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# UCC

Coláiste na hOllscoile Corcaigh, Éire  
University College Cork, Ireland

## **POST OF LECTURESHIP IN ENVIRONMENTAL ARCHAEOLOGY**

### **Duties of the Post:**

The Department of Archaeology in University College Cork invites applications for the permanent post of Lecturer in Environmental Archaeology. The appointment will build on a tradition of teaching and research in UCC, which goes back to 1978 when the first lectureship in this area was established in the Irish university sector. The successful applicant must hold a doctoral qualification in this field, with a proven record of research and publication to the highest standards. S/he will deliver introductory and advanced BA courses in environmental archaeology, contribute to teaching at masters level, and also promote research at postgraduate and post-doctoral level. The position will help build teaching and research links with the Department of Geography in the context of the School of the Human Environment, and with relevant science disciplines across the University.

In accordance with the University's strategic objective as a research driven 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 undertake research, teach and examine, perform administrative duties and carry out other duties appropriate to the post under the general direction of the Head of School.

The roles and responsibilities outline below are to be interpreted in the context of the relevant University Statutes and where there is any difference arising from interpretation, that statutory provisions take precedent

The responsibilities of this post include the following:

### **Teaching and Examining**

- 1) To deliver research-led teaching of the highest academic standard at both undergraduate and postgraduate level in University College Cork;
- 2) Support the development of a new denominated degree in Archaeology and Geography with a strong earth/environmental science direction;

- 3) Participate in the development of new curricular initiatives and innovative learning methodologies, and undertake regular evaluation of modules with reference to content, delivery and assessment;
- 4) Organize and supervise field excursions, teaching practicals and research projects for undergraduate and postgraduate programmes in environmental archaeology and related areas;
- 5) Develop appropriate laboratory facilities and equipment stock for teaching and research in environmental archaeology;
- 6) Provide academic mentoring and learning support to his/her students in their pursuit of knowledge;
- 7) To organize and support University examinations in subjects where the appointee is an examiner;

### **Research**

- 8) Engage in productive research and scholarship that contributes to the advancement of knowledge in the field of environmental archaeology;
- 9) The dissemination of high quality research output in appropriate peer-reviewed publications or other forms of scholarship appropriate to the discipline;
- 10) Attract quality research students (MPhil and PhD) and supervise their work to the highest academic standards;
- 11) The generation of research income to support the development of environmental archaeology in University College Cork;
- 12) Engage in other scholarly activities relevant to Archaeology, including participation in national and international conferences, and representation on relevant professional and academic bodies;

### **Contributions**

- 13) Participate in the administrative activities of the academic unit and the academic life of the College and University;
- 14) Act as a member of such committees as may be required by the University;
- 15) Develop links with professional bodies and external agencies, where appropriate;
- 16) Promote the discipline both inside and outside the University and contribute to the overall intellectual life of the University and society;

17) Carry out other duties appropriate to the post as may be assigned by the head of discipline;

*The above listing is not exclusive or exhaustive and the post holder may be required to undertake duties as can reasonably be expected. All staff are required to be flexible, co-operative and professional within the needs of the post and the Discipline/Department/School, College and University. The University is undertaking a major reform of its internal structures which may necessitate possible future changes in the organisation of its activities.*

### **Selection Criteria:**

The successful candidate will be expected to have a general background in Environmental Archaeology:

### **Qualifications**

- 1) A primary degree in Archaeology (or closely cognate discipline) and a PhD in a relevant area of Environmental Archaeology;
- 2) A strong research and publication record in one or more of the following fields of Environmental Archaeology: palynology (vegetation history and human impacts on the environment) or archaeozoology (animal remains from archaeological contexts) or geoarchaeology (climate change, landscape formation and coastal environments).

### **Teaching and Examining**

- 3) Relevant teaching experience or evidence of teaching potential;
- 4) An ability to contribute across a range of undergraduate and postgraduate teaching programmes within and outside the area of research specialisation;
- 5) Evidence of a commitment to excellence in research-led teaching and a willingness to use modern teaching technologies for innovative teaching and curriculum development;
- 6) Evidence of an ability to teach, inspire and supervise students, and to communicate ideas and concepts in a teaching and learning environment;

### **Research**

- 7) Evidence of appropriate research achievement as indicated by published work and other research outputs appropriate to the discipline;
- 8) Potential to attract funding through competitive research grants or other sources as relevant;

- 9) Experience of research supervision (particularly PhD students), or an ability to develop same;
- 10) Evidence of other relevant scholarly activity, such as conference participation;
- 11) Ability and willingness to collaborate with colleagues on research projects, as appropriate to the discipline;

### **Contributions**

- 12) Administrative experience or evidence of ability to contribute to academic administration;
- 13) Experience in or potential to participate in relevant academic and professional associations/bodies;
- 14) The potential to contribute to the overall intellectual life of the University, the academic discipline and society at large;

### **Other**

- 15) Good communication and interpersonal skills;
- 16) Evidence of an ability to work on own initiative as well as part of a team;
- 17) An understanding of, and empathy with, the concerns of students;
- 18) Relevant I.T. skills and an awareness of the potential of new digital technologies in a teaching and research environment;
- 19) A commitment to the long-term development of the discipline;

### **Conditions of Employment**

1. The post is a permanent tenured position, subject to a probationary period of appointment. The appointee to the post shall work under the direction of the Head of the School of The Human Environment and shall discharge such duties as are assigned to them.
2. The current remuneration – [2011 new entrants] – is as detailed below.

	€		€
Minimum	31,821	Seventh Point	42,873
Second Point	33,626	Eighth Point	44,753
Third Point	35,692	Ninth Point	46,716
Fourth Point	37,470	Tenth Point	48,211
Fifth Point	39,337	Eleventh Point	49,738

Sixth Point	41,304	Maximum	51,270
<b>BAR</b>			
	€		€
First Point	62,353	Fourth Point	74,824
Above the Bar		Above the Bar	
Second Point	66,567	Fifth Point	81,459
Above the Bar		Above the Bar	
Third Point	70,704		
Above The Bar			

The salary includes a premium of 1/19<sup>th</sup> 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 (1<sup>st</sup> point) of the relevant scale. However, in the case of certain such appointments, credit may be given for relevant recognised service.*

*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.*

3. A comprehensive **Annual leave and Sick** scheme is in operation, details of which will be sent on appointment. 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 and Easter College Closure days. All leave arrangements must be agreed in advance with your Head of School.
4. **Pension:** There is an excellent pension scheme in operation, which provides personal retirement benefits as well as benefits for spouses and children.

The overall contribution rate approximates to 6½% of salary (3% of pensionable remuneration and 3½% of net pensionable remuneration). Tax relief is accrued on these payments.

The maximum pension, based on 40 years reckonable service, comprises an occupational pension from UCC with an entitlement to a contributory state pension. Together both pensions provide a maximum of 50% of final salary and the UCC scheme provides a lump sum of 1½ times final salary (currently tax free). The University operates schemes for the transfer of service or pension benefits from other schemes and a purchase scheme to allow members to increase their pensionable service. In addition, additional dependants' benefits can be provided by membership of the Voluntary Life Assurance Scheme.

5. Membership of the **Income Continuance Plan** is mandatory. This provides additional payment where salary is reduced or ceased because of long-term illness or injury. Contributions, which are tax-allowable currently, amount to 0.85% (gross) of salary
6. 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%
7. All employees University College Cork (UCC), are governed by **UCC employment policies** and procedures as detailed on the Human Resources 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.
8. **Voluntary Health Insurance:** A VHI/Quinn Direct/ Hibernian Health/ HSA group scheme is in operation and contribution may be deducted from salary annually in May.
9. **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.
10. The "Provisions relating to full-time posts as Lecturer" as set out in the attached document also apply to the post.
11. Each candidate must complete an application form for the post (available at <http://www.ucc.ie/en/hr/policies/forms/application/>) Applications must be completed and returned **by email** to [recruitment@per.ucc.ie](mailto:recruitment@per.ucc.ie)
12. Closing date for receipt of applications is **5pm on Wednesday the 16<sup>th</sup> May, 2012**. For any queries regarding the application process please contact the Department of Human resources, University College Cork. Tel: +353 21 4902757.
13. For informal enquiries about the post, please contact Professor William O'Brien, Department of Archaeology, University College Cork, Cork, Ireland. Phone: 00353-21-4904045. Email: [w.obrien@ucc.ie](mailto:w.obrien@ucc.ie)
14. Candidate for posts shall be required to appear before a **Board of Assessors** in Cork, in which case reasonable travelling and subsistence expenses at approved rates will be paid.

15. The University is undertaking a major reform of its internal structure which may necessitate changes in the organisation of its activities. The successful candidate may be expected to adapt his/her work practices and/or reporting relationships to facilitate such reforms.
16. A successful candidate will be required to submit a **birth certificate** and documentary evidence confirming **academic qualifications**.
17. References will be sought in relation to all candidates invited to attend for interview.
18. An offer of appointment to a candidate who does not have EU nationality is subject to the granting of a **Work Permit** by the Department of Enterprise Trade & Employment.
19. A successful candidate must provide a **Medical Certificate** confirming their general health status insofar as this relates to an ability to carry out the duties of the post.
20. 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 any inaccurate information will invalidate their application.

**UNIVERSITY COLLEGE CORK IS AN EQUAL OPPORTUNITIES EMPLOYER**

**Please note that an appointment to posts advertised will be dependant upon University approval, together with the terms of the employment control framework for the higher education sector.**

**BACKGROUND INFORMATION**

**Cork**

Recently identified as one of the top ten destinations to visit by the Lonely Planet guide, Cork is a place not just to visit, but to live; offering a quality of life, and an academic and cultural experience which reflects positive Irish values. Cork city has a population of some 140,000, with a further 100,000 in the city's hinterland. Further details can be found at <http://www.corkcity.ie>

**The University**

University College Cork was founded as Queen's College Cork in 1845, and continues to occupy its original footprint on the western side of the city, on the banks of the river Lee. UCC has an academic community of some 16,000 full-time students, approximately 3,500 of whom are postgraduates, a further 2,000 part-time students taking continuing education courses. There is a multicultural feel to the campus, with students from over 90 countries. UCC has 2,800 staff, of which 800 are academic staff and 650 research staff. UCC is committed to building its capacity to carry out

research of the highest international quality, and to providing research-lead teaching across the breadth of disciplines and specialisms typical of a traditional university. The University ranks 207 in the Times Higher Education ranking of world universities, and in the range 300-400 on Shanghai-Jiao Tong listing. UCC was selected by the Sunday Times as the Irish University of the year in 2003 and 2005.

### **Department of Archaeology**

UCC has been a centre for the study of Archaeology since the first professor was appointed in 1908. The Department has grown steadily over the past century, acquiring a reputation for excellence in teaching and research. We have seven academic and four support staff, all of who are actively involved in research projects, both within and outside of Ireland, often in collaboration with other universities and institutes. Our research strengths include biological anthropology, architectural heritage, prehistory and early medieval and Viking studies. The Department is known for innovative fieldwork and has undertaken many research excavations over the past century, which are published to a high standard. We have laboratory and equipment stores, including several facilities relevant to environmental archaeology. We also collaborate and share facilities with the Department of Geography within the School of the Human Environment.

The Department trains archaeologists at both undergraduate and postgraduate level, offering stimulating courses on a wide range of periods and subjects. The aim is to provide students with an understanding of the discipline, as well as a deeper appreciation of their cultural heritage at a local, national and European level. Our teaching is also centred on the skills necessary to develop a career in Archaeology and we offer three taught masters programmes with explicit vocational training. There are currently 28 registered PhD and MPhil students in the Department, working across various research areas.

As well as teaching and research, the Department also engages with the wider public in the Munster region through the provision of adult education courses and information on local archaeology. Support is also offered to the archaeological profession in Ireland and the Department contributes to debate and research on a range of cultural heritage issues.

For further information see our web-site: [www.ucc.ie/archaeology](http://www.ucc.ie/archaeology)