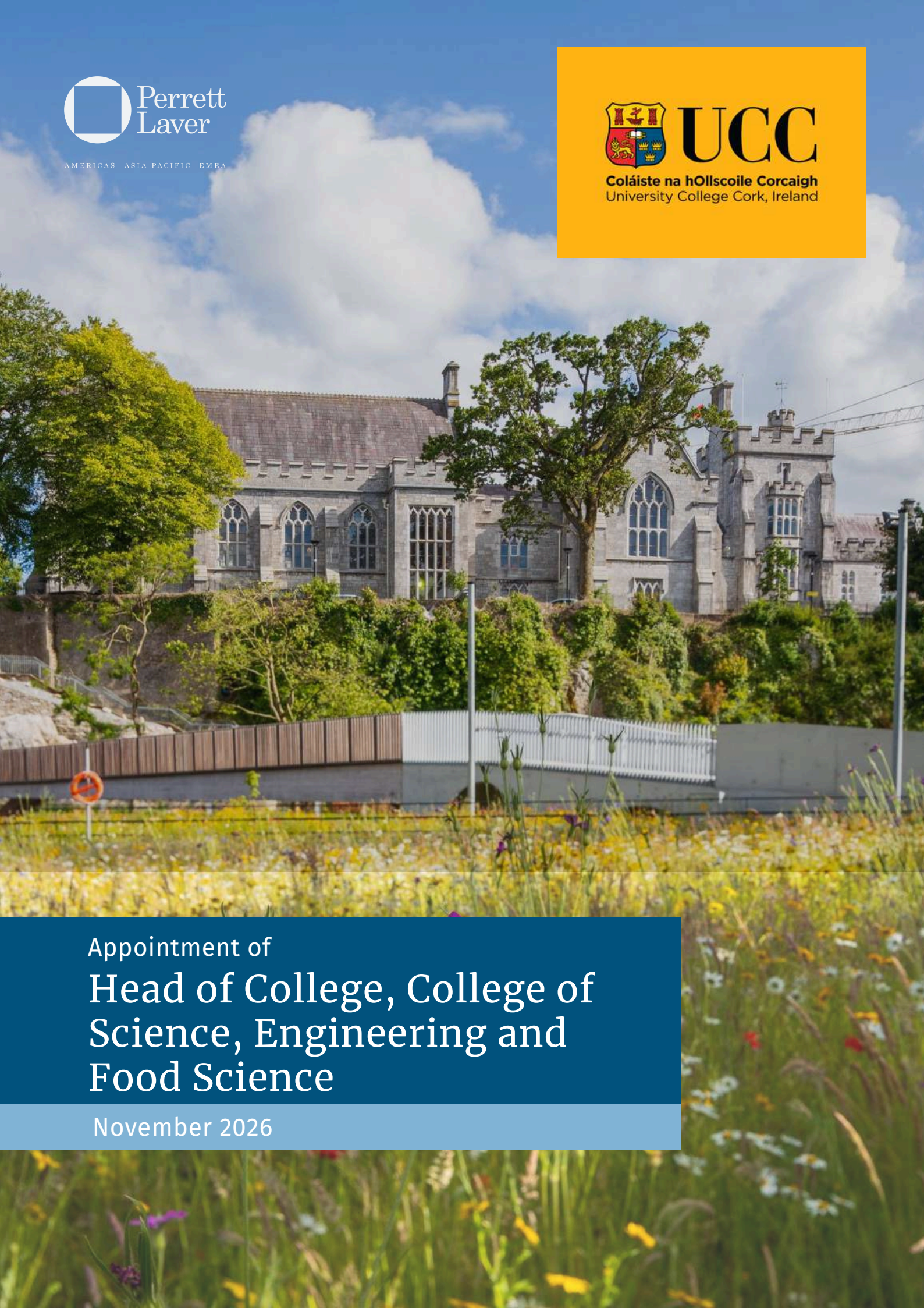
Perrett Laver

AMERICAS ASIA PACIFIC EMEA

UCC

Coláiste na hOllscoile Corcaigh

University College Cork, Ireland



Appointment of

Head of College, College of Science, Engineering and Food Science

November 2026

College of Science, Engineering and Food Science

The College of Science, Engineering and Food Science is a major STEM College with broad disciplinary reach, strong research intensity, and deep links to national and international industry, public policy, sustainability, technology, food, data, engineering, life sciences and enterprise ecosystems.

SEFS Specific Accountabilities

- Lead a large, diverse STEM College across Schools, research centres, institutes and professional services, building a shared purpose while respecting disciplinary strengths.
- Support the College's nine research led Schools: Biological, Earth and Environmental Sciences; Biochemistry and Cell Biology; Chemistry; Computer Science and Information Technology; Engineering and Architecture; Food and Nutritional Sciences; Mathematical Sciences; Microbiology; Physics and related College structures.
- Strengthen SEFS's contribution to UCC Futures and interdisciplinary priorities including Sustainability, Food Microbiome and Health, Quantum and Photonics, Artificial Intelligence and Data Analytics, Future Pharmaceuticals, Future Medicines and other areas that draw on SEFS capability.
- Build strategic alignment with Tyndall National Institute, APC Microbiome Ireland, the Sustainability Institute, Food Institute, Insight Research Ireland Centre for Data Analytics, Environmental Research Institute, MaREI and other UCC centres and national research platforms.
- Work with Tyndall National Institute and relevant UCC partners to advance shared opportunities in semiconductors, photonics, quantum technologies, microelectronics, advanced materials, AI, data, sensors, energy, health technologies, medtech and industry-facing research and innovation.
- Grow research income, doctoral education, enterprise engagement, innovation, commercialisation, licensing, spinouts, public policy impact and international research partnerships.
- Lead strategic engagement with industry in areas such as semiconductors, photonics, AI, cybersecurity, engineering, sustainability, climate, energy, food systems, biopharma, biotechnology, medtech and the bioeconomy.
- Support the development of lifelong learning, continuing professional development, micro-credentials, executive education and industry-linked education in areas of strategic importance to SEFS, UCC and regional and national skills needs.
- Work with employers, industry, professional bodies, public agencies and skills partners to ensure that SEFS education and lifelong learning provision is responsive to future workforce needs and emerging technologies.
- Ensure effective governance of laboratories, fieldwork, specialist equipment, technical services, health and safety, environmental compliance, infrastructure and capital planning.
- Support the STEM talent pipeline through excellent education, outreach, access, schools engagement, lifelong learning, industry linked learning and graduate employability.
- Work with national and regional stakeholders including Research Ireland, HEA, DFHERIS, Enterprise Ireland, IDA Ireland, EPA, Teagasc, industry bodies, local authorities, skills bodies and regional enterprise partnerships.
- Promote interdisciplinary collaboration between SEFS and the other Colleges, including Medicine & Health, Business and Law, and Arts, Celtic Studies and Social Sciences, where shared academic, research, innovation or societal-impact opportunities exist.

Head of College, College of Science, Engineering and Food Science

UCC is seeking an outstanding academic leader to serve as Head of College of Science, Engineering & Food Science (SEFS). This is a senior institutional leadership role with executive accountability for one of the University's major Colleges.

As a member of UCC's University Leadership Team, the Head of College will contribute to the collective leadership of the University and to the delivery of UCC's Strategic Plan. The successful candidate will be expected to act with a "one University" mindset: leading the College with ambition while taking shared responsibility for UCC's strategy, performance, culture, reputation, risk and long-term sustainability.

The role requires academic credibility, sound judgement, strong governance, proven senior leadership experience, financial and resource capability, and the ability to work collegially across a complex university environment. The successful candidate will provide visible, inclusive and ambitious leadership; support excellence in education, research and innovation; develop people and culture; manage resources well; and represent the College and UCC nationally and internationally.

This role offers the opportunity to lead a major STEM College with strong research intensity, industry engagement, international partnerships and critical contributions to UCC Futures, sustainability, technology, food, engineering, data, life sciences and regional enterprise development.

Role Purpose

The Head of College is one of UCC's most senior academic leadership roles. The role provides strategic, academic and executive leadership for the College and contributes to the collective leadership of the University as a member of the University Leadership Team.

The Head of College is responsible for leading a high performing academic community; delivering excellent education, research, innovation and engagement; developing people and culture; managing resources well; and representing the College within UCC, nationally and internationally.

The role requires an academic leader with the standing, judgement and credibility to lead at scale, work collegially across disciplines, manage complexity, and build strong partnerships with government, funders, industry, professional bodies, alumni, civic partners and, where relevant, health and clinical partners.

Statutory and Governance Context

The Head of College is responsible for the management of the College, acts as executive officer of the College, provides leadership in a collegial manner, and works collaboratively with other Heads of College. In accordance with the Principal Statute, the primary duties of the Head of College are to:

- Promote good governance within the College;
- Lead the strategic development of the College in line with the University's Strategic Plan;
- Manage the College budget;
- Support the enhancement of teaching and research within the College and across Colleges;
- Promote the discharge of the College's social responsibilities;
- Represent the College both within the University and externally.

The Head of College is responsible to the President or the President's nominee for the performance of these duties, and for any additional duties delegated by the President or the President's nominee. The Head of College shall report at least annually to the President on the performance and accounts of the College, and shall also report to other officers and management bodies as directed by the President.

In fulfilling these statutory responsibilities, the Head of College will also be expected to contribute to the collective leadership of UCC, support University wide priorities, manage College plans, risks and resources, and advance education, student success, research, innovation, engagement, culture, sustainability and external partnerships in line with UCC's strategy and approved governance arrangements.

Institutional Context

UCC's Strategic Plan 2023–2028 sets out five strategic goals: Research and Innovation; Student Success; Global Engagement; Our Staff, Our Culture; and Our Place, Our Footprint. The Head of College will translate these ambitions into clear College level priorities, delivery plans, measures and outcomes.

The Head of College reports to the President or the President's nominee and will also report to other officers and University bodies as directed. The Head of College will report at least annually on the performance, plans, risks and accounts of the College.

The Head of College will work with the President, Deputy President and Registrar, Chief Financial and Operating Officer, Vice Presidents, Chief People and Culture Officer, Corporate Secretary, Heads of College, Heads of School, Directors of Research Institutes and Centres, and professional services leaders to ensure that the College contributes strongly to UCC's mission and future sustainability.

UCC as a progressive organisation will continue to change and evolve its structures and reporting lines to deliver on the University's strategy and future business needs. The postholder is expected to proactively engage with the University's programme of change as it evolves. Any such change will be managed in accordance with applicable public sector agreements and established consultation arrangements.



Scope of the Role

The Head of College has overall responsibility for the leadership, performance, reputation and sustainability of the College. This includes academic strategy, education and student success, research and innovation, people and culture, governance, external engagement, financial stewardship, risk management, and the effective use of space, infrastructure, systems and professional supports.

The role is to be exercised within a "One University" expectation. The Head of College is expected to lead the College as part of UCC's wider institutional strategy, balancing College priorities with University level objectives, shared standards, collective resource decisions and cross College collaboration. The Head of College will be accountable for the College's contribution to institutional targets and priorities, as agreed through the President and relevant University planning and performance processes.

The Head of College will lead through the College Executive Management Committee and relevant College committees, working closely with Heads of School, Vice-Heads of College, College Manager, Finance, People and Culture, Marketing and Communications, research leadership and other professional service colleagues.

The role requires a balance of strategic leadership and operational accountability. This includes ensuring that the College delivers against agreed academic, financial, research, education, commercial and partnership objectives. The Head of College will be expected to support sustainable income growth and diversification, including through research income, lifelong learning, continuing professional development, international and postgraduate activity, philanthropy, enterprise engagement, innovation, commercialisation and spin-out activity, where appropriate to the College's disciplines and opportunities.

The Head of College will work to agreed institutional and College targets, including those relating to commercial income, lifelong learning, innovation, research translation, enterprise partnerships and spin outs. These targets will be set and reviewed through the University's normal strategy, planning, budgetary and performance processes, under the direction of the President or the President's nominee.

The Head of College role is expected to set direction, enable others, make decisions, develop leaders, ensure good governance, align resources to priorities, and hold the College collectively to account for delivery.

Matrix Working and Institutional Alignment

The Head of College operates within UCC's matrix leadership model. While accountable for the leadership and performance of the College, the Head of College will work in close partnership with the President, Deputy President and Registrar, Vice-Presidents, Heads of College, Heads of School, College Executive, professional services leaders and relevant stakeholders.

University officers and Vice-Presidents provide institutional strategy, policy direction, standards and assurance within their areas of responsibility. The Head of College is responsible for translating those University priorities into College level plans, decisions and delivery, ensuring that College activity is aligned with UCC strategy, approved policy, institutional targets and available resources.

The role requires constructive partnership, shared accountability and a "One University" approach, balancing College ambition with University wide priorities and cross-College collaboration.

Key Accountabilities

Strategic Academic and Institutional Leadership

- Lead the College's contribution to UCC's Strategic Plan and translate it into a clear College Operational Plan with priorities, milestones, owners, risks and measures of success.
- Provide visible, credible and inclusive academic leadership across the College.
- Build a shared sense of purpose across Schools, disciplines, research centres and professional services.
- Strengthen the College's national and international reputation for excellence, impact and distinctiveness.
- Contribute actively to University wide leadership, decision making and policy development and implementation as a member of UCC's senior leadership structures.
- Lead College level change in a way that is ambitious, evidence informed, consultative and capable of implementation.

Education, Student Success and Programme Portfolio

Working with the Deputy President and Registrar, the Vice-President Learning & Teaching, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Lead the strategic development of the College's undergraduate, postgraduate, professional, lifelong learning and continuing professional development portfolio.
- Ensure that programmes are academically strong and in line with the connected curriculum approach, student centred, financially sustainable, inclusive, digitally enabled and aligned to societal, professional and labour market needs.
- Promote excellence in teaching, assessment, curriculum design, interprofessional and interdisciplinary learning, and student supports.
- Work with relevant University officers and professional services to support access, widening participation, internationalisation, retention, progression, graduate outcomes and student wellbeing.
- Ensure strong quality assurance, programme review and accreditation processes, including professional and regulatory accreditation where relevant.
- Support flexible and lifelong learning pathways, including micro credentials, professional education, executive education and industry facing provision where appropriate.
- Support the responsible embedding of AI and relevant advances in technology in curriculum design, delivery, assessment, student support and academic practice, in line with University policy, academic integrity requirements and emerging sector standards;
- Work with the relevant University officers, Heads of School, College Executive and professional services to ensure transparent, evidence-informed and sustainable academic portfolio and resource decisions;
- Ensure that the College contributes to institutional targets for student success, programme quality, lifelong learning through skills academies, global engagement, graduate outcomes and sustainable academic portfolio development.

Research, Innovation and Impact

Working with the Vice-President for Research and Innovation, Heads of School, College Executive, research institutes and centres, Tyndall National Institute where relevant, professional services and relevant internal and external stakeholders, the Head of College will:

- Lead the development and delivery of a College research and innovation agenda aligned with UCC Futures, University research priorities and national and international funding opportunities.
- Support research excellence, interdisciplinary collaboration, doctoral education, research culture, open research, responsible innovation and research integrity.
- Work with research institutes, centres, Schools and external partners to grow research income, impact, translation, commercialisation, policy influence and public value.

Key Accountabilities



- Build strong pathways between education, research and innovation so that students are taught in a research rich environment.
- Work with the Vice-President for Research and Innovation, Chief Financial Officer, Heads of School, College Executive and relevant stakeholders to ensure transparent, evidence-informed and sustainable resource decisions for research priorities, infrastructure, doctoral education, research supports and strategic investment.
- Support academic staff and researchers to develop sustainable research careers, strong collaborations and high quality outputs.
- Ensure the College has the infrastructure, professional supports, governance and ethical frameworks needed to deliver high quality research.

People, Culture and Leadership

Working with the Chief People and Culture Officer, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Lead a positive, respectful and high performing College culture where staff and students can do their best work.
- Role model values driven leadership, grounded in UCC's mission, public purpose and CAIRDEAS values.
- Develop leadership capacity across the College, including Heads of School, Vice Heads, programme leaders, research leaders and emerging academic and professional services leaders.
- Promote equality, diversity, inclusion and belonging, including actions linked to Athena Swan, Public Sector Duty and UCC's EDI and People & Culture commitments.
- Work with People and Culture colleagues to support workforce planning, talent attraction and retention, workload management, career development, contribution, growth and performance.
- Work with the Chief People and Culture Officer, Heads of School, College Executive and relevant stakeholders to ensure transparent, evidence informed and sustainable people related resource decisions, including workforce priorities, leadership capacity, role planning and organisational design.
- Ensure the College addresses issues of dignity, respect, wellbeing, bullying, harassment, conflict and underperformance in a timely and fair manner.
- Foster a culture of accountability, collegiality, transparency and good communication.
- Support a high-performance environment where expectations are clear, contribution is recognised, and staff are supported to develop, adapt and deliver excellence.

Financial and Resource Stewardship

Working with the Chief Financial Officer, Heads of School, College Executive, Finance colleagues, professional services and relevant stakeholders, the Head of College will:

- Ensure transparent, evidence based and sustainable resource decisions.
- Manage the College budget, pay and non pay expenditure, and resource allocation in line with University policies, delegations and financial strategy.
- Demonstrate strong commercial and financial acumen, ensuring that academic ambition is supported by realistic planning, responsible stewardship and sustainable income growth.
- Diversify and grow income through research funding, postgraduate and international recruitment, professional education, philanthropy, enterprise engagement and other appropriate sources.
- Support the development of financially sustainable academic portfolios, including new programme development, portfolio review, professional and industry facing provision, and flexible learning opportunities.

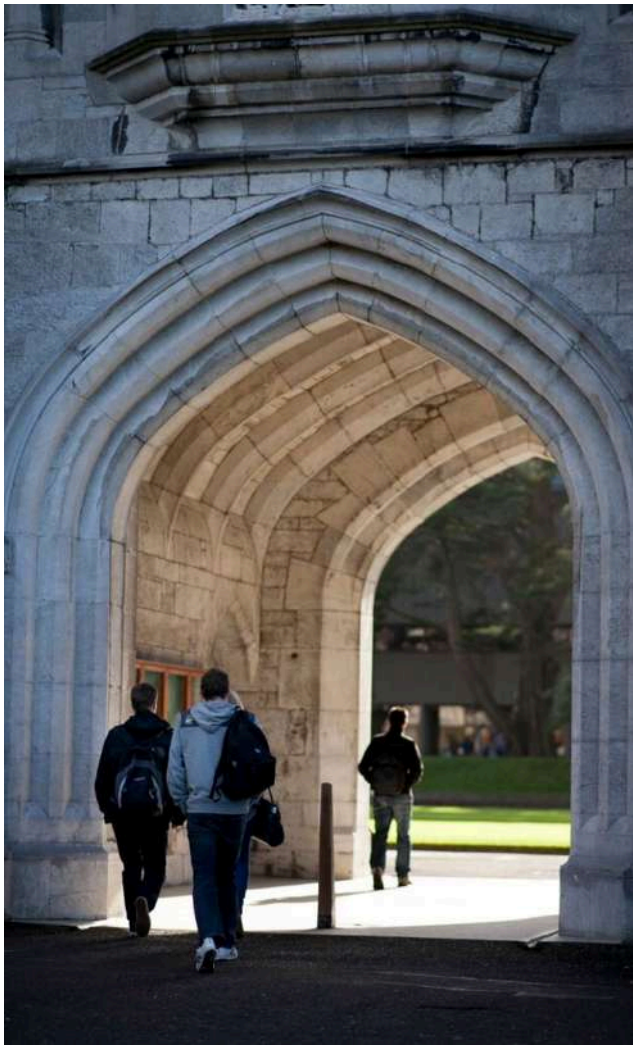
Key Accountabilities

- Ensure that resources are aligned to academic priorities, student need, quality, risk, sustainability and long term viability.
- Use data and performance information to support planning, prioritisation and timely corrective action.
- Ensure that College level financial decisions are made with a “One University” mindset, balancing College priorities with wider institutional needs, cross-College opportunities and overall University sustainability.
- Promote a culture of financial accountability, value for money, transparency and responsible use of University resources.
- Support a culture of good governance, transparency, fairness, compliance and evidence informed decision making across the College.
- Ensure that College governance supports, rather than slows, effective delivery by providing clear authority, accountability and decision routes.
- Work with Heads of School and College leadership colleagues to ensure that local decisions are consistent with University policy, institutional standards and “One University” expectations.

Governance, Risk, Compliance and Quality

Working with the Corporate Secretary, Office of Corporate and Legal Affairs, relevant Vice-Presidents, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Promote strong College governance, clear decision records, effective committees and appropriate escalation of risk.
- Ensure that the College operates within UCC Statutes, regulations, policies, procedures, delegations, public-sector obligations and approved governance arrangements.
- Work with relevant University offices, including the Corporate Secretary and Office of Corporate and Legal Affairs, to manage legal, regulatory, contractual, risk, insurance, information governance, data protection and ethics matters.
- Ensure robust arrangements for academic quality, research governance, professional accreditation, clinical or laboratory safety, health and safety, safeguarding and student fitness to practise where relevant.
- Maintain clear accountability for major risks, audit actions, quality reviews, capital projects and high impact operational matters within the College.



Key Accountabilities

External Engagement, Partnerships and Reputation

Working with the Vice-President for Global Engagement, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Represent the College with credibility and influence to national and international stakeholders.
- Build strategic partnerships with other universities, research organisations, funders, government departments, public agencies, professional bodies, industry, employers, alumni, civic partners and communities.
- Act as an ambassador for UCC and the College, raising profile, strengthening reputation and building confidence among external partners.
- Develop partnerships that strengthen education, research, innovation, placements, employability, funding, policy influence, public engagement and regional impact.
- Support global engagement through high-quality academic partnerships, research collaborations, student and staff mobility, global recruitment, networks and international reputation-building.
- Work with University colleagues to ensure that external partnerships are strategically aligned, well governed, financially sustainable and capable of delivering measurable value for the College and UCC.
- Strengthen the College's relationships with employers, industry and professional bodies to ensure that programmes, research and engagement activities remain relevant, future-focused and responsive to societal and labour market needs.
- Promote UCC's public purpose by building partnerships that deliver academic excellence, societal impact, innovation, sustainability and public value.
- Support international partnerships, global mobility, international student recruitment, and the College's contribution to global challenges.
- Ensure that the College contributes to UCC's sustainability, climate, civic, access and global engagement ambitions.

Digital, Data and Service Transformation

Working with the Director of Information Technology Services, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Lead the College in adopting modern, efficient and digitally enabled ways of working.
- Support the responsible use of data, analytics, AI and digital tools in education, research, student services, planning and administration.
- Promote the responsible embedding of AI and emerging technologies in teaching, learning, assessment, research, service delivery and College operations, in line with University policy and academic integrity requirements.
- Work with University colleagues to simplify processes, improve service experience, reduce duplication, strengthen consistency and support a "One University" approach to service delivery.
- Use data and performance insight to support evidence informed planning, portfolio review, resource allocation, student success, research performance, workload management and risk oversight.
- Encourage innovation while ensuring appropriate safeguards around academic integrity, data protection, research ethics, cybersecurity, accessibility, inclusion and responsible use of technology.
- Support digital capability building for staff and students, ensuring that technology adoption is purposeful, inclusive and aligned with academic and service needs.
- Ensure that digital and service transformation activity is well governed, prioritised, resourced and aligned with College and University strategy.
- Work with professional services to improve the quality, clarity, responsiveness and efficiency of services provided to students, staff and external partners.
- Contribute to agreed institutional priorities relating to digital transformation, data quality, AI adoption, service improvement, operational efficiency and user experience.

Key Accountabilities

Infrastructure, Space and Capital Development

Working with the Director of Estates & Commercial Services, Heads of School, College Executive, professional services and relevant stakeholders, the Head of College will:

- Lead strategic planning for College space, infrastructure, laboratories, teaching facilities, clinical facilities, specialist equipment and capital projects.
- Ensure that capital and infrastructure projects are governed, prioritised, risk assessed and aligned with the College and University strategy.
- Work with Buildings & Estates, Finance and relevant University colleagues to ensure that College requirements are properly evidenced, prioritised, costed, risk assessed and integrated into University level estate and capital planning processes.
- Provide senior College level oversight of major infrastructure, refurbishment, laboratory, clinical, specialist facility and capital projects within the College's remit.
- Support the effective, safe and sustainable use of College space, including teaching, research, office, clinical, laboratory, student-facing and specialist facilities.
- Ensure that space and infrastructure decisions are transparent, evidence informed and made with a "One University" mindset, balancing College requirements with wider institutional priorities, affordability and opportunities for shared use.
- Promote environmental sustainability, accessibility, health and safety, energy efficiency and responsible use of resources in College operations and estate planning.
- Ensure that risks relating to buildings, laboratories, specialist equipment, technical infrastructure, health and safety, continuity of activity and regulatory requirements are identified, managed and escalated appropriately.
- Contribute to agreed institutional priorities relating to estate planning, sustainability, infrastructure investment, space utilisation, accessibility, health and safety, and operational resilience.





Person Specification

Essential Criteria

The successful candidate will demonstrate:

- Academic standing and credibility appropriate to appointment as Professor and to leading a major academic College.
- The ability to operate as a senior institutional leader, with a “One University” mindset and the judgement to balance College ambition with wider University priorities.
- A strong record of academic achievement in research, scholarship, teaching, learning, innovation or professional practice.
- Demonstrated competence with engagement of AI to practical implementation/ application.
- Significant senior leadership experience in a university, research intensive, clinical, public sector or similarly complex knowledge-based environment.
- Evidence of leading strategy, change and delivery across multiple disciplines, units or functions.
- Experience of financial planning, budget management, resource allocation and sustainable income generation.
- A proven ability to lead people, build teams, manage performance, develop leaders and foster an inclusive culture.
- A strong understanding of university governance, academic quality, research governance, risk, compliance and public accountability.
- Excellent judgement, integrity, communication, negotiation and influencing skills.
- Evidence of building productive relationships with senior internal and external stakeholders.
- Commitment to equality, diversity, inclusion, student success, staff wellbeing, sustainability and public value.
- A global perspective, with the ability to strengthen the College’s international profile, partnerships, reputation and contribution to global challenges.

Desirable

- Experience of leading a Faculty, College, School, Institute, major research centre, clinical academic partnership or equivalent unit.
- International profile and networks relevant to the College.
- Experience of major capital, infrastructure, estate, digital or organisational transformation projects.
- Experience of philanthropy, alumni engagement, commercial partnerships, industry collaboration or enterprise development.
- Experience of public policy engagement and working with government departments, public agencies or major funders.
- Experience of leading across a matrix environment where influence, partnership and shared governance are as important as line authority.

UCC as a progressive organisation will continue to change and evolve its structures and reporting lines to deliver on the University's strategy and future business needs. The postholder is expected to proactively engage with the University's programme of change as it evolves. Any such change will be managed in accordance with applicable public sector agreements and established consultation arrangements.

Leadership Style and Values

The Head of College will be expected to provide values driven leadership, grounded in UCC's mission, public purpose and CAIRDEAS values: Compassion, Agility, Integrity, Respect, Discovery, Equity, Accountability and Sustainability.

The successful candidate will be expected to listen well, make decisions, communicate clearly, build trust, address difficult issues, and create the conditions in which staff and students can succeed. They will combine academic credibility with institutional leadership, commercial and financial judgement, global outlook, change leadership and a strong commitment to a positive, inclusive and high performing culture.

The Head of College will lead in a way that is:

- Institutionally minded and ambitious for UCC as a whole;
- Values driven and committed to UCC's mission, values and public purpose;
- Strategic and delivery focused;
- Commercially and financially astute, with the ability to align academic ambition with sustainable resources, income growth and responsible stewardship;
- Globally outward oriented, with the perspective and networks to position the College and UCC internationally;
- Change agile, able to lead through complexity, uncertainty and transformation with clarity and confidence;
- High performance focused, setting clear expectations, enabling excellence, and holding self and others accountable for delivery and impact;
- Collegial and decisive;
- Transparent and fair;
- Ambitious for excellence and impact;
- Inclusive and respectful;
- Evidence informed and accountable.

Term of Office

The appointment as Head of College will ordinarily be for five years, with eligibility for reappointment in accordance with UCC statute, policy and approved review arrangements. The appointment carries the title of Professor for the duration of the headship where applicable under Statute and University arrangements. Following term of office (including extension where applicable) the post holder will be assigned an appropriate academic post and title within the College / University in line with Statute provisions.

Objectives and measures for the term should be agreed at appointment and reviewed through the appropriate University process. These should include measures relating to strategy delivery, financial stewardship, research and innovation, education and student success, people and culture, governance, external engagement and College specific priorities.



How to Apply

Perrett Laver are supporting UCC in this appointment. To make a full application for this role please visit the following link **Perrett Laver - Application Portal**.

Queries relating to the online application process should be referred to Callum Conway (Email: Callum.Conway@perrettlaver.com), quoting the reference **8706**.

Candidates should apply, in confidence, before 12noon (Irish Local Time) on **Tuesday, 8th December**. 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 and retains 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** and learn 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.

Perrett Laver

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