



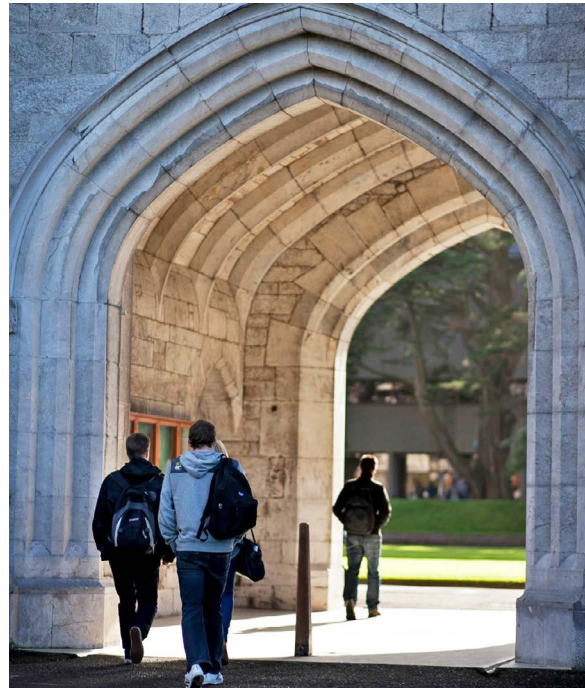
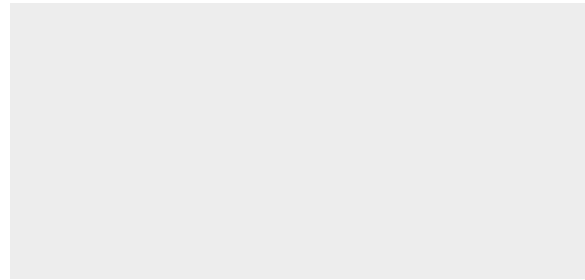
Appointment of
PRESIDENT



UCC
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh



AMERICAS ASIA PACIFIC EMEA



WELCOME FROM THE CHAIR

Dear Candidate,

University College Cork (UCC) is an internationally renowned university where excellence in teaching and research is aligned with an inclusive and respectful environment, in which all staff and students can progress and develop. Founded in 1845, we are a comprehensive research-intensive institution comprising four academic colleges, delivering a rich tradition of collaborative teaching, research and scholarship that has true global impact.

As Accounting Officer, the President holds the key leadership and management position in the University and is pivotal to the development and implementation of our strategy and to institutional success.

UCC continues to build on its achievements and further enhance its position as a world-leading university with a strong legacy and history. We are in the top 1.1% of all universities globally, and the top university in Ireland for graduate employability and industry collaborations. UCC has a strong commitment to pursuing equality, diversity and inclusion as well as to sustainability, ranking 9th globally in UI's Green Metric World University Rankings. Our next President will have a solid platform on which to build, as we come to the end of our strategic plan and move towards the development of a new strategy for 2023.



We are looking for a President who shares our values and sense of purpose and will be a champion and advocate for the positive contribution the University makes to the City of Cork, the Munster region and the wider world. Thank you for taking an interest in this position. I hope that the following pages and accompanying website will give you a clear appreciation of the distinctive strengths of UCC, its undoubted potential for further growth and impact and the likely demands to be made of its next President.

Dr Catherine Day
Chair, UCC Governing Body

UCC AT A GLANCE



VISION, MISSION AND VALUES



OUR VISION
To be a leading
university of
independent
thinkers

OUR MISSION
Creating,
understanding and
sharing knowledge
and applying it for
the good of all

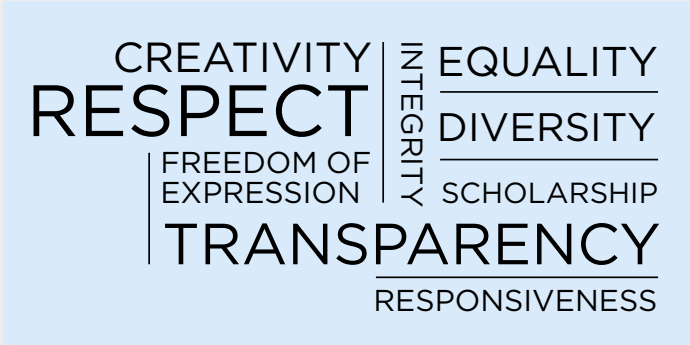
OUR VALUES
Our core values
guide and underpin
our actions and our
processes

Our core values guide and underpin our actions and our processes:

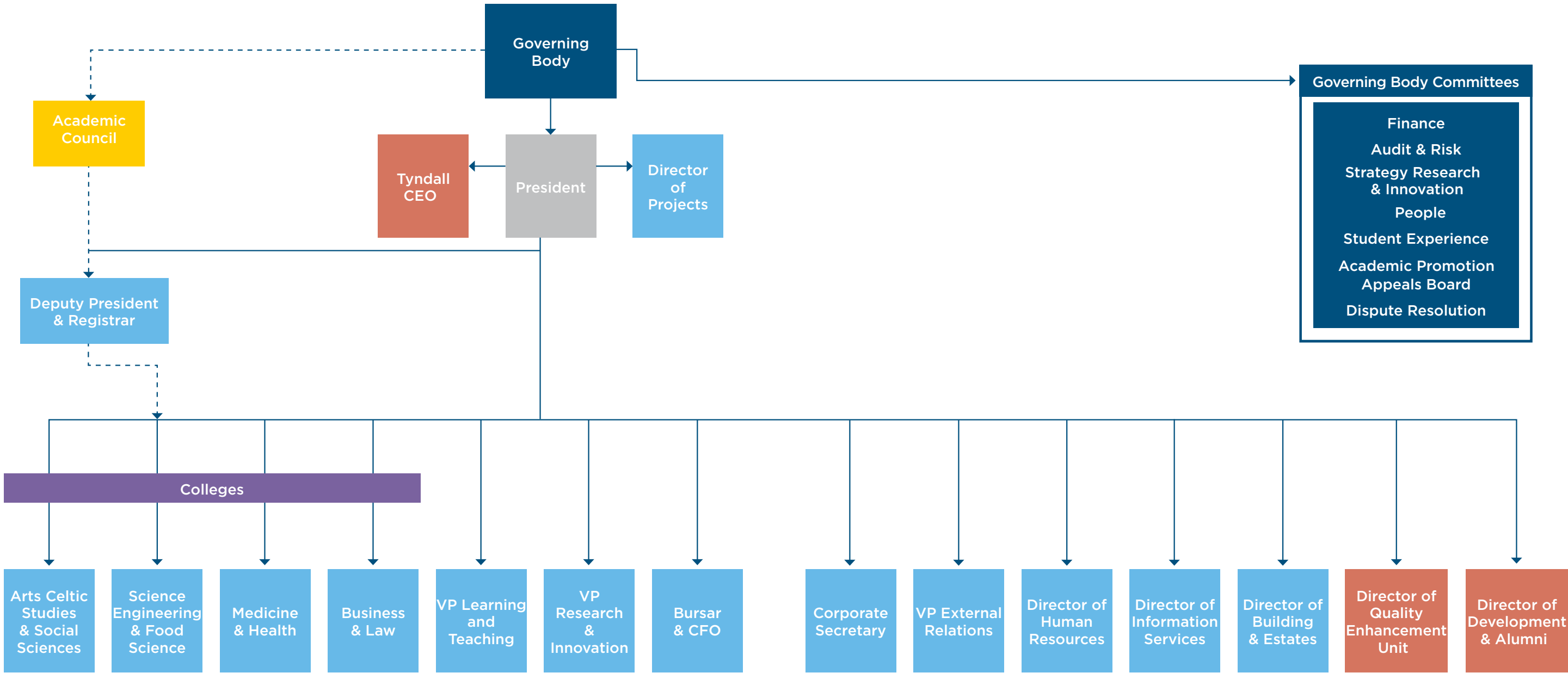
- creativity
- responsiveness
- transparency
- scholarship
- freedom of expression
- integrity
- equality
- diversity
- respect

We will demonstrate these values by recognising and affirming the following qualities in our students and staff:

- leadership and accountability
- flexibility
- enquiry and experimentation
- empowerment of people
- promotion of health, safety, welfare and wellbeing
- collaboration and interdisciplinarity
- service to the community
- sustainability



ORGANISATIONAL STRUCTURE



= University Management Team (UMT)
 = These roles are not on the University Management Team (UMT)

UMT Committees

Quality Promotion
Equality
Risk Management
Space

JOB DESCRIPTION

REQUIREMENTS OF THE UNIVERSITY

The University wishes to appoint to this rewarding and challenging role a leader of distinction with a strong track record in academia or in an equivalent environment who demonstrates a commitment to the values of a comprehensive, research-intensive, international university which aspires to excellence in all its endeavours.



ROLE AND AUTHORITY OF THE PRESIDENT

The Fourth Schedule of the Universities Act, 1997 sets out the role and authority of the President as

Chief Officer of the University:

1. "The chief officer of a university shall, subject to this act, manage and direct the University in its academic, administrative, financial, personnel and other activities and for those purposes has such powers as are necessary or expedient.
2. In performing his or her functions the chief officer shall be subject to such policies as may be determined from time to time by the governing authority and shall be answerable to the governing authority for the efficient and effective management of the University and for the due performance of his or her functions."



CANDIDATE PROFILE

The successful candidate for the position of President will actively demonstrate a commitment to the values of UCC, ensuring the advancement of knowledge through learning, teaching, and research. Specifically, the successful candidate should demonstrate many of the following personal and professional qualities:

STRATEGIC LEADERSHIP AND MANAGEMENT

- an outstanding track record of strategic, dynamic, and collaborative leadership in a research-intensive university, or equivalent environment;
- ability to develop, communicate, and execute a forward-looking vision for the University that builds on UCC's existing strengths, past successes and guiding principles;
- significant experience and expertise in all aspects of governance and management with a demonstrable commitment to the highest standards of quality and excellence;

- strong financial acumen which demonstrates the ability to strategically manage, optimise and be accountable for the management of resources in an organisation with diverse income sources;
- a strong track record of developing and mentoring leaders and leadership teams, with an ability to work effectively with those teams;
- demonstrable experience of leadership in advancing gender equality, and a strong commitment to successful delivery of initiatives which drive improvements in equality, diversity and inclusion in their widest sense.



CANDIDATE PROFILE

ACADEMIC AND INTELLECTUAL CREDIBILITY

- a distinguished academic record;
- ability to lead a dynamic community of academics, demonstrating an understanding of the research policy and funding landscape nationally and internationally, and the strategies for enhancing research performance and external partnerships;
- appreciation of how the University can harness the power of its comprehensive subject range to deliver impactful education and research that addresses global challenges;
- commitment to the facilitation of lifelong and life-wide learning;
- passionate commitment to improving the student experience within an enriching and supportive collegiate environment;
- evidence of positive engagement with students and an ability to build a progressive and inclusive interaction with student organisations.

UNDERSTANDING OF THE OPERATING ENVIRONMENT

- an excellent understanding of the particular challenges facing the Irish Education Sector and ability to lead the University in its response to these in a post-pandemic environment, and influence in a positive manner;
- commitment to sustainability and an understanding of the related policy and implementation issues;



PERSONAL ATTRIBUTES AND VALUES

- commitment to embracing and promoting the values and culture of UCC whilst creating an environment where staff and students are empowered to be engaged, feel valued and have a voice;
- integrity and a strong personal commitment to social inclusion, excellence, diversity, widening participation and equal opportunities;
- outstanding communication skills with an ability to build trust, support and consensus amongst the staff and students;
- an understanding and empathy for the civic purpose of UCC, and how the University can continue to contribute to the economic and social development of Cork City and the broader Munster region;
- commitment to the preservation and promotion of the Irish language and of the distinctive cultures of Ireland;
- commitment to ensuring that staff and student wellbeing is a strategic priority embedded in our culture;
- ability to nurture relationships with students, staff, research partners, government agencies, funders, donors, communities and other representatives of society that support, partner with or are involved with UCC;
- resilience and flexibility to lead and adapt to a changing higher educational environment in a global context;
- sound judgement with the ability, capacity and courage to make difficult but informed decisions (including financial and commercial);
- an open, clear and approachable style, valuing transparency and collaboration.

CANDIDATE PROFILE

DUTIES OF THE POST

The primary duties of the President are to:

- provide leadership to all sectors of the UCC community to ensure the University further enhances its position as a world-leading university with an international outlook;
- lead the development and implementation of an ambitious and visionary University Strategic Plan 2023 - 2028, ensuring that the strategy contributes to Ireland's academic, economic, social and cultural development and enhances the University's global impact;
- continue to develop the research profile and performance of UCC, harnessing the University's wide-ranging strengths across a breadth of disciplines, in the context of a global, research-intensive university dedicated to enhancing UCC's overall world rankings;
- foster the development of institutional collaborations with industrial and other major partners;
- build on UCC's excellence in teaching and oversee the further development of innovations in technology which place the student experience at the heart of the University, ensuring that UCC remains a location of choice for undergraduate and postgraduate students across all of its chosen disciplines;
- lead the development of the international strategy;

- in the role of Accounting Officer oversee and be responsible for the effective management of the University's significant financial, human and physical resources, ensuring they are utilised to contribute fully to the delivery of its academic values, mission and strategic goals, as well as the University's future sustainability;
- develop an effective working relationship with the Chair of the Governing Body, and keep under review the University's governance, academic, management, operational and quality assurance structures and processes;
- foster an inclusive culture that promotes equality, values diversity and continues to support initiatives designed to maintain a working, learning and social environment in which the rights and dignity of all staff and students are respected;
- act as a strong ambassador for the University to ensure that UCC contributes to, and draws from, the best international thinking in university leadership, positioning the institution appropriately in the highly competitive national and international Higher Education contexts;
- represent UCC's interests within all aspects of Irish society creating the conditions to ensure that the University's contribution to Irish life is promoted, acknowledged and developed;
- lead the development of philanthropic relationships.



TERMS OF APPOINTMENT

The President will be appointed in accordance with the provisions of Section 24 of the Universities Act 1997, and the Charter and Statutes of University College Cork.

Interviews for this position will take place on 28th and 29th of July, 2021.

The appointment will be made by the Governing Body (on the recommendation of the Selection Committee).

The term of office will be for a maximum of ten years.¹

The position is pensionable subject to the terms and conditions of the University College Cork Pension Scheme[s].

The Universities Act 1997 states:

¹“Unless he or she otherwise resigns, retires or is removed from office, a chief officer shall hold office for a period of ten years”.



HOW TO APPLY

The University will be supported in this appointment process by the executive search from Perrett Laver. For a confidential discussion regarding this role, please call Dr Sinéad Gibney or Ms Michelle Scanlon at Perrett Laver on +353 (0) 1 905 3537.

Applications should consist of a full curriculum vitae detailing academic and professional qualifications and experience, full employment history showing the more significant positions, responsibilities held, relevant achievements and budgets and staff managed, and latest remuneration including any benefits. CVs should be accompanied by a covering letter describing briefly how candidates meet the criteria outlined in the person specification, why the appointment is of interest and what they believe they can bring to the role.

To apply or to download further information for this role, please visit www.perrettlaver.com/campaigns/ucc-president For a confidential discussion regarding this role, please call Dr Sinéad Gibney or Ms Michelle Scanlon at Perrett Laver on +353 (0) 1 905 3537. The closing date for applications will be **12 noon Irish Local Time, Friday 21st May 2021.**

Candidates who are longlisted by the Committee will be invited to first round interview with Perrett Laver in June. Shortlisted candidates will be invited for informal conversations in July, followed by additional assessments including psychometric assessments and formal interviews with the Selection Committee on 28th and 29th July. The appointment will be made subject to satisfactory references and it is intended that the appointee will take up employment late 2021.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interest'. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy/



LIFE IN CORK

Identified as one of Europe's top eight 'ideal and cultural and creative cities' by the European Commission, Cork is a place not just to visit, but to live; offering a quality of life and an academic and cultural experience which reflects positive Irish values.

Cork is set to become the fastest growing city in Ireland and is one of three cities targeted to receive considerable government investment. Business and professional opportunities will strengthen in line with this pace.

Cork city metropolitan area has a population of approximately 211,000 and serves a metropolitan population of over 305,000 with a combined population of 542,868 in Cork City and County.

The region boasts:

- 27 Beaches
- 42 Castles and historic houses
- 6 Nature Reserve Parks
- 45 Museums and Attractions
- 21 Galleries
- 24 Festivals per year

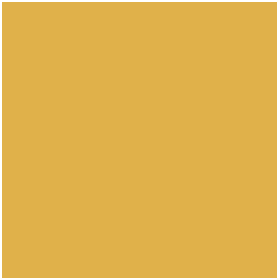
Cork has a reputation for being welcoming of both people and businesses and was voted number one small European city for business friendliness. Cork is easy to get around and 60% of people in Cork get to work in 30 minutes or less. Unemployment is low and business opportunities exist across a wide range of sectors and skill sets, drawing talent locally as well as from overseas. Entrepreneurial spirit is embraced and encouraged across Cork, start-up success is underpinned by strong support structures and a "can do" attitude is evident and encouraged everywhere.

Further details on Cork can be found at www.wearecork.ie



We are Cork.





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