UCD Innovation Academy. In a maximum 200 words, please outline (i) What other projects, initiatives, research groups, programmes, Schools and units within the university could potentially be involved in this project? Why would it be of interest to them? (ii) How will this project engage with relevant people across the university? (iii) What external parties could be involved and why? (enterprise, representative bodies, government departments, working groups, etc)
Supporting documents	Please include a Letter of Support from your Head of School/Head of Unit and Letters of Support from enterprise partners (if available)