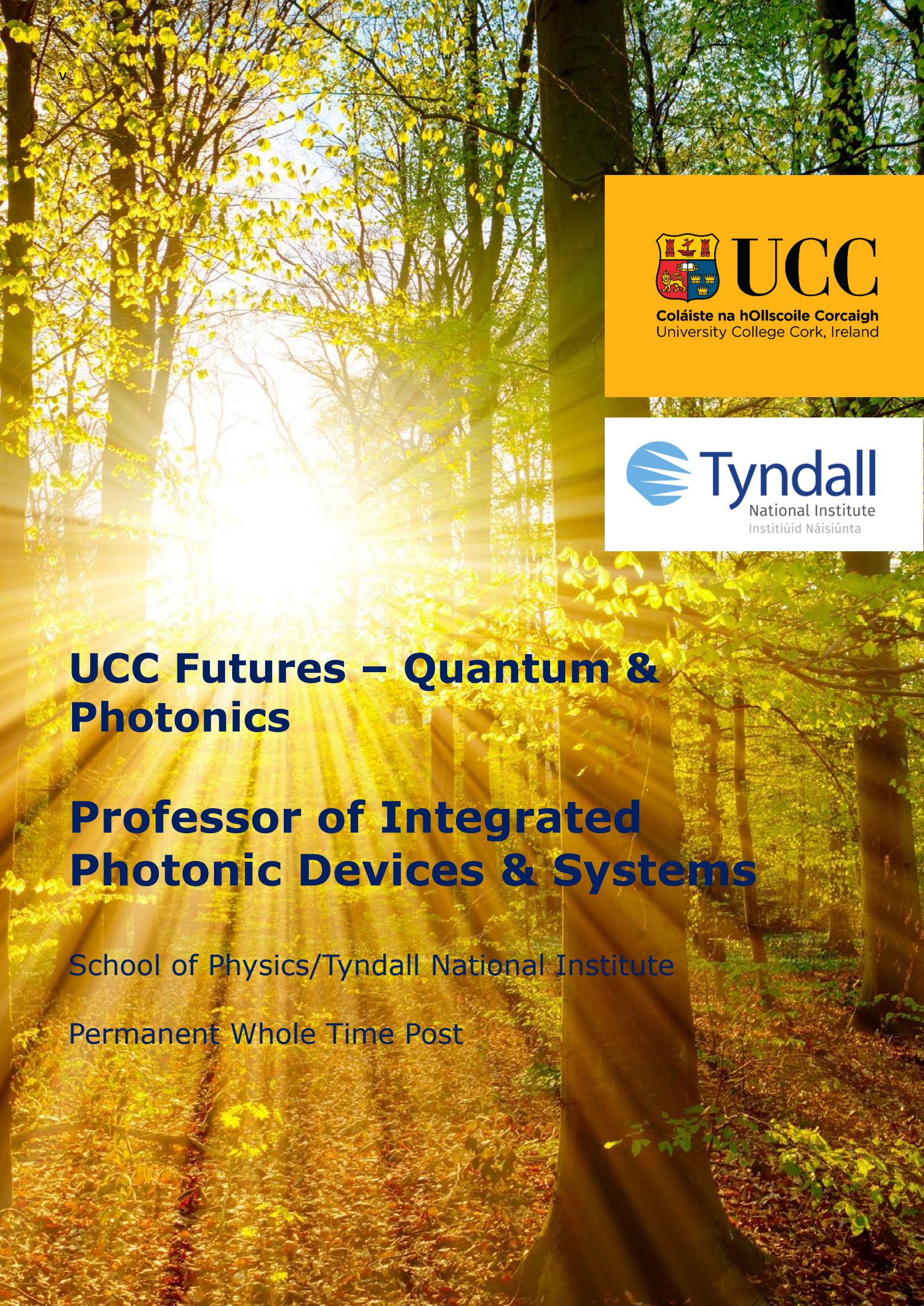


UCC
Coláiste na hOllscoile Corcaigh
University College Cork, Ireland

Tyndall
National Institute
Institiúid Náisiúnta

UCC Futures – Quantum & Photonics

Professor of Integrated Photonic Devices & Systems

School of Physics/Tyndall National Institute

Permanent Whole Time Post

Contents

Welcome from the President

Many thanks for your interest in a career at University College Cork, and in joining a dynamic group of talented people working to secure the future of our people and our planet.

UCC is one of Ireland's oldest institutions of higher education, and our historic campus is in the heart of Cork city, a vibrant economic hub located in one of Ireland's most scenic regions, with a rich cultural heritage. Ranked in the top 250 universities in the world in the QS Rankings, UCC has a far-reaching impact that extends well beyond its campus. In 2010, UCC was the first third level education institution in the world to receive the Green Campus award, and today we proudly fly our Green Flag over our Main Quadrangle following continued successful renewals. UCC has held a top ten place in the UI GreenMetric World University Rankings since 2010 and is now ranked 4th in the world for sustainability.

UCC is a comprehensive university providing a broad research-based Connected Curriculum from archaeology to zoology across its undergraduate and postgraduate programmes. UCC is the top Irish Higher Education Institution for graduate employability, and our more than 220,000 alumni excel in every walk of life across the globe. Our true strength lies in the people who work and study here, and UCC's student body of more than 26,000 includes over 5,000 international students from more than 120 countries across all continents. Of the more than 3,500 professionals employed at UCC, over one third of academic staff have come from overseas.

UCC is a place of inclusion, and the diversity of our staff and students is key to realising our vision to connect and empower people to create knowledge that shapes a sustainable and inclusive world. UCC holds a silver Athena SWAN award, and 17 of our Schools, Departments and Centres hold department-level awards.

With a strong focus on research and innovation, UCC is the leading Irish university for industry collaboration and for securing investment in Research and Innovation. The UCC Futures framework organises our research into thematic areas of excellence supporting the provision of impactful solutions to some of the most important global challenges of our time. UCC is home to several world class Research Centres including Tyndall National Institute, APC Microbiome Ireland and the UCC Sustainability Institute

As we build on our 180-year history, we remain a student-centred, connected university, committed to attracting and developing talented minds to secure our future.

This briefing pack contains information which I hope will be useful and informative should you be selected to attend for interview here in Cork. I trust that your experience of our recruitment process will be a positive one and I thank you, again, for considering a career at University College Cork.

Best wishes,

Professor John O'Halloran –President

UI GreenMetric World University Rankings AWARDS 2024 The 4th Most Sustainable University University College Cork Ireland

QS WORLD UNIVERSITY RANKINGS 2026 IN THE TOP 250 IN THE WORLD

UNIVERSITY COLLEGE CORK, A PLACE OF VALUES TO:

BELIEVE

At UCC our mission is to meet the challenges of our time, together. When you work at University College Cork, you are joining a group of diverse thinkers and innovators committed to a sustainable future for our University, our society and our world. We rely on the collective power of our people working to create and innovate towards a common purpose.
As a leading research university our ambition is to cultivate a distinctive research reputation in signature areas of excellence.

As a community of learning, our connected curriculum underpins a relevant, dynamic and inclusive learning experience for our students.

As the world's first Green Flag university, we are proud of our leadership in sustainability and we continue to radically reform our practices and use of space and technology to meet our ambitious sustainability and climate action goals.

BELONG

We are committed to providing a diverse, inclusive and equitable working environment where everyone's contribution is valued and everyone has the potential to shape change and make a difference. We value the unique background, experience, and contribution that each staff member brings to our community and are looking for people who will make a difference.
If you believe in our vision and mission and would like to belong to community of people who are working together to make an impact, we would love to hear from you.

BECOME

When you become a member of UCC's community you will be eligible for a wide range of staff benefits and rewards including the following:

- High-quality professional and leadership development opportunities, including UCC-delivered postgraduate qualifications in Learning and Teaching, as well as Professional Practice and Leadership in Higher Education
- Staff fee concessions for undergraduate and postgraduate programmes
- Outstanding sports facilities with subsidised membership for university staff and an active sports and social club and special interest groups
- Access to comprehensive wellbeing supports
- Opportunities to engage with staff within the University community through vibrant on-campus cultural events, networks and seminars
- A University level awards scheme to recognise outstanding achievements

> Like a flock of starlings, human systems are connected, complex and adaptive, with an extraordinary ability to synchronise with each other. Leadership, in the context of a starling murmuration, is inclusive, distributed, and wholly reliant on effective and multi-directional communication.

PROFESSOR JOHN O'HALLORAN
President

About UCC

University College Cork (UCC) is an internationally renowned university where excellence in teaching and research is aligned with an inclusive and respectful environment, where all staff and students can flourish and thrive.

Founded in 1845, UCC is a comprehensive research-intensive institution comprising four academic Colleges, delivering a rich tradition of collaborative teaching, research and scholarship that has true global impact.

Our Impact

Economic impact:

€3.2 MILLION
Generated every day for the economy

€1.18 BILLION
economic impact, supporting more than **21,000** jobs

3RD LARGEST
Employer in Cork

21,000
Jobs supported

€6
Return for every €1 of state investment

Talent capacity building and mobility impact:

96.5% of UCC Graduates employed or in further study 9 months after graduation

24,386
Registered Students

>7,500
Work-ready and world-ready graduates annually, meeting economic and societal skills need

Sector-leading student retention rates averaging at **92.7%**

Research, innovation and business impact:

€113 MILLION
Investment in creation and discovery

4 SPIN-OUT
Companies created in 2023

#1
Irish university for industry collaboration

€10.4 MILLION
Investment in research and innovation by industry partners

Societal and cultural impact:

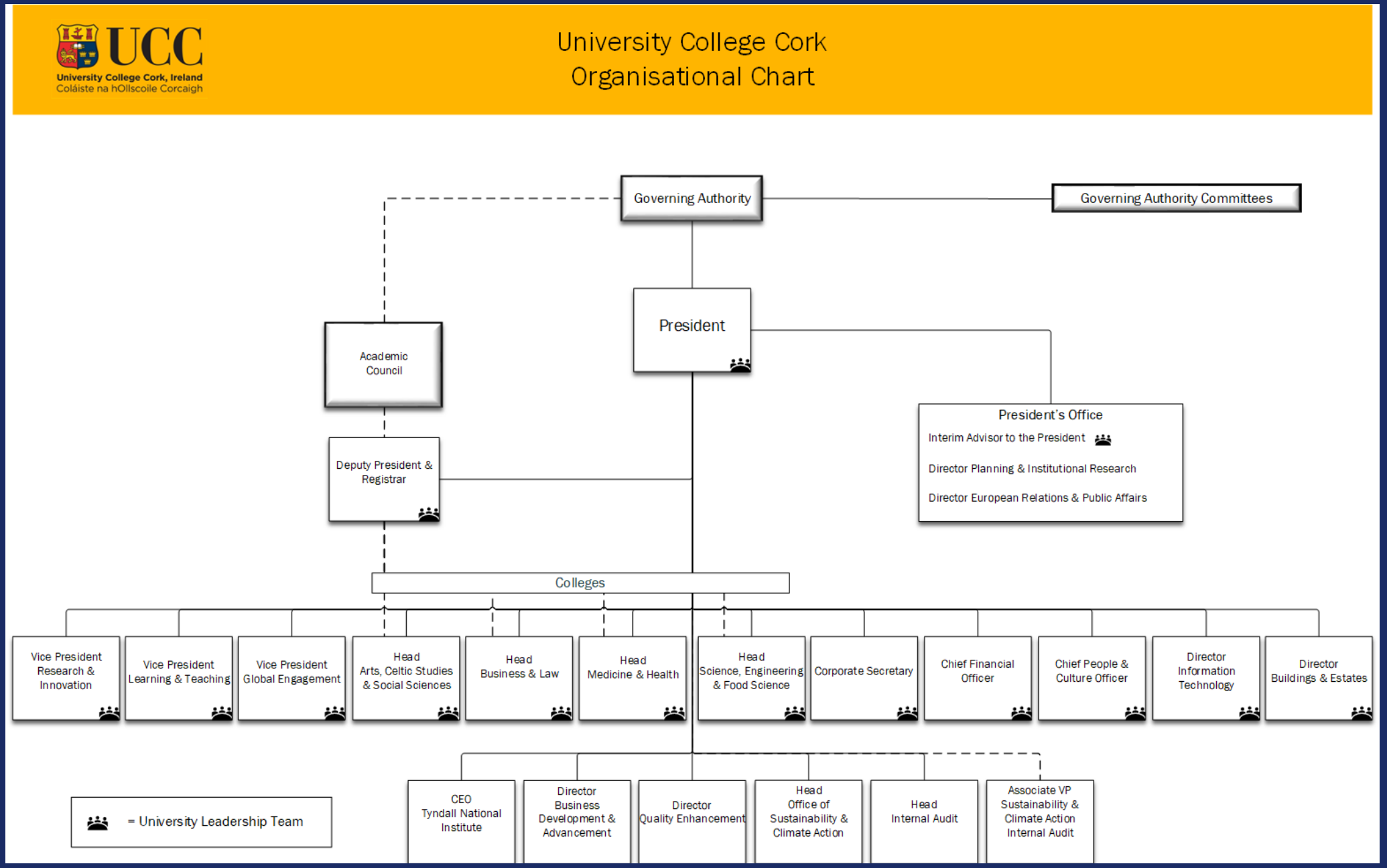
21%
Undergraduate student intake through alternative access pathways

45 Sports clubs and
119 Student-led societies
positively impacting student life

7,000
Volunteer hours annually by students

TOP 30 in the world for its impact and advancement of
5 UN SDGS

Organogram


UCC
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh
University College Cork
Organisational Chart
Governing Authority
Governing Authority Committees
President
Academic Council
Deputy President & Registrar
President's Office
Interim Advisor to the President
Director Planning & Institutional Research
Director European Relations & Public Affairs
Colleges
Vice President Research & Innovation
Vice President Learning & Teaching
Vice President Global Engagement
Head Arts, Celtic Studies & Social Sciences
Head Business & Law
Head Medicine & Health
Head Science, Engineering & Food Science
Corporate Secretary
Chief Financial Officer
Chief People & Culture Officer
Director Information Technology
Director Buildings & Estates
CEO Tyndall National Institute
Director Business Development & Advancement
Director Quality Enhancement
Head Office of Sustainability & Climate Action
Head Internal Audit
Associate VP Sustainability & Climate Action Internal Audit
= University Leadership Team

Information on the School of Physics

Physics is one of the oldest of the scientific disciplines established in University College Cork, with the first Professor of Natural Philosophy appointed in 1849.

The School of Physics is a compact, research-focused academic unit with 14 permanent academic staff and several adjunct staff such as research professors and senior research fellows, plus ten support staff (3 admin, 7 technical). We have strong research programmes in Photonics, Quantum Materials, Astrophysics and environmental Laser Spectroscopy. We adhere to the highest standards of undergraduate teaching and training, with four degree programmes built around a core of excellence in fundamental physics and free student inquiry. Our BSc Physics & Astrophysics degrees are taught within the School, and the remaining programmes are joint activities with Chemistry (BSc Chemical Physics) and Mathematics (BSc Mathematical Sciences & Physics).

We provide service teaching to many other degree programmes in science and engineering. The School has more than 100 undergraduates (Physics majors) across all four years, ~600 undergraduates (non-majors) mostly in First Year, with a vibrant postgraduate and postdoctoral community.

The School's research currently focuses on the following areas:

- Quantum Physics, focused on wide-ranging experimental discovery and exploration of all types of modern quantum materials for future quantum technologies, using techniques such as quantum visualization of quantum matter, quantum magnetization and quantum transport; quantum theory of advanced crystalline materials and their interactions; quantum control theory using shortcuts to adiabaticity, as well as fundamentals of quantum theory.

- Optics and photonics, including high-speed photonic devices and photonic integrated circuits, theoretical and experimental analysis of the non-linear dynamics of semiconductor lasers for advances in fundamental and applied physics, and multiscale simulation of electronic and optical properties of materials and nanostructures.

- Laser spectroscopy and environmental physics, including high resolution molecular spectroscopy and laser (remote) sensing.

- Astrophysics, including exoplanet formation, computational galaxy formation, and multiwavelength observations (from the radio to the X-ray) of black holes, neutron stars and white dwarfs in binary star systems.

Several of our current and future research priority themes closely link to the Tyndall National Institute (TNI), through seamless partnerships, joint appointments, joint funding applications and grants. Indeed almost half of the School's academic staff carry out the bulk of their research in the TNI. A similar fraction of the School's PhD student cohort (typically ~40 in total) also carry out their research in the TNI.

Major strategic objectives for the School of Physics within UCC Futures – Quantum and Photonics are to develop a synergistic portfolio of research expertise across Photonics and Quantum and to further develop and synergise our strengths in the technology of photonic, electronic, magnetic and atomic devices, and quantum systems.

In addition it is a particularly exciting time for the School as it undergoes an expansion of its undergraduate student intake, and a comparable increase in its academic staff complement as part of the UCC Futures Quantum and Photonics research initiative. In addition, the imminent refurbishment of the Kane Science Building, where the School resides, will significantly improve the available Physics infrastructure (teaching and office space). Finally, a new taught MSc in photonics and quantum technology is planned.

For further information concerning the School of Physics in UCC see http://physics.ucc.ie , email physics@ucc.ie or contact Professor Paul Callanan, Head of the School of Physics paulc@ucc.ie

UCC Futures - Quantum and Photonics

UCC Futures is an ambitious new programme of research prioritization coupled with an innovative academic recruitment strategy across ten indicative areas of strategic importance that will build a foundation for economic, societal and cultural resilience and prosperity. Consolidating talent and potential, UCC Futures supports the delivery of superior quality in research, scholarship, and the translation of research to tangible impact on the world.

What is UCC Futures - Quantum and Photonics?

The first quantum revolution of the 20th century charted the development of semiconductors, transistors, lasers and, from there, computers and the internet. The accelerating second quantum revolution will transform our lives as dramatically as these first-generation technologies and will solve many of the most profound challenges of the future.

UCC Futures – Quantum and Photonics is an innovative multidisciplinary team, building on the powerful synergies of our globally renowned quantum and photonics research in the Schools of Physics, Engineering and Architecture, and Mathematical Sciences, and the Tyndall National Institute. We are pushing the limits of synergistic quantum and photonic research – a key element of the second quantum revolution. **UCC Futures – Quantum and Photonics** will drive a generational change across multiple sectors, including fundamental quantum physics, quantum computing, data transfer, quantum metrology, sensing, quantum matter, healthcare, environment, energy and communications to deliver transformational progress, enhancing daily living while generating novel and disruptive solutions to some of the most important global issues of our time.

Information on Tyndall National Institute

Tyndall National Institute is an international leader in semiconductors, photonics and deep-tech research and innovation. As a leading collaborative European research institute, Tyndall is a key actor and pilot line hosting partner in the delivery of the 'Chips for Europe Initiative' (EU Chips Act).

Tyndall is Ireland's leading research and innovation organisation and it is the national focal point for semiconductor related research, development and graduate training in support of 'Silicon Island', Ireland's national semiconductor strategy. Tyndall is recognised as an international research leader in nanotechnology, microelectronics, photonics, electronics and AI semiconductor, chip and digital technologies, particularly as applied to the fields of Information & Communications, Health & Life Sciences, Agritech & Food Security, Energy and Climate Mitigation, emerging fields such as quantum, and novel computing paradigms.

Tyndall is a critical national research resource and a key national research infrastructure for Ireland. The Institute was established in 2004 as a strategic partnership between the Irish Government and University College Cork (UCC) as a development of the National Microelectronics Research Centre (NMRC) which was established in 1982.

The Institute's key objective is to see frontier research activities having a significant impact on economic development and societal challenges in Ireland, Europe and beyond. Central to Tyndall's mission is delivering economic impact through research excellence in partnership with industry and academia. With an annual turnover of €60m, the Institute has a community of over 700 researchers, engineers, services staff, postgraduate students, interns and industry researchers-in-residence.

Significant progress has been made against the ambitious goals set out in the last strategic plan (**Tyndall 2025**) and the foundations have been laid for a new strategy that will see even greater achievements up to and beyond 2030.

With significant committed Irish government support, Tyndall will grow to be 1,000 people by 2030, with approximately 750 researchers, including 250 PhD students. A new 17,000 m2 research building is under development adjacent to the Cork headquarters and there are developing plans to expand Tyndall's existing Dublin research labs and to establish other research sites within Ireland.

Tyndall's expansion is also supported by recent national and EU funding wins for significant (M€10's) additional research equipment across a range of areas such as semiconductor processing, microscopy, quantum technologies, heterogeneous integration, ultra-high speed optical communications and RF through THz characterisation. A substantial research start-up package is available for successful candidates.

Tyndall operates under a unique Agreement between the Irish Government and UCC. The Agreement defines the primary role of Tyndall as providing a national focal point for excellence in deep-tech research, development and postgraduate training at the convergence of micro and nano-electronics, photonics, materials and software. Tyndall's leadership position in these areas enables us to make a real contribution to addressing key societal challenges including climate change, sustainable living, water and food supply, cybersecurity, energy, and the provision of healthcare to an expanding and ageing population. It also enables Tyndall to continue to attract key industrial partners and world leading researchers, which are critical to international competitiveness and the ability to make a real and lasting contribution to the Irish economy.

Role Description

We wish to recruit a **Professor of Integrated Photonic Devices and Systems.**

This post is a joint appointment between the School of Physics and Tyndall National Institute.

The ability to create, design, fabricate, test, and integrate novel photonic devices is core to the ambitions of **UCC Futures – Quantum and Photonics**. We seek a candidate with a distinguished record of research, innovation and leadership in the area of integrated photonic devices and systems. This is an experimental post. The candidate should also have a proven track record of effective teaching and a demonstrated ability to collaborate with industry. The successful candidate will play a key role leading and connecting photonics activities in the School of Physics and the Tyndall National Institute, including the SFI Centre for Photonics (IPIC). They will have the capacity to provide strong academic leadership as well as the skills to develop new initiatives for the promotion and co-ordination of teaching and research across the School of Physics and the Tyndall National Institute.

Informal enquiries can be made in confidence to:

Professor Paul Townsend, Head of the Photonics Centre, Tyndall National Institute, and Director of IPIC. Email: paul.townsend@tyndall.ie .

Professor Frank Peters, Professor in Photonics, UCC, and IPIC Photonics Centre, Tyndall National Institute. Email: f.peters@ucc.ie .

Professor Paul Callanan, Head of Department of Physics. Email: paulc@ucc.ie.

For further information about the School of Physics, Tyndall National Institute or the School of Engineering, please visit the Physics, Tyndall or Engineering websites.

This position is being filled as part of UCC Futures – Quantum and Photonics.

Duties of the Post: In accordance with the University's strategic objective as a research-led institution, the duties of all academic staff will include research, research-led teaching and contributions to the university, the discipline and the community. The academic staff member shall teach and examine; undertake administrative duties and carry out other duties appropriate to the post under the general direction of the Head of the School of Physics and the Head of Photonics within the Tyndall National Institute.

The roles and responsibilities outlined below are to be interpreted in the context of the relevant Statutes and where there is any difference arising from interpretation, that statutory provisions take precedent. For the sake of clarity, the relevant elements of the statutes not already incorporated in the numbered sections are appended in italics under each subheading.

Leadership

- Demonstrate academic leadership in the development of Physics in UCC, including in the Tyndall National Institute, in particular in the areas pertaining to integrated photonic devices and systems, and in the priorities of UCC Futures - Quantum and Photonics more generally, through teaching, research and scholarship, and in any other appropriate manner including through industry interaction;

- Mentor, support and advise junior staff as appropriate and assist in their academic career development in teaching and research and foster the research and scholarship of other individuals and groups within their academic unit and the University.

Research

- Engage in productive research and scholarship and contribute to the advancement of knowledge within their discipline and publish their research in appropriate peer-reviewed publications, creative works or other forms of scholarship appropriate to the discipline.

- Carry out initiatives in generating research income and assist in the co-ordination of research funding activities within the Tyndall National Institute and the School of Physics, as appropriate to the discipline;

- Supervise students undertaking research projects (especially at PhD level);

- Engage in other scholarly activities relevant to the discipline.

Teaching & Examining

- Promote excellence in teaching and learning and encourage the application of innovative teaching and learning methodologies within the School of Physics and the Tyndall National Institute, as appropriate;

- Teach and examine on courses at undergraduate and postgraduate level and, where appropriate, adult and continuing education courses and make a distinguished personal contribution to teaching at all levels.;

- Supervise undergraduate and postgraduate students;

- Contribute to, and take a leadership role where appropriate in, the regular evaluation of curricula, and the development of new curricular initiatives;

- Perform a significant role in the development of postgraduate studies at UCC;

- Lead in the maintenance of academic standards and in the development of the curriculum within their subject areas.

  to give the students attending their ordinary lectures assistance in their studies, by advice, by informal instruction, by occasional and periodic examination, and otherwise, as they may judge to be expedient; also, to make such arrangements as they see fit to make to meet students who have individual queries;

  to give instruction to their students and assist them in the pursuit of knowledge;

  to hold, or assist at, all University examinations in the subjects with which they are an examiner;

Contributions

- Promote the discipline both inside and outside the University and contribute to the overall intellectual life of the University and society;

- Serve if required as head of one of the College's academic units subject to relevant University regulations, statutes and management requirements;

- Develop links with professional bodies and external agencies, where appropriate;

- Contribute to the administrative duties within the School of Physics and the Tyndall National Institute and to act as a member of such committees as may be required within the university;

- Fulfil other duties appropriate to the post as may be assigned by the Head of the School of Physics and/or The Head of Photonics within the Tyndall National Institute;

- Carry out other duties as may arise as identified in the University statutes.

  to carry out administrative and other appropriate duties lawfully allocated to them within their School or other academic unit;

  if a member of the Academic Council, to attend its meetings;

  to serve upon all the committees to which they may be appointed by the Governing Body or the Academic Council, and to assist and co-operate with the Governing Body in such other reasonable ways as the Governing Body may prescribe, for the maintenance of discipline and good conduct among the students, or for the general business of the University;

Health & Safety: In addition to the statutory safety duties of all employees (as prescribed in safety legislation and the relevant local safety statement) each staff member is responsible for:

- Discharging any safety functions delegated to them by their Head of College\School \Department\Centre\Unit, in relation to the areas/activities under their control

- Co-operating and assisting the University and the Head of College\School\ Department\Centre\Unit in the discharge of their statutory safety responsibilities

- Ensuring that all work under their control, is undertaken safely and without risk to health and complies with the provision of all relevant statutory legislation

Additional Duties for Managers/ Heads: In accordance with UCC Safety Policy it is the duty of responsible persons (Heads of Unit / Executive Managers) to ensure, so far as is reasonably practicable, that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility.

Responsible Persons are responsible and accountable for (non-exhaustive list - All delegated responsibilities are clearly set out under UCC safety policies and local safety statements):

- Proactively managing and conducting occupational health and safety in all areas and activities under their control

- Achieving compliance with University safety policy and the extensive SHWW regulations that govern their work and that of the University employees under their control

- Ensuring, subject to the "so far as is reasonably practical" test defined in the SHWW Act (current edition}, the safety health and welfare of the University employees at work at their various places of work on and off the University campus

- Developing the local safety statement , as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work

- Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day

business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection

- Consulting and communicating with staff and safety representatives on OSH matters
- Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee
- Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with UCC procedures
- Seeking advice from health and safety professionals where necessary
- Monitoring and reviewing local health and safety performance
- Providing adequate financial and other resources for the above, so far as is reasonably practicable

SELECTION CRITERIA

The successful candidate will be expected to have:

Qualifications

1. A doctorate in Physics, or in a cognate area **(Essential)**

Leadership

2. The ability to provide vision and leadership in the development of photonic devices and systems, in the context of the synergistic research aims of UCC Futures –Quantum and Photonics, within the strategic frameworks of the Tyndall National Institute and the School of Physics, College of Science, Engineering and Food Science, the University and in any other appropriate manner including through industry interaction (**Essential**)

3. Excellent communication and interpersonal skills commensurate with leading and supporting a large research team, and team of committed academic and administrative colleagues together with the demonstrated ability and willingness to work in a collaborative environment, including with industry partners (**Essential**)

Research

4. International standing as a leading researcher and scholar in integrated photonic devices and systems, as evidenced through an outstanding contribution to its advancement through research outputs including peer reviewed publications, creative works, international awards or other appropriate forms of scholarship (**Essential**)

5. A track record of substantive, internationally recognised research outputs in the development and application of integrated photonic devices and systems (**Essential**)

6. A significant research funding record in the area of integrated photonic devices and systems (**Essential**)

7. A record of successful leadership and international recognition through research and scholarly activity within integrated photonic devices and systems, including research

supervision, examining, editing and refereeing, as appropriate for the discipline (**Essential**)

8. Evidence of collaboration with industry leading to joint research outputs such as publications or patents and/or the successful generation of industry funding for research (**Desirable**)

9. Evidence of successful commercialisation of research outputs through significant contributions to the creation of new intellectual property, spin-out companies, technology licencing, product development or other forms of knowledge transfer (**Desirable**)

Teaching and Examining

10. Evidence of significant achievement in and commitment to excellence in research-led teaching and learning in general physics and specialist areas related to photonics, at undergraduate and postgraduate level and a willingness to both contribute to and lead in the development of the teaching programmes offered by the School of Physics (**Essential**)

11. Evidence of a contribution to innovation in teaching and in curriculum or programme development, review and evaluation (**Essential**)

12. The ability to teach, inspire and supervise students, communicate ideas and concepts in a teaching and learning environment and to develop and lead postgraduate supervision to doctorate level (**Essential**)

13. A familiarity with and willingness to use modern teaching technologies (**Essential**)

Contributions

14. Proven senior administrative, organisational and managerial experience in a research or academic leadership position, or equivalent (**Essential**)

15. Ability to participate in and contribute to the overall intellectual life of the University, the academic discipline and society at large (**Essential**)

16. Evidence of participation in relevant academic and professional associations/ bodies as appropriate (**Desirable**)

Other

17. An understanding of, and empathy with, the concerns of students (**Essential**)

18. Evidence of ability to work on own initiative as well as part of a team (**Essential**)

19. A commitment to the long term development of the discipline (**Essential**)

Note: *As the university continues to expand and evolve, it is likely that flexibility in regard to the allocation of specific duties will be necessary. Accordingly, the list of duties specified above is not intended to be exclusive or restrictive; duties may be added or withdrawn but any such alteration will take place after consultation with the appointee.*

The successful applicant will be required to participate in a relevant IMI/UCC Senior Leadership Development Programme (or equivalent programme) to further develop your leadership development capabilities. Please contact Staff Wellbeing & Development directly

at trainingandddevelopment@ucc.ie on taking up your position to find out arrangements for forthcoming programmes.

In the appointment process for all leadership positions, a requirement of appointment will be demonstrable experience of leadership in advancing gender equality and a strong commitment to the successful delivery of initiatives which drive improvements in equality, diversity and inclusion in their widest sense.

Candidates are requested to make a personal assessment of these criteria against their own qualifications, skills and abilities to assess whether they should apply for the post

Please note: Candidates who do not demonstrate that they meet the criteria as detailed above will not be short listed.

The University, at its discretion, may undertake to make an additional appointment(s) from this competition following the conclusion of the process.

The University has determined a set of competencies which are a requirement for this post.

CONDITIONS OF EMPLOYMENT

The post is a Permanent whole time post.

The appointee to the post shall work under the direction of the Head of School and/or College and shall discharge such duties as are assigned to them.

Salary: The current remuneration is as detailed below.

The appointment to the post of Professor/Professor 2 will be made on the following scales respectively:

Professor Scales:

Professor Scale A
€
137,083
144,900
152,717
160,533
168,349
176,166

Professor Scale B
€ (New Entrants)
144,298
152,526
160,754
168,982
175,455
182,426

Professor 2 Scales:

Professor 2 Scale A
€
115,834
120,901
125,961
131,013
132,712
136,042

Professor 2 Scale B
€ (New Entrants)
121,930
127,264
132,592
137,908
139,700
143,201

The salary includes a premium of 1/19th for pensionable staff paying contributions. Class A1 rate of Pay Related Social Insurance (PRSI) applies to the post. Salary payment is also subject to deduction of PAYE, Pension and Statutory Levies.

As required by public pay policy for the higher education sector, new appointments to a direct entry recruitment grade will generally be at the minimum (1st point) of the relevant scale.

For existing public servants, the restriction to the first point on scale may be varied where a person is appointed to the same or an analogous grade, role or position as their previous public service employment.

The rate of remuneration for all appointments may be adjusted from time to time in line with government policy.

A comprehensive Annual Leave and Sick Leave scheme is in operation, details of which are available on the Staff Handbook

Annual leave: Annual leave will be in accordance with the University's custom and practice but ordinarily shall not be more than a total of seven weeks per annum inclusive of Christmas days. All leave arrangements must be agreed in advance with your Head of School.

Sick Leave: Sick leave will be granted in line with University policy in this regard which may change from time to time. You should familiarise yourself with the University Sick Leave Policy and University Sick Leave Management Policy.

Pension: The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 established the Single Public Service Pension Scheme. In general, anyone taking up pensionable public service employment on or after 1 January 2013 is a member of the Single Scheme. The Act provides that most members of the Single Scheme have a minimum pension age consistent with the age of eligibility for the State Pension (Contributory) and a compulsory retirement age of 70. A member of this group is generally referred to as a "Single Scheme member". However, applicants who have previously worked in a pensionable post (non -Single Scheme terms) in the Irish Civil/Public service, may be offered membership of the UCC Pension scheme. The normal retirement date in this scheme is age 65. A compulsory retirement date of 70 may apply depending on date of first employment in the Irish Civil/Public service. The relevant pension scheme will be confirmed to the successful applicant on completion of the Pensions Declaration form prior to taking up employment.

Applicants that have previously availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Queries should be directed to an applicant's former Civil/Public Service Employer in the first instance. Applicants who are in receipt of an ill-health pension from an Irish Civil/Public Service body are required to declare that they are in receipt of such a pension.

Pension Abatement: If an appointee has previously been employed in the Civil or Public Service and that appointee is entitled to or in receipt of a pension from the Civil or Public Service or where a Civil/Public Service pension comes into payment during the appointee's re-employment that pension will be subject to abatement in accordance with Section 52 of the Public Service Pensions (Single Scheme and other Provisions) Act 2012. Please note: In applying for this position, you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office/Body will support an application or an abatement waiver in respect of appointments to this position

The UCC **Income Continuance Plan** (ICP) provides a source of income in the event of long or short-term temporary disability. As part of your contract of employment you will be **automatically** included in the ICP with effect from the same date provided you have not previously opted out of the plan or you have been declined for cover under previous contracts of employment with UCC. **An additional benefit is membership to Specified Illness Cover (SIC) which pays a once off lump sum benefit in the event of a member being diagnosed with a specified illness.** The cost of membership of both plan**s** will be deducted from your salary. The current combined membership rate is 1.05% of your salary.

Additional dependants' benefits can be provided by membership of the **Supplementary Life Assurance Scheme.** You will be automatically included as a member of the scheme on commencement of your employment but you may elect to opt out of the scheme at any stage. The current membership rate is 0.26% of your salary.

Membership of the **Group Personal Accident Scheme** shall apply to all employees, subject to individual acceptance by the Insurance Company. The salary quoted is subject to a deduction from salary at the rate of .06%.

All employees of University College Cork (UCC) are governed by **UCC employment policies** and procedures as detailed on the People & Culture Department website. All staff members are required to adhere to and cooperate with the University at all times with regard to these policies and procedures. In particular, staff members requested to familiarise themselves with the Disciplinary and Grievance Procedures, the Duty of Respect and Right to Dignity Policy, and the Acceptable Use Policies. UCC reserves the right to make changes to these policies or to introduce new policies from time to time. Notification will be given to all staff of any such new policies or changes to existing policies.

The appointee is required to give three months' notice of termination of employment. The appointee is required to give three months' notice of termination of employment. A probationary period of 12 months shall apply from commencement of employment. During the probationary period, the contract may be terminated by either party in accordance with the Minimum Notice and Terms of Employment Acts 1973 and 2005.

Voluntary Health Insurance: VHI /Laya Healthcare & Irish Life Healthcare offer group schemes. Premiums must be paid via the UCC payroll. The Laya Group No is 32805 and VHI Group No is 137.

Additional benefits: We offer progressive employment and training policies including opportunities for further studies. Staff can avail of membership of a variety of clubs and societies and a wide range of facilities on campus, including a leisure centre.

As an equal opportunities employer we offer a comprehensive suite of work Life Balance Policies. A list of such initiatives is available on our webpage.

Shortlisted candidates for posts shall be required to appear before a Board of Assessors. Interviews will be conducted either online via Microsoft Teams or in person in the first instance. Candidates may also be required to attend an interview in person if the interview takes place online. Candidates will be notified as appropriate.

A successful candidate will be required to submit a birth certificate, documentary evidence confirming academic qualifications, and to undergo a medical examination. Garda vetting and/or an international police clearance may also be required.

References will be sought in relation to all candidates invited to attend for interview.

UCC welcomes applications from non-EEA citizens. However, regulations regarding employment permits are set by the Department of Enterprise Trade and Employment and must be strictly adhered to. An offer of appointment to Non-EEA candidates **is subject to the granting of a Work Permit** by the Department of Enterprise Trade & Employment.

Candidates may be required to produce documentary evidence to support any statements made by them on their application form or any supporting documentation. Candidates should note that the submission of any inaccurate information will invalidate their application.

The University, at its discretion, may undertake to make an additional appointment(s) from this competition following the conclusion of the process.

Note: Candidates should note that any inaccurate information will invalidate their application.

Restrictions that may apply in relation to the re-employment of former public service employees or pensioners

Certain restrictions may apply in relation to the re-employment / appointment of:

(a) former public service employees who have availed of certain collective agreements or arrangements OR

(b) former public service employees who are in receipt of a public service pension or who have preserved benefits under a pre-existing public service pension scheme
The following outlines some of the main agreements and schemes that may restrict a candidate's right to be re-employed in the public service or affect how they are reemployed.

The list is not exhaustive, so prospective candidates should declare any other agreements or arrangements that they may have availed of that affects or restricts their re-employment in the Public Service.

Employment Control Framework for the Higher Education Sector
Under the Employment Control Framework for the Higher Education Sector, re-employment of retired staff may only occur in very limited exceptional circumstances and in these cases the salaries offered may not exceed 20% of the full-time salary an individual was in receipt of at the time of their retirement, adjusted to reflect the application of Government pay policy in the period since their date of retirement – including in particular the application of salary adjustments imposed under the Financial Emergency Measures in the Public Interest (No. 2) Act 2009. Any such proposed arrangements must be put in advance to the Higher Education Authority (HEA) and the person concerned will only be eligible for re-employment if approval is obtained for same from the HEA.

Collective Agreement: Redundancy Payments to Public Servants
The Department of Public Expenditure, National Development Plan and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure, National Development Plan and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement may not be eligible for re-employment in the Public Service by any Public Service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility).

Pension Abatement:
The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 extended pension abatement so that a retiree's public service pension is liable to abatement on re-entering public service employment, even where the new employment is in a different area of the public service.

Declaration:
Applicants will be required to declare whether they have previously availed of a Public Service scheme of incentivised early retirement. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

How to Apply

For informal enquiries about the role please contact Dr Valia Sakkoula at **Valia.Sakkoula@perrettlaver.com**. To apply please visit https://perrettlaver.com/tyndall-national-institute-quantum-and-photonics/ .

Applications should consist of your academic CV and a cover letter demonstrating your academic and research achievements. We would also like to hear about your research ambitions and how your academic and research profile aligns with the UCC Futures initiative.

Details of the following should also be included, as appropriate:
- Publications
- Research Interests
- Grants and Funding
- Teaching Interests and Abilities
- Teaching Objectives and Methods

Candidates should apply, in confidence, **before 5pm (Irish Local Time) on Friday 20th February 2026.** Please be advised no late applications will be accepted.

Former Irish Public Service employees - Certain Restrictions on Eligibility

Eligibility to apply for a position may be affected where applicants were formerly employed by an Irish Public Sector body and previously availed of an Irish Public Service Redundancy or Incentivised Retirement Scheme including:

- Collective Agreement: Redundancy Payments to Public Servants
- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Equal Opportunities Statement

University College Cork is committed to being a fully inclusive global university which actively recruits, supports andretains colleagues from all sectors of society. Equality, Diversity and Inclusion (EDI) are core values under our **UCC Strategic Plan 2023-2028.** UCC holds a **Silver Athena SWAN** award in recognition of our commitment to advancing equality in higher education. We value diversity as well as celebrate, support and thrive on the contributions of all our employees and the communities they represent. We are proud to be an equal opportunities employer and encourage applications from everybody, regardless of age, care-giving status, disability, ethnicity, gender and/or gender identity or expression status, nationality, marital status/civil partnership, pregnancy and maternity, race, religion/creed, and/or sexual orientation. We are committed to supporting all staff through flexible working schemes,family-friendly policies, training and development, and staff networks. We value the enrichment that comes from a diverse community and seek to promote equality, prevent discrimination and protect the human rights of each individual in line with equality legislation. We encourage applicants to consult our **Dignity and Respect Policy** andlearn more about our **EDI related initiatives**.

University College Cork is an equal opportunities employer. We encourage you to reach out to us directly should you require assistance or reasonable accommodation during the recruitment process.

UCC Graduate Attributes Programme

The Graduate Attributes Programme (GAP) is an integral part of our Connected University Strategy and is enabling the UCC community to write this chapter of our story, together. It is a transformative student-centric programme with the overarching objective of optimising the student journey and preparing our students to live, lead and learn in a shared, co-created future.

Further information on the UCC Graduate Attributes Programme can be found on: https://www.ucc.ie/en/graduateattributes/

About Cork

Ireland's second city, proudly referred to by Corkonians as 'the Real Capital' is a forward-thinking, fast-growing and friendly city and an important business and cultural hub, making it a great place to live and work.

Home to 225,000 people, Cork is a cosmopolitan city set against a backdrop of stunning coastline, countryside and picturesque coastal towns. It is easy to get around and 60% of people in Cork get to work in 30 minutes or less.

Located at the second largest natural harbour in the world Cork is the heartland of Ireland's energy, food, pharmaceutical and ICT industries. Seven out of ten of the world's top pharmaceutical companies and Ireland's top four food companies are located in the province. UCC graduates make a critical contribution to the local talent pipeline that is at the heart of innovation and competitiveness for the region.

Cork is the fastest growing city in the country and has been ranked as one of Europe's top 25 cities of the future.