



Candidate Brief

Senior Research Associate
(Senior Research Fellow salary scale)

**School of Architecture, Building &
Environment - DFHERIS Funded**

(Specified Purpose Wholetime for up to 9 months)

(Reference: 166/2025)

Recruiting Difference; Reflecting Diversity

**Infinite
Possibilities**



TU Dublin at a glance

Technological University Dublin (TU Dublin) is the second largest university in Ireland with students studying and staff working across five locations, including Bolton Street, Aungier Street, Grangegorman, Blanchardstown and Tallaght. The University was established on 1 January 2019 following the integration of Dublin Institute of Technology (DIT), Institute of Technology Blanchardstown (ITB) and Institute of Technology Tallaght (ITT) into a single organisation.

A leader in STEM disciplines, TU Dublin supports the largest cohorts of students of business, media, culinary arts, and the creative and performing arts. We are passionate about apprenticeship education, life-long learning, and as the largest provider of part-time education, we make an important contribution to the economic life of Ireland, enabling capacity building for the future.

TU Dublin A New University for a Changing Ireland

Ireland's Higher Education landscape is changing to meet the current and future needs of society and industry, and to align with national priorities as identified in, for instance, Project Ireland 2040, and the Climate Action Plan. TU Dublin's position as Ireland's first Technological University have created an opportunity to deliver a co-created, practice-led national impact underpinned by research excellence across both the Irish Universities (IUA) and Technological Universities landscapes.

At TU Dublin, our distinguished researchers and innovators are pioneers in science and technology discovery, play active roles in informing policy and standards; and contribute to the creative life of Ireland. Our award-winning technology transfer and business incubation activity has so far delivered over 400 new sustainable businesses with an economic value of almost €700 million.

With an international outlook, we welcome students and staff from around the world, while our strong international partnerships provide opportunities for student and staff exchange programmes, major cross-collaboration research projects, and employment opportunities.

We are immensely proud of our network of 100,000+ TU Dublin graduates who are making their careers here in Ireland and in 70 countries worldwide, and of our staff who support all our students to make their mark on the world.

TU Dublin's vision for our people is that we are a place where people love to work and learn, and to be an exemplar of equality, diversity and inclusion. The university has agreed a long-term strategy 'Strategic Intent 2030' to help us achieve our goals.

Find out more about TU Dublin and what each of our five locations can offer at <https://www.tudublin.ie/explore/our-campuses/>

Function

Faculty of Engineering and Built Environment

The Faculty of Engineering and Built Environment is building on the 130-year-heritage of the University across all campuses enabling us to face our current challenges and to realise the opportunities of the future. Cascading from the University's Strategic Plan, and embracing the UN's Sustainable Development Goals, the Faculty's activities will focus on executing TU Dublin's mission, vision, and values in alignment with development of the University's student-focused educational model and quality framework. The Faculty is delivering a student and educational experience that is relevant and transformative, promoting academic excellence, graduate employability and

preparedness for the workplace of the future. We are doing this by prioritising the development of technical and theoretical competency along with relevant professional development, by generating new knowledge and by using existing knowledge in new and creative ways. We are globally aware, meeting societal, industry and professional needs, and supporting life-long learning and equal access and opportunity for all.

Ireland's Higher Education landscape is changing to meet the current and future needs of society and industry, and to align with national priorities as identified in, for instance, Project Ireland 2040, and the Climate Action Plan. TU Dublin's position as Ireland's first Technological University, and the Faculty's role as the largest national provider in the Engineering and Built Environment sectors, have created an opportunity to deliver a cocreated, practice-led national impact underpinned by research excellence across both the Irish Universities (IUA) and Technological Universities landscapes. The Faculty is committed to the University's intentions in relation to Pathways for All (PE1) and will improve the entry points for students, expand the ladders of opportunity that already exist across the Faculty from apprenticeship (L6) to PhD (L10) and develop provision to meet the future needs of Industry. The Faculty will continue to expand research expertise and capacity throughout the Faculty and will lead National and EU-level projects of scale and impact in Engineering & the Built Environment.

TU Dublin's founding institutions are, and have long been, national and international leaders in excellence in craft-based apprenticeships. The Faculty has a deep tradition in apprenticeship education and has further developed this through programmes of work based learning. We continue to support and resource this in the Faculty, supporting the drive by Government to achieve parity of esteem in the perception of apprenticeship modes of delivery. We leverage opportunities with the National Apprenticeship Office and the standardisation of all apprenticeships under the consortium-based model, to align with the Faculty and University's stated intent of achieving excellence, impact, and inclusion through co-created and practice-led teaching, learning and research. TU Dublin's membership of the European University of Technology (EUt+) provides a Europe-wide context for the future development of the Faculty. Alignment between Faculty and EUt+ missions will be enabled where this provides additional benefits to, and better futures and infinite possibilities for TU Dublin students, staff, and stakeholders, particularly across agendas such as climate action (EU Green Deal), EDI, and personal mobility. Examples include joint bachelors and masters pilot programmes, commencing with the disciplines of Civil Engineering, Communications Engineering and Mechanical Engineering. The aim is to create a framework that will allow harmonisation for the programme of study and allow students to obtain a degree recognised at EU level.

The Faculty members and disciplines work collaboratively by partnering widely with TU Dublin's academic and professional services communities and with our students, our alumni, and our national and international stakeholders to deliver on the University's mission, vision, and values appropriate to Engineering and Built Environment contexts. We collaborate externally at module, programme, project, and faculty levels including through activity hubs such as the Design + Construct Centre, Incubation centres (Synergy, the LINC, and Hothouse), the Dublin Energy Lab, the National Construction Technology Cluster, the Technical Development Centre and the Centre for Innovative and Sustainable Transport.

Each School in the Faculty is led and managed by a Head of School supported by Heads of Discipline.

School of Architecture, Building and Environment

The School of Architecture, Building and Environment (SABE) is based in the Bolton Street complex (including Linenhall) and brings together the complementary disciplines of Architecture, Architectural Technologies, Construction, and Environment and Planning. The School delivers a range of programmes including apprenticeships, undergraduate programmes, taught postgraduate degrees, CPD and post-professional education and research to approximately almost students. The school also contributes disciplinary expertise to programmes in other schools including the School of Transport and Civil Engineering and the School of Surveying and Construction

Innovation.

Research activity is an area of strength in the School, with more than 15 PhD students registered and supervised by staff in the School - in areas such as planning, architectural practice, transport and logistics, environmental management, and building technologies. In addition, the school is involved in real world research and consultancy, benefitting from our practice-experienced academic researchers and staff. Environment and Planning is one of four discipline areas in the school. The discipline is active across teaching and learning (with undergraduate and postgraduate programmes), research and community, practice and industry engagement and partnership. Spatial planning is provided at undergraduate and postgraduate level. The school is looking to increase its capabilities in this area of education by consolidating and expanding the existing delivery and expanding into new areas of planning education such as the new apprenticeship-style model at undergraduate Level 8. This also aligns with the expressed desire of DFHERIS to deliver a programme such as this within the shortest reasonable timeline.

The school has recently joined an interim consortium steering group (ICSG) that is currently seeking approval for such a programme from the National Apprenticeship Office. To date the university has agreed to act as coordinating academic partner in this consortium and has commenced the process of programme development and the associated quality assurance (QA) processes in the university. The development of an apprenticeship-style programme involves a state of the art review of pedagogy, programme structure and delivery. It will also require a review of existing practice in similar jurisdictions and the experiences in these jurisdictions. A set of validation reports and documents will need to be prepared for the QA processes (validation). A resourcing plan will also be required indicating the staff, accommodation and other needs. An indicative programme of delivery will also need to be prepared in consultation with the school. The research for this project would require a comprehensive engagement both internally in the university and externally with a range of industry, academic and societal stakeholders.

Role Description

This project has a planned 9-month timeline. A number of key requirements or outputs are expected within this timeline. The post holder are expected to lead the research and development behind the preparation of a new and innovative apprenticeship-style programme in spatial planning. This will become the first such programme in the state. The successful candidate will be expected to work to the Principal Investigator within the SABE research group and the Head of the Environment and Planning discipline of the school. The role requires a range of responsibilities and competencies including: a strong knowledge of the competencies required of professional planners, experience and innovation in education for professional planners, understanding of and experience in the practice of planning, and strong analytical and engagement skills.

Overarching responsibilities

Key responsibilities

- Preparation of a project plan and programme in agreement with the principal investigator.
- Research and consultation to inform and establish the basis of an innovative and accessible programme, including pedagogy/andragogy, structure, content, mode of delivery and on-site, on the job education.
- Engagement with internal and external partners, including professional accreditation bodies.
- Engagement with employers and on-the-job mentors / trainers
- Membership of the project steering group in the school.
- Engagement and reporting to the Interim/Consortium Steering Group.

- Preparation of the necessary quality assurance documents for submission to the university for the purposes of validation.
- Preparation of resourcing plan for the programme, based on its final structure, content and modes.
- Preparation of a detailed programme for delivery, in agreement with the Head of Discipline/Head of School.
- Participate in and collaborate on other parts of the University's work as required.
- The postholder will carry out any other duties within the scope, spirit and purpose of the job as requested by the PI, Head of Discipline/School.
- Comply with all TU Dublin policies and regulations, including those in relation to Research Ethics and Health and Safety.

Person Specification

TU Dublin is committed to being fully inclusive, which actively recruits, supports and retains staff from all sectors of society. We value diversity as well as celebrate, support and thrive on the contributions of all our employees and the community they represent. We are proud to be an equal opportunities employer and encourage applications from everybody, regardless of race, sex, ethnicity, religion, nationality, sexual orientation, age, disability, gender identity, marital status/civil partnership, pregnancy and maternity, as well as being open to flexible working practices. During the recruitment and selection process, candidates will be expected to demonstrate an appropriate mix of knowledge, experience and skills described below. For shortlisting purposes, candidates will be expected to demonstrate the degree to which they meet both the essential and desirable criteria set out below.

The ideal candidate will demonstrate the appropriate mix of knowledge, experience, skills, talent and abilities required for the role as outlined below and must satisfy all of the essential criteria:

Essential

- An Masters level degree from an approved degree awarding institution or equivalent in an appropriate Discipline.
- Membership, or eligibility for membership, of the Royal Town Planning Institute, or the Irish Planning Institute.
- Very significant knowledge of and post-graduation experience in planning education.
- Extensive post-graduation experience in the practice of spatial planning.
- Evidence of programme research and development within the academic sector.
- Evidence of programme leadership and management.
- Experience in working with internal and external partnerships.
- Effective written and verbal communication skills with ability to present complex information effectively to a range of audiences.

Candidates will be shortlisted based on their demonstration of meeting every essential criterion so are asked to clearly outline how their experience and qualifications meet the criteria.

Desirable

- Engagement in a quality assurance and validation process for a new or revised programme at Levels 8 or 9 in the higher education sector.
- An understanding of the changing context of professional education in Ireland and in particular in the area of spatial planning, and the nature of new apprenticeship consortium programmes.

Candidates may be shortlisted on the basis of none, one or more of these desirable criteria and are asked to clearly outline how their experience and qualifications meet the criteria.

Other requirements for the role

Personal attributes required for the role:

The attributes for this post are:

- Aptitude and curiosity.
- Drive for new and innovative approaches and solutions.
- Structured approach to research and programme development.
- Strong communications and interpersonal skills.
- Independent working and output focused.

Eligibility to compete

Eligibility to compete is open to candidates who are citizens of the European Economic Area (EEA) or Switzerland. The EEA comprises member states of the European Union along with Iceland, Liechtenstein and Norway. Other candidates may be eligible to compete subject to their having an appropriate work permit for the nature and duration of the position.

For Technological University Dublin staff, a secondment for the duration of the contract may be considered.

Terms and Conditions of Employment

A full statement of terms and conditions of employment will be given to the successful applicant in accordance with the Terms of Employment (Information) Acts 1994 and 2001.

The main terms and conditions of employment are as follows:

Tenure:	This post is offered on a Specified Purpose Whole time basis.
Location:	The post will be based at one of the TU Dublin Bolton Street, Linenhall or Grangegorman Campuses. Regular attendance at other sites may be required.
Salary:	The successful candidate will be appointed on the salary range of Senior Research Fellow Salary Scale (commencing at €79,356 gross per annum). Remuneration may be adjusted from time to time in line with Government pay policy. Incremental credit may apply in line with university policy.

Hours of work:	A 37-hour working week is in operation. This can be reviewed by collective agreement, with the Minister for Further and Higher Education, Research, Innovation and Science. Having regard to the nature of the work, attendance outside these hours may be required from time-to-time.
Probation:	The terms of the University's Staff Induction policy and Probation procedure may apply.
Annual leave:	Annual Leave and Public Holidays shall be granted as per the Holidays (Employees) Act 1973 and Organisation of Working Time Act 1997. The annual leave entitlement for this post is 30 days per annum this is inclusive of the University closure days.
Retirement:	The appointee will not be entitled to join the Education Sector Superannuation Scheme; however the University has a PRSA in place. A PRSA is a straightforward pension product that was introduced in 2003 by the Pensions (Amendment) Act 2002. It is a contract between an individual and the authorised PRSA provider in the form of an investment account that can be used to save for retirement.
Sick Leave:	The terms of the TU Dublin Sick Leave policy will apply. Sick leave will be in accordance with arrangements authorised from time to time by the Minister for Further and Higher Education, Research, Innovation and Science.

Benefits available to staff working in TU Dublin

TU Dublin recognise the importance of our people, and we are actively involved in attracting, recruiting, developing, and retaining a talented workforce to meet our ambitions as a university. We offer a wide range of development opportunities for staff to pursue their professional interests through mentoring, study, secondments, and more.

Our aim is to be inclusive in all aspects of the work of the University and to create a welcoming atmosphere in which to work and study. We are committed to demonstrating this through our equality, diversity, and inclusion policies together with promoting the Athena Swan agenda. TU Dublin has a range of benefits available to employees, these include, but are not limited, to:

Tax Saver and Cycle to Work Schemes	Study and Exam Leave
Blended Working Policy in operation	Irish Language Classes
Extensive Library facilities throughout the university	Opportunities to attend conferences
Enrolment to Public Sector Pension scheme	Networking opportunities throughout the university
Health and Wellbeing programmes	Mentoring programmes
Fee support for further education, with a Fee waiver for TU Dublin programmes	Optometry Centre – free eye tests and discounted glasses
Erasmus staff programme	Sports facilities with discounted gym membership

Staff Development short-courses and seminars e.g., Women Leaders in Education, Project Management, Leadership Development Programme, Aurora Leadership Development for Women	Facilitation of direct deductions from salary for Hospital Saturday Fund health plan/ Income Continuance Plan/Health Insurance Plan/Cornmarket financial advice plan
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Application Process

Applications will be accepted through the online application service at www.tudublin.ie/vacancies. A CV will be required in addition to the application form. All correspondence from the University regarding your application will be by email. Please ensure that the security filters on your email provider will accept emails from TU Dublin.

The selection process may include:

- shortlisting of candidates on the basis of the information contained in their application
- a competitive preliminary interview

Closing Date

The closing date for applications is **5:00pm on 13th June 2025**. **Late applications will not be accepted.**

It is anticipated that interviews for this post will take place in week beginning **1st July 2025**. The interview assessment will be **40 minutes in length**.

Contact information

For further information about this post please contact: Dr Conor Norton conor.norton@TUDublin.ie

For queries regarding the application process, please contact Rosemary Okafor at (01) 2205175 between 9:30am and 5:00pm, Monday to Friday or email rosemary.okafor@tudublin.ie

Appeals

If a candidate wishes to appeal either a shortlisting decision or a Selection Board decision, they must indicate their intention to do so by submitting an email to the Talent Support Manager (referred to as HR Management throughout this appeals process) within 2 working days of the date upon which written notification to the unsuccessful candidate is issued. The email notice of intent must be followed by the submission of the Appeal Form to HR Management. The completed Appeal Form must be submitted no later than 5 working days of the date upon which written notification to the unsuccessful candidate is issued or up to 3 working days after the submission of the email notice of intent. Further details in relation to the University's Recruitment, Selection & Appointment Policy, including details in relation to the Appeals Procedure, can be found at the following link:

<https://www.tudublin.ie/media/website/for-staff/human-resources/Recruitment,-Selection-and-Appointment--Policy-14.08.23.pdf>

Further information for Candidates

- Canvassing will automatically disqualify.
- Late applications will not be accepted. You will not be able to apply on the online system once the deadline is passed. Therefore, you should ensure you allow sufficient time to make your application in advance of the closing date and time.

- You may only submit one application per competition. Should you have any issues with your submission, please contact recruitment@tudublin.ie
- TU Dublin applies a shortlisting process for all competitions. Therefore, you should ensure that the information provided clearly and fully describes how you satisfy the essential, desirable, and any of the other role requirements set out in the Person Specification. It is important to ensure that your application clearly demonstrates that you hold the qualifications, knowledge and experience required for the role. The successful candidate will be required to submit parchments of Degrees, Diplomas, Certificates and other professional qualifications if these are not already on file with Human Resources.
- TU Dublin is an equal opportunities employer and is committed to the employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community

“Technological University Dublin (TU Dublin) is committed to attracting, recruiting, developing and retaining the highest calibre of staff to build a diversified, supportive, innovative and inclusive workforce reflective of the wider community. TU Dublin aims to attract the best people who have the experience, knowledge, skills, abilities and competencies to support the University’s mission. TU Dublin supports equality of opportunity, diversity and inclusion and encourages underrepresented groups to make applications and accommodates candidates with disability to apply for posts”

[Recruitment, Selection and Appointment Policy](#)