Job Specification	Technological University of the Shannon: Midlands Midwest Ollscoil Teicneolaíochta na Sionainne: Lár Tíre Iarthar Láir

Experienced Researcher
Technological Education – HEA Performance

Vacancy ID	016219
Contract Type	Fixed Term – 2 Years
Location	Technological University of the Shannon: Midlands Midwest – Athlone Campus This post will be primarily based at the location specified above, but from time to time may require attendance at any of the TUS campuses.
Reporting to	Chair of Technological Education or other such persons as they may delegate
Expected Start Date	October 2022
Competition Type	Open Competition
Introduction	Technological University of the Shannon: Midlands Midwest is Ireland's third technological university and home to 14,000 students and a staff complement of approximately 2,000 people, full-time and part-time, across six campuses in Athlone, Limerick, Thurles, Clonmel, and Ennis. Established on October 1, 2021, TUS has a strong regional focus and will be a key driver of development and investment across the Midlands and Midwest. The new networked university, linked by the River Shannon, borders on almost half of Ireland's 26 counties and will provide unprecedented levels of access to higher education. We are committed to developing a contemporary and vibrant technological university - a higher education institute that reflects the educational and economic needs of our region and communities we serve. The new technological university will connect knowledge creation with industry partnerships to grow and support collaboration. The technological university will be the home of academic leaders, knowledge creators and cutting-edge researchers who will positively affect people's lives now and in the future.
The Role	The creation of Technological Universities recognises the importance of applied education that spans NFQ levels 6 to 10 and is committed to increased access, progression, and retention of a

	diverse learner population. As such there is a need to define the breadth and depth of impact that TUS makes to the socio-economic landscape of its region, nationally and internationally. The Technological University of the Shannon Midlands Midwest is committed to developing its research impact, its research ecosystem, and supporting staff engagement with research activity. This requires in-depth research and discovery to identify, develop and capture the relevant metrics, measurements, and research outputs that TUS will measure that capture comprehensive indicators of impact. The area of research measurement is complex. It encompasses established measurements that are traditional bibliometrics (including H-indexes, Impact Factors, SCOPUS scores, etc.) as well as alternative metrics such as Altmetrics, Google, RG Indexes and Research Narratives. Significantly for TUS: industry engagement, value for money, job creation, job retention, volume of project, repeat business, funding secured etc. are critical measures. The breadth of subject areas within TUS also vary in the approach and weighting of measurement of research outputs and the application of research measurement tools needs to reflect the broad subject areas for the Technological University sector. There is no standard research measurement that would be applicable to all areas, so investigation to the most appropriate impact recognition systems needs to be researched and developed to ensure meaningful utility for TUS. It is envisioned that the Research outputs are to contribute to overall TUS research strategy Evidence based decision making in relation to the Strategic Planning of Research activities, research management and measurement is required across all areas of TUS. The post holder will also need to provide information on the options to develop institutional research profiling, ideally aggregated from the respective individual profiles, groups, departments, centres, institutes, and faculties. A comprehensive knowledge of the national and international research landscape, the identification of key research bodies and University links should be explored and developed into a comprehensive centralise resource, that supports best practices for collaboration nationally and internationally and specifically with RUN-EU partners.
Qualifications/ Experience	**Essential:** Candidates must: • have obtained a Master's degree or equivalent • be research active and have awareness of research output and impact • have a solid understanding of Open Research (Open Access, Open Science, etc.) • have an awareness of how to build research capability • have the requisite knowledge, skills, and competencies to carry out the role

	• be proficient in report writing and scholarly output • have experience working in an education or research environment • be comfortable using online meeting tools such as MS TEAMS and/or ZOOM **Desirable:** • have obtained a PhD or equivalent • Have an interest in bibliometrics and research rankings • Have experience of using Statistical/Quantitative data • Have experience in using /development databases or online resources • Have experience of leading or working with diverse groups to deliver a project
Duties	The successful candidate's duties over the 2-year period will include the following: • Conduct research and make recommendations identifying the appropriate research/impact metrics that are to be valued and measured in TUS, that respect national policy priorities and are regionally sensitive. • Liaise with research leads, system administration, and professional and management personnel to ensure true representativeness in capturing the breadth of TUS activity and current impact indicators. • Conduct research and make recommendations identifying the characteristics and specifications of a recognition system(s) that captures and profiles TUS Research outputs and impacts. • Develop and deliver research connectivity workshops that will provide space for academics, researchers, and professional and management staff to meet, exchange experiences and ensure a comprehensive understanding of impact and the pathways towards developing impactful practice. • Develop and advise on the specific requirements of information dashboards that can record, aggregate and profile research impact. • Review international best practice and identify appropriate comparators to demonstrate the validity of proposed measures and evidence of the efficacy of the associated impact metrics. • Complete monthly progress reports on the project and be available to present to senior leaders as the need arises. • Develop a programme (series of workshops) to ensure that all researchers have a consistent understanding of key performance indicators and the methodologies used to capture, profile, and communicate impact. It is envisioned that this programme will be offered to TUS staff members and our Regional University Network (RUN) colleagues to enhance researcher knowledge and skills in support of identifying

	research opportunities and pathways, building supervision capacity, supporting grant preparation, developing research data management and storage plans (that support open research), and quality assurance.
	• Development of the specifications for an online platform to facilitate research connectivity, creating a portal for researchers to view skills and expertise across the organisation to promote and leverage the expertise and infrastructure within TUS and RUN-EU partners to drive collaboration and inter and multi-disciplinary translational and transformative activity.
	• Present findings to the Executive Management and Research Committees
	• Any other duties as may be assigned from time to time
Hours	37 hours per week
Annual Leave	25 days per annum.
Salary	SFI Salary Scale Level 2b €46,442 – €50,530 (4 points).
	New entrants will join the scale at point 1. Level on scale dependent on funding availability and experience and will also be market-driven and discipline-related.
	The rate of remuneration may be adjusted from time to time in line with Government pay policy.
Contact Details	The Human Resources Department Technological University of the Shannon: Midlands Midwest
	Email: hr@ait.ie (Midlands)
Additional Information	In addition to the minimum qualifications, it may be necessary to introduce further shortlisting criteria. Therefore, candidates may be shortlisted based on qualifications and suitable experience, based on details given on the application form.
	We welcome applications from all suitably qualified individuals regardless of gender, civil status, family status, sexual orientation, religion, age, disability, race, or membership of the traveller community.
	TUS staff who wish to apply must apply via the ESS system. All other applications must be submitted using the on-line E-recruitment form. Only on-line e-recruitment application forms will be accepted.
	TUS is an equal opportunities employer, working towards creating and sustaining an inclusive environment which promotes equality, embraces diversity and is committed to work-life balance policies for all.
Personal Data	All personal data provided will be handled in accordance with the Data Protection Policy and Privacy Statements.