



Job Description

College Management Unit:	UCD College of Business
Post Title & Subject Area (if relevant)	Lecturer/Assistant Professor in Accountancy / Taxation
Post Duration:	Permanent / 5 years x 2
Grade:	Lecturer/Assistant Professor (above the bar)
Reports to	Dean, UCD College of Business/Subject Area Head
Competition Ref. N^o	014997
HR Administrator	Qiong Zhang

Position Summary:

University College Dublin invites applications for the position of Lecturer / Assistant Professor in the Accountancy Subject Area of the UCD College of Business. These posts may be permanent or of five years duration. To be considered for a permanent post, the candidate is required to have a minimum of three years prior experience at Assistant Professor level within a research intensive university

UCD College of Business is Ireland's leading business school and research centre.

UCD College of Business consists of UCD Lochlann Quinn School of Business ('the Quinn School') focused on undergraduate education, UCD Michael Smurfit Graduate School of Business ('the Smurfit School'), UCD Business International Campus ('IBC') and UCD Smurfit Executive Development ('Executive Development'). The Quinn School and IBC are located on the main campus at Belfield while the Smurfit School and Executive Development are located at Blackrock about five kilometres away. Academic staff teach in both schools. IBC also has a significant overseas presence in Singapore, Hong Kong and Sri Lanka.

One of the keystones of the College's reputation as one of the world's leading business schools is the quality and expertise of our faculty. Consistently highly ranked amongst the global-leading business schools in the Financial Times' competitive global rankings, the College is currently ranked 23rd in the FT European Business Schools ranking. It is the only Irish member of the leading business school alliances, the Global Alliance in Management Education (CEMS) and the Global Network for Advanced Management (GNAM), and the College also holds the triple crown of accreditation from AACSB (US), EQUIS (Europe) and AMBA (UK).

The mission of the College is to cultivate an environment of excellence in business education and to foster life-long learning and innovation in the preparation of promising people for positions of increasing responsibility and leadership in Ireland and abroad. This has been defined in its mission statement: *To be the leader in business education in Ireland and among the leaders in Europe by providing bold, imaginative educational programmes informed by an intensive commitment to research, discovery and innovation.* The core values of the College are excellence in research and teaching, collegiality within the university, and a willingness to change and accept diversity. The College is committed to continuous improvement and increasing aspirations in regard to teaching and knowledge creation and dissemination.

Members of the Accountancy Subject Area have a range of research interests including accounting and everyday life, accounting history, capital market research, corporate governance, ethics, regulation and the accounting profession, financial reporting, management accounting and control, and taxation and have published in journals such as *Accounting, Organizations & Society, Critical Perspectives on Accounting, Accounting, Auditing and Accountability Journal, European Accounting Review, British Accounting Review, Behavioral Research in Accounting,* and *Journal of Accounting Literature.* The Subject Area is also home to the UCD Centre for Corporate Governance.

The successful candidate will offer leadership in the following areas and will have a track record of:

Research: The Subject Group places strong emphasis on research leading to publication in international, peer-reviewed academic journals and in leading debate in the field of Accountancy in the academic and public space. Members of faculty are widely published in journals such as: *Accounting, Auditing & Accountability Journal; Accounting History; Accounting Historians' Journal; Accounting, Organizations & Society; Behavioral Research in Accounting; British Accounting Review; Corporate Governance – An International Review; Critical Perspectives on Accounting; European Accounting Review; Irish Accounting Review; Journal of Business Research* and in a range of professional and policy-oriented publications. Many Accountancy faculty are members of the UCD Centre for Business and Society. They also serve as editors, or on editorial boards, of leading international peer-reviewed journals in accounting (for example, *Accounting History Review; British Accounting Review; Corporate Governance – An International Review; Irish Accounting Review*).

Teaching and Learning: The Subject Area makes a significant contribution to the School's undergraduate and postgraduate programmes, including in particular, the BComm, the BComm (International), the Bachelor of Business and Law, the Master of Accounting, the MSc in Accounting and Financial Management, the MBA, and the PhD programmes.

Administration: assume administrative and managerial duties as appropriate to the role; fostering collegiality within the School.

Lecturer/Asst Professor Above The Bar Salary Scale: €55,951 - €88,601 per annum

Appointment will be made on scale and in accordance with the Department of Finance guidelines.

Principal Duties and Responsibilities:

- Undertake and publish high quality research and scholarship in own field of expertise within Accountancy. An interest in research in the area(s) of Financial Reporting, Management Accounting, Taxation, Corporate Governance, Corporate Social Responsibility, Ethics, Regulation or the Accountancy profession would be a significant advantage but other specialisations will also be considered. The School prioritises candidates with publications in ABS 3/4 ranked journals and FT50 journals in making appointments.
- Actively contribute to the graduate and undergraduate teaching programmes as directed by the Head of Subject Area. Inter alia, this will involve module design and delivery, examination and assessment, quality assurance and enhancement, and associated administration. An interest in teaching in the area(s) of Financial Reporting, Management Accounting, Taxation, Corporate Governance and Corporate Social Responsibility, Ethics and Regulation would be a significant advantage however other specialisations will also be considered.
- Supervise masters and doctoral research
- Provide students with feedback in relation to examination performance, and evaluate performance in the professional and practical elements of their course
- Keep abreast of research and scholarship in field of research
- Attend and maintain active membership on Subject Area and School committees/boards
- Make a significant contribution to the general administration of the Subject Area and the School
- Contribute to the academic life of the School and the University
- Contribute to the wider educational and business community
- Actively contribute to meetings, courses and conferences for professionals and academics in Accountancy
- Undertake such other appropriate duties as directed by the Head of School in line with the contract of employment

Selection Criteria:

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate for successful discharge of the responsibilities of the post. Applications will be assessed on the basis of how well candidates satisfy these criteria.

Mandatory:

- A PhD in Accountancy/ Taxation or a related field from a research intensive institution. Candidates who do not yet have a PhD in Accountancy/ Taxation or a related field, but who expect to shortly complete this degree, may be considered.
- A strong, demonstrable commitment to research and international publication in Accountancy / Taxation.
- International research network and academic experience commensurate with level of experience.
- A commitment to, and capacity for, high quality research led teaching in Accountancy at graduate and undergraduate levels.
- A capacity and enthusiasm for conducting accounting research in an interdisciplinary context within the School and wider academic community
- An ability to design, deliver and assess a range of modules in and outside areas of specialist research interest.
- Excellent interpersonal and communication skills.
- Candidates must demonstrate how they can positively contribute to fostering an inclusive environment and a level of awareness of equality, diversity and inclusion.

Desirable:

- An established track record of publication in international, peer-reviewed journals in the field
- A demonstrable track record in developing successful research funding applications.
- Good international research network and international academic experience.
- Administrative experience commensurate with managing a portfolio of teaching and research.
Membership of a recognised professional accountancy body.

Further Information for Candidates:

Equality, Diversity and Inclusion:

Equality, Diversity, and Inclusion (EDI) at UCD

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. Diversity is highlighted in the university's strategic plan as one of the core values of UCD, and its EDI commitment is further demonstrated through the strategic objective relating to the attraction, retention, and development of an excellent and diverse cohort of students, faculty and staff. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy. The university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult UCD's equality, diversity and inclusion policies here <https://www.ucd.ie/equality/>.

UCD's Equality, Diversity and Inclusion Strategy 2018-2020-2025 sets out the University's objectives aligned to UCD's ten equality grounds. [Link](#)

UCD's Vice President for Equality, Diversity and Inclusion chairs the University EDI Group which works across UCD's ten equality grounds in collaboration with College Vice Principals for EDI and EDI School Representatives. UCD's Equality, and Inclusion Unit supports the mainstreaming of EDI through the EDI Group and these roles and leads on the delivery of the EDI Strategy through a range of initiatives including policy development, awareness raising and training, internal and external relationship building, collation and analysing of data, establishing peer support groups and networks, attainment of accreditations such as Athena SWAN and supporting and promoting an of mental health and wellbeing and dignity and respect.

UCD has EDI staff networks which are a great opportunity to meet colleagues, engage with equality, diversity, and inclusion initiatives in UCD.

UCD's EDI Staff Networks include:

- UCD staff disability network
- UCD LGBTI staff network
- UCD Women@STEM
- Multicultural Employee Network UCD (MENU)

You can join UCD's EDI Staff Networks here: <https://www.ucd.ie/equality/groups/edinetworks/>

UCD is also engaged with the following initiatives:



Diversity

environment

network and

Athena SWAN at UCD

University College Dublin has received its second Athena SWAN Bronze institutional award in recognition of the university’s work towards gender equality. To achieve this accreditation, an institution must demonstrate that it has undertaken a thorough self-assessment of gender equality challenges and has developed a detailed action plan to tackle them. The [UCD Gender Equality Action Plan 2020-2024](#) was prepared by the [Gender Equality Action Group](#) and its Working Groups, in a process that involved external benchmarking, an EDI employee survey, focus groups and consultation across the university. It includes actions relating to recruitment, promotions, leadership, work practices, organisation and culture. The implementation of the Plan is already underway and includes mechanisms to track progress on each of the actions. This action plan includes the actions that arose from the review of the university’s policy and procedures on Dignity and Respect.

Age-Friendly University

University College Dublin is proud of its designation as an **Age-Friendly University** as part of the AFU Global Network. The principles of an Age-Friendly University are: To encourage the participation of older adults in all the core activities of the university, including educational and research programmes.

University of Sanctuary

UCD was awarded **University of Sanctuary** status in 2018, (UoSI) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Open Doors Initiative

UCD has joined a group of over 95 companies and NGOs, who work with government to create pathways to employment for marginalised people. These can be internships, scholarships, training courses, aiding entrepreneurs or full/part time employment, from a range of backgrounds and abilities.

These can be developed out on a bespoke basis with organisations to include specific projects. This group work with refugees, asylum seekers and migrants, people with disabilities and disadvantaged youth (including those from a traveller background, LGBTIQ+ etc).

They offer online training, mentorships, assisted learning, seminars, inhouse training for existing employees on a range of subjects and can assist with funding for training courses you run. They have ongoing meet ups with other companies and supporting partners who are working to create diversity and inclusion within their organisations.

More details are available on our website here: www.opendoorsinitiative.ie

Supplementary information:

The University:	https://www.ucd.ie/
UCD Strategy 2020-2024: Rising to the Future	https://strategy.ucd.ie/
The College/Management Unit:	http://www.ucd.ie/business/

Relocation Expenses:

Will be applied in accordance with the [UCD Relocation Policy](#)

Garda Vetting required:x **NO**

YES – Garda Vetting will be conducted for the recommended candidate(s) as part of the selection process for the post in accordance with the [UCD Garda Vetting Policy](#)

Informal Enquiries ONLY to:

Name:	Professor Gerardine Doyle
Title:	Associate Dean, UCD College of Business
Email address:	gerardine.doyle@ucd.ie
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Eligibility to compete and certain restrictions on eligibility

Incentivised Scheme for Early Retirement (ISER):	It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position
Department of Health and Children Circular (7/2010):	The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to complete in this competition.
Collective Agreement - Redundancy Payments to Public Servants:	The Department of Public Expenditure 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 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 will 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. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-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) and the Minister's consent will have to be secured prior to employment by any public service body.

<p>Declaration:</p>	<p>Applicants will be required to sign a Pre-Employment Declaration to confirm whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. The above represents the main schemes and agreements restricting a candidate's right to be re-employed in the public service. However it is not intended to be an exhaustive list and candidates should declare details of any other exit mechanism they have availed of which restricts their right to be re-employed in the public service. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.</p>
<p>Superannuation and Retirement:</p>	<p>The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the University, at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered an appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme").</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>
<p><i>a. Pensionable Age</i> - The minimum age at which pension is payable is 66 in line with State Pension age changes.</p> <p><i>b. Retirement Age</i> - Scheme members must retire at the age of 70.</p> <p><i>c. Pension Abatement:</i></p> <ul style="list-style-type: none"> • If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position. • Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007 The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment). • Ill-Health-Retirement Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment. <p><i>d. Prior Public Servant</i> - While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case such a candidate would instead be offered membership of the UCD Pension Scheme. This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual</p>	

as outlined below:

e. Pension Accrual - A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012 came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

f. Pension-Related Deduction - This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>.