



Technological University Dublin

Recruitment of President

Candidate Information Booklet

September 2024

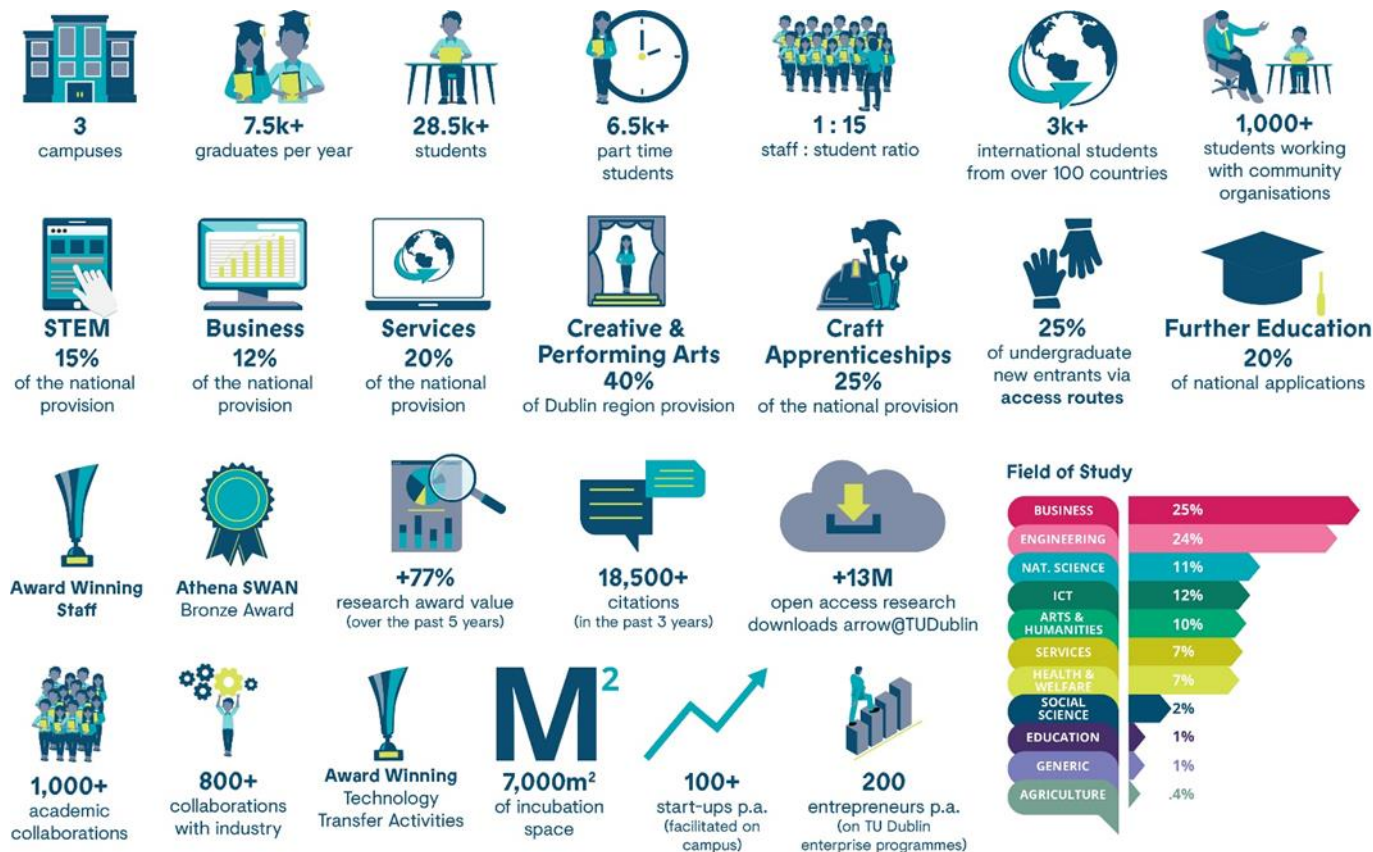


The Position

| | |
|------------------------------|---|
| Title of position: | President |
| Tenure: | Fixed term (up to 10 years duration) |
| Employing Authority: | Technological University Dublin |
| Location: | Grangegorman, Dublin 7, with multicampus responsibility |
| Organisation website: | www.tudublin.ie |

The Organisation

TU Dublin at a Glance – Key Facts & Figures



About the University

Technological University Dublin (TU Dublin) was established in January 2019 as Ireland's first Technological University, pursuant to the legislative provisions in the Technological Universities Act 2018. Formed by the merger of Dublin Institute of Technology, Institute of Technology Tallaght and Institute of Technology Blanchardstown, the significant scale of TU Dublin serves to emphasise its importance in the higher education landscape in Ireland. With approximately 28,500 students and a dedicated staff of over 3,000, it is the second largest University in Ireland.

As a degree-awarding body, TU Dublin attracts students at Level 6 through to Level 10 on the National Framework of Qualifications. Aiming to be inclusive and diverse, TU Dublin welcomes students of all nationalities and

backgrounds. Currently 20% of students in the University were born outside of Ireland, while 15% have come through non-standard routes. An educational ‘ladder’ system enables students to enter and exit at the level that best suits their preparedness for higher education. This system provides students with the best opportunity to achieve their full potential.

The University is located on three campuses and across five main sites in Dublin—Grangegorman, Bolton Street, Aungier Street, Blanchardstown and Tallaght—and is deeply embedded in the Dublin region, both economically and socially. This region accounts for a large proportion of the state’s total population and is experiencing the highest rates of population growth, inward migration and economic opportunity. TU Dublin’s strong regional presence allows it to maximise collaboration and its influence regionally, nationally and internationally.

Academic excellence in science, the arts, business, engineering and technology converge in TU Dublin to create the leaders of tomorrow. Our students learn in a practice-based environment informed by the latest research and enabled by technological advances, with pathways to graduation ranging from Apprenticeship to PhD. Our thriving research community is engaged in applying innovation and technology to solve the world’s most pressing challenges, collaborating with our national and international academic partners and our many networks in industry and civic society. Dedicated staff offer an inclusive and welcoming learning experience and TU Dublin students develop as socially responsible, open-minded global thinkers who are ambitious to change the world for the better. As graduates, they will be enterprising and daring in all their endeavours, ready to play their part in transforming the future.

Building on the excellence of its three founding institutions, TU Dublin is the result of a shared vision and a collaborative journey towards building an internationally renowned Technological University. Known for academic excellence that is practice-based and research-informed, TU Dublin engages with regional, national and global constituencies through research, innovation and enterprise. The University’s Strategic Intent 2030 and Strategic Plan 2024-2028 articulate a vision for the University of creating a better world together. The University aspires to deliver meaningful outcomes across the wider socio-economic environment by addressing challenges that have technological, economic and societal import. In setting out to achieve its vision, TU Dublin aims to do so in a way that is collaborative and inclusive, but also dynamic and pioneering.

In solving some of the world’s most pressing issues and being ready to take advantage of opportunities that arise, TU Dublin’ strategic plan 2024-2028 will continue to centre on the three key pillars People, Planet and Partnerships.

- People: Igniting the imagination of students, staff and partners and supporting people to explore their abilities and reach their full potential.
- Planet: Addressing the challenges facing the world and impacting positively on the planet and people, with ‘education’ as the engine.
- Partnership: Developing the most connected University; cultivating a network of discoverers, creators and entrepreneurs; engaging with people that make things happen.

The unique breadth of programme offerings in TU Dublin, combined with close engagement with industry and the professions, means that the experiential model of taught programme delivery, ranging from Apprenticeships through to Masters programmes, is second to none. Research Masters and PhD programmes play a role in establishing new knowledge and insights, while industry-based research degrees further inform the educational mission. In the Irish University landscape, the distinguishing feature of TU Dublin is its ability to leverage its industry engagement across all levels of teaching and research, enhancing the learning experience and driving its academic reputation.

TU Dublin hosts a thriving research community engaged in designing innovative technological solutions, generating scientific insights, influencing policy makers, and reflecting on and contributing to the creative life of Ireland and abroad. This is aligned with our vision of solving the world’s most pressing problems and championing these issues at local, national and global level. The University actively supports research and innovation activity from across the broad spectrum of disciplines pursued across all five TU Dublin faculties. The University’s research priorities aligned to selected Sustainable Development Goals are:

- Culture, Innovation and Inclusivity in a Changing Society
- Health and Wellbeing for a Thriving Society

- Materials and Technologies for Sustainable Transformation
- Sustainable Food Systems and Environmental Protection
- Transformative Digital Solutions

Coalescing our efforts in a transdisciplinary manner will focus and amplify the excellence and impact of the University's research outputs.

TU Dublin is significantly expanding its built facilities, with new academic, research, sports and recreation buildings under development to provide over 200,000 sq. m. of new space. This is one of the largest infrastructural developments in Irish higher education and a priority in the National Development Plan 2021-2030.

An important ambition of TU Dublin is to contribute to the cultural landscape of the local community, including through the TU Dublin Conservatoire which offers performances, concerts and recitals that enrich the cultural life of local communities. These events often showcase talented musicians and artists, exposing community members to diverse musical styles and performances that inspire a love for music and foster musical talent among young people.

TU Dublin is a member of both the Irish Universities Association and the European Universities Association. It is also a member of the European University of Technology. The European University of Technology (EUT+) is an alliance of nine European technological universities across nine countries, collectively educating 110,000 students.

TU Dublin is an equal opportunities employer and is committed to 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.

Role Specification

TU Dublin is currently seeking applicants for the role of President. The position of President is a pivotal role in the Irish higher education sector with the University serving as a major catalyst for both regional and national economic growth at a time of significant sectoral change.

As President, the successful appointee will be the University's chief officer and accountable person, complying with the code of practice for the governance of public bodies. Reporting to the Governing Body and working within the legislative framework of the Technological Universities Act 2018 and the Higher Education Act 2022 the successful appointee will be an exceptional and genuine leader, possessing excellent networking, communication, collaboration and analytical skills. They will also be a highly regarded scholar with a demonstrated record as a committed, thoughtful, effective and enthusiastic academic leader with an ability to translate bold ideas into reality.

Key responsibilities

The role of President will be responsible for, but not limited to, the following:

- Provide executive, academic, and representational leadership to TU Dublin.
- Build a culture of respect, trust, collaboration, understanding, shared accountability and purpose across TU Dublin.
- Lead the University to a position of financial sustainability, ensuring it can continue fulfilling its vital mission of delivering differentiated, practice-based education, research and innovation for learners, enterprises and society at large.
- Diversify funding streams for TU Dublin to include competitive research funds, philanthropic commitment and commercialisation.
- Encourage strong collaboration with industry in the commercialisation of University research and further develop relationships with industry to provide students with real world practice-based learning opportunities.

- Lead a significant campaign of external stakeholder engagement to introduce TU Dublin to a wide range of audiences including industry and policymakers; alumni and prospective students; state bodies and not-for-profit NGOs; academia in Ireland and globally as well as the wider Irish public.
- Sustain, enhance and recognise excellence in teaching and learning within TU Dublin.
- Enhance institutional research through the systematic collection, analysis and use of data to inform decision-making and improve institutional effectiveness by evaluating various aspects of TU Dublin's operations, performance and outcomes to support planning, policy development and strategic initiatives.
- Enhance student recruitment both nationally and internationally.
- Strengthen the competitiveness of the University's part-time, professional and postgraduate course offerings to increase market share among these key student cohorts.
- Establish a strong research profile for the University by identifying existing strengths and areas for growth, and work to enhance research funding from domestic, European, and international sources.
- Promote gender balance and equality of opportunity among students and staff of the University.
- Develop the University's international footprint, including North-South Ireland, UK and European relationships, and provide leadership in the University's global outreach activities.
- Develop a culture of openness and transparency where information is freely shared, communication is clear and decision-making processes are open to scrutiny. Such a culture will promote integrity, build trust, and enhance engagement among all members of the organisation.
- Lead the development of the University's next strategic development plan.
- Attend Governing Body meetings and, as required, Governing Body Committee meetings.
- Fulfil the responsibility, under legislation and otherwise, to attend at the Oireachtas, including Oireachtas Committees, to apprise the members of the work of the University.
- Prepare and implement an annual budget, working closely with the Chief Financial Officer and other key staff.
- Maintain a robust system of financial controls, audit and culture of value for money.

Person Specification

An individual of the highest calibre is being sought for this challenging role. The successful candidate will be expected to demonstrate:

Prerequisite Requirements

The successful candidate must be able to demonstrate evidence of:

- A distinguished academic record, including a PhD qualification
- Experience of working at a senior leadership level in a complex organisation with extensive experience of successfully leading and delivering strategic change in a large organisation
- Comprehensive knowledge of the Higher Education landscape, with human resource management, financial management and operational experience at senior level in higher education, or allied sectors
- Comprehensive knowledge and understanding of the national, European and international environment for research and innovation and sources of public and private funding to develop the University's research footprint
- Operating at and working with senior level leadership in Government, the Public Sector, in external organisation(s) or in industry
- A proven track record of developing strong, productive and sustainable relationships across a wide range of higher education-relevant stakeholders such as students, staff, governing bodies/equivalent &

associated committees, funders/regulators, Government and state agencies, industry and social partners, other academic institutions and alumni

- Knowledge of the University's regional, national and international remit, including its focus on international collaborations and student recruitment
- Comprehensive understanding of the legislative, financial and governance responsibilities of the role, including implementing a sound structure to measure, manage and report on financial and organisational performance in a timely manner
- Capability to lead the implementation of the University's strategic and financial plans, including growing existing sources of revenue and generating new income streams

Additional Requirements

The successful candidate should also be able to demonstrate evidence of:

- A genuine understanding of and identification with the mission and vision of TU Dublin and the unique position it occupies in the Irish higher education landscape
- A proven capacity and orientation to work collegially and collaboratively with high levels of emotional intelligence
- Experience of leadership in advancing and championing equality, diversity and inclusion
- Effective communication, advocacy, negotiation and listening skills

Core Competencies

Managing Relationships

Strategic Thinking

Delivery Focus

Exemplifies Public Service Values

Specialist Expertise & Self-Development

Conditions of Service

Tenure

The position is offered on the basis of a contract of up to 10 years' duration.

Remuneration

The salary for the role is set with reference to Presidential salary levels for TU Dublin in accordance with the Government's salary circulars pertaining from time to time. The salary is pensionable in accordance with pertaining legislation and national regulations. As an indication only, and having regard to the Department's terms and conditions, according to Department of Further and Higher Education Research Innovation and Science Circular No. 002/2024 the President's salary scale for TU Dublin is, as from 1 June 2024, €238,332 per annum.

Probation

Employment will be subject to a probationary period of nine months. Performance of duties will be monitored and appraised during this period. Performance shall also be reviewed throughout the period of appointment at least annual intervals, by the Governing Body, in accordance with the Technological Universities Act 2018, as amended by Section 89 of the Higher Education Authority Act 2022.

Location

The role will be based in Grangegorman Lower, Dublin 7, D07 H6K8, with multi-campus responsibility, and the President will spend time on all three campuses.

Hours of attendance

Hours of attendance, at the University's campuses in Ireland, will be as fixed from time to time but will amount to not less than 41.25 hours gross per week (35 hours net). The appointment is on a whole-time, 5 days per week basis and the President will be required to work such additional hours from time to time as may be reasonable and necessary for the proper performance of the duties subject to the limits set down in working time legislation. The rate of remuneration payable covers any extra attendance liability that may arise from time to time.

Annual leave

The annual leave allowance is 30 days. This allowance is based on a five-day week and is exclusive of the usual public holidays.

Outside Employment

The position is whole-time, and the holder is not permitted to engage in private practice, or be connected with any outside business, which would interfere with the performance of official duties. Membership of Boards will require the prior approval of the Governing Body.

The Organisation of Working Time Act 1997

The terms of the Organisation of Working Time Act, 1997 will apply, where appropriate, to this appointment. Further information on the conditions of employment will be outlined in the contract of employment for the successful candidate.

Other conditions of employment

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the appointee.

How to Apply

Forvis Mazars have been retained by TU Dublin's Governing Body to assist with the appointment of the President role. Forvis Mazars, on behalf of TU Dublin, invites applications from suitably qualified candidates both nationally and internationally, and will be undertaking a comprehensive recruitment process as part of this recruitment campaign.

Forvis Mazars will be managing all aspects of this recruitment project on behalf of TU Dublin. No enquiries or canvassing should be made directly to TU Dublin.

Applications should be submitted online and must include:

1. A cover letter outlining how you meet the criteria outlined above, why the appointment is of interest, and what you believe you can bring to the role;
2. A comprehensive CV clearly showing your relevant achievements and experience.

Only applications fully submitted online will be accepted into the campaign.

To apply for this role, visit www.forvismazars.com/ie/en/executiverecruitment and search Ref. TUD0124

Closing date

Deadline for application: Monday 14th October 2024 at 12 noon Irish time.

Applications will not be accepted after the closing date/time.

An acknowledgement email will be issued for all applications received. If you do not receive acknowledgement of your application within 24 hours of submission, please contact the Forvis Mazars Executive Recruitment Team by email (execrecruit@mazars.ie) to ensure your application has been received.

Interviews

Candidates will be notified of interview details at the earliest convenience. Provisional first and final round interviews are currently scheduled for Saturday November 2nd and Saturday November 23rd, 2024. Candidates should ensure that the contact details specified on their application form are correct.

Reasonable accommodations

TU Dublin places a strong emphasis on diversity, inclusion and equality at all levels of the organisation. Any candidate who requires reasonable accommodations at any stage of the selection competition should indicate their requirements. Any queries in relation to any disability or other issue which may be addressed through making such reasonable accommodations, can be addressed to the execrecruit@mazars.ie or telephone to +353 (1) 4494400.

Selection process

The Selection Process¹ may include the following:

- TU Dublin reserves the right to shortlist applications.
- An exercise will be undertaken based on the documentation you have provided and an assessment of the alignment with the aforementioned criteria, role and person specification will be undertaken.

¹ Please note that the recruitment process for the role of President with TU Dublin is run in accordance with the Commission for Public Service Appointments (CPSA) process and guidelines

- The information you supply will play a central role in the shortlisting process. TU Dublin's decision to include you on the shortlist of candidates going forward to the next stage of the process may be determined based on this information.
- In advance of the interview process candidates may be contacted informally to seek clarification on aspects of their experience or qualifications.
- A short list of candidates will be called for interview.
- TU Dublin may admit to the competition only persons who appear likely to attain in the competition a standard sufficient for selection and recommendation for the appointment of President.
- Competency based interviews, or other interview formats may be employed. At interview, candidates will be provided with an opportunity to make a presentation concerning their vision for TU Dublin.
- The admission of a person to a competition, or invitation to attend an interview, is not to be taken as implying that TU Dublin is satisfied that such person fulfils the requirements of the role or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration. It is important therefore for you to note, the onus is on you to ensure that you meet the eligibility requirements for the competition before attending for interview.
- Interviews shall be conducted on behalf of the Governing Body of TU Dublin. The President Selection Committee will assess the merits of candidates (except insofar as they are assessed otherwise) in respect of matters referred to in the prescribed qualifications and any other relevant matters.
- TU Dublin reserves the right to vary the number and sequence of each stage of the selection process as the competition progresses.
- Candidates may be required to undertake any other tests or exercises that may be deemed appropriate by the President Selection Committee of the Governing Body including but not limited to psychometric testing.
- References and academic integrity checks will be undertaken.
- The candidate will also be subject to Garda vetting and background checks.

Deeming of candidature to be withdrawn

Candidates who do not complete and submit any assessments before the specified date or do not attend/undertake any stage of the selection process as requested or do not furnish such evidence as requested in regard to any matter relevant to their candidature, will have no further claim to consideration.

Data Protection

The General Data Protection Regulation (GDPR) came into force on the 25th of May 2018, replacing the existing data protection framework under the EU Data Protection Directive. The personal information (data) collected on the application form, including any attachments, (which may include the collection of sensitive personal data) is collected for the purpose of processing this application and any data collected is subject to the regulations.

General Information

Expenses

Please note that TU Dublin will not be responsible for refunding any expenses incurred by candidates throughout the recruitment process.

Working in Ireland

Applicants for this post are welcome from qualified applicants throughout the world. TU Dublin has a legal obligation to ensure that all employees are lawfully entitled to work in Ireland. Where applicable a successful applicant must submit a valid work permit/visa confirming permission from the Irish authorities to work in Ireland as President of TU Dublin, and a failure by the successful applicant to provide same will result in the application/offer/contract of employment being rendered void.

Reference checks

Please note that any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of

academic and professional qualifications, and publications.

Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process. Applicants should however note that all application material will be made available to those with direct responsibility for the recruitment process within TU Dublin.

Please note information provided by you as part of your application may be used, having been anonymised, as part of our diversity, equality, and inclusion metrics in relation to this campaign.

Legal compliance

Forvis Mazars and TU Dublin are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Technological Universities Act 2018, the Higher Education Authority Act 2022, the Employment Equality Acts 1998-2015, the Employment (Miscellaneous Provisions) Act 2018, the Data Protection Acts 1988 - 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.