



## Job Description

<b>Research Institute</b>	UCD Geary Institute for Public Policy
<b>School &amp; Unit</b>	UCD School of Business, HRM and Employment Relations Group
<b>Post Title &amp; Subject Area</b>	<b>UCD Postdoctoral Research Fellow Level 1 in Labour Politics and the EU's New Economic Governance Regime</b>
<b>Project</b>	<b>ERC Project "Labour Politics and the EU's New Economic Governance Regime"</b>
<b>Post Duration</b>	Temporary 3-year post – Commencing's 1 Sept. 2019 (or by agreement).
<b>Reports to</b>	Professor Roland Erne, Jean Monnet Chair of European Integration and Employment Relations
<b>HR Reference No.</b>	011333
<b>HR Administrator</b>	Gary Greenan

### Position Summary

Applications are invited for a temporary 3-year, full-time postdoctoral appointment in European integration and employment relations, starting on **1<sup>st</sup> September 2019** or by agreement.

You will be a member of our ERC funded research team on the EU's new economic governance regime (NEG) and the contradictory trajectories for trade unions and social movements it is opening. The ERC project focuses on the way in which European trade unions and new social movements in the public transport, water, and health care sectors respond to the EU's new economic governance regime. Until very recently, European labour politics has been shaped mainly by EU 'horizontal' market integration through the free movement of goods, capital, services, and people. Since the Euro crisis, however, the latter has been complemented by 'vertical' hierarchical integration effected through the direct surveillance of member states' macroeconomic policies, including industrial relations and public services provision. The resulting new EU economic governance regime (NEG) opens contradictory possibilities for labour politics in Europe. Are unions and social movements politicising NEG along national or (transnational) class divides?

This is an academic research role, where you will conduct a specified programme of research supported by research training and development under the supervision and direction of a Principal Investigator.

The primary purpose of the role is to further develop your research skills and competences, including the processes of publication in peer-reviewed academic publications, the development of funding proposals, the mentorship of graduate students along with the opportunity to develop your skills in research led teaching.

**In addition to the Principal Duties and Responsibilities listed below, the successful candidate will also carry out the following duties specific to this project:**

- Contribute to research-led teaching (15% of working time).
- Contribute to the analysis of the EU's NEG interventions in the area of wage bargaining and the provision of public services (health care, water, and transport services); and the activities of selected national and EU-level trade unions and social movements in response to them.

### Equality, Diversity and Inclusion

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is

afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies here <https://www.ucd.ie/equality/> . 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.

**Salary range:** €37,223 - €43,029 per annum

Appointment on the above range will be dependent upon qualifications and experience.

### **Principal Duties and Responsibilities**

- Conduct a specified programme of research and scholarship under the supervision and direction of your Principal Investigator.
- Engage in appropriate training and professional development opportunities as required by your Principal Investigator, your School or Institute, or the University.
- Engage in the dissemination of the results of the research in which you are engaged as directed by and with the support of and under the supervision of your Principal Investigator.
- Engage in the wider research and scholarly activities of your research group, School and Institute.
- Mentor and assist, as appropriate and as directed, the research graduate students in your School and Institute.
- Carry out administrative work associated with your programme of research.

### **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

- PhD in Industrial Relations, Political Sciences, Sociology, Social Anthropology, European studies, or cognate disciplines.
- A demonstrated commitment to research and publications
- An understanding of the operational requirements for a successful research project
- Evidence of research activity (publications, conference presentations, awards) and future scholarly output (working papers, research proposals, and ability to outline a research project.
- Excellent Communication Skills (Oral, Written, Presentation etc)
- Excellent Organisational and Administrative skills including a proven ability to work to deadlines
- Knowledge of EU politics and European industrial relations, trade unions, social movements and labour politics at national and EU levels, depending on selected fieldwork locations.
- Proficiency in relevant European languages, depending on selected fieldwork locations.
- Candidates must demonstrate an awareness of equality, diversity and inclusion agenda.

The PD1 position is intended for early stage researchers, either just after completion of a PhD or for someone entering a new area for the first time. If you have already completed your PD1 stage in UCD or will soon complete a PD1, or you are an external applicant whose total Postdoctoral experience, inclusive of the duration of the advertised post, would exceed 4 years, you should not apply and should refer to PD2 posts instead.

## Desirable

### Additional desirable criteria can be included by the PI as required

- Teaching experience in the subject area of the research project.
- Understanding of the methodological challenges posed by NEG for classical country-by-country comparative research designs.
- Experience of transnational research methods (i.e. multi-sited fieldwork, etc.).
- Experience of working in an interdisciplinary research environment.
- Experience in setting own research agenda.

## Further Information for Candidates

### Supplementary information

<b>The University:</b>	<a href="http://www.ucd.ie/about-ucd/">http://www.ucd.ie/about-ucd/</a>
<b>The College:</b>	<a href="http://www.ucd.ie/collegesandschools/business/">http://www.ucd.ie/collegesandschools/business/</a>
<b>The School:</b>	<a href="https://www.smurfitschool.ie/facultyresearch/subjectareas/humanresourcemanagementandemploymentrelations/">https://www.smurfitschool.ie/facultyresearch/subjectareas/humanresourcemanagementandemploymentrelations/</a>
<b>The Principal Investigator</b>	<a href="https://people.ucd.ie/roland.erne">https://people.ucd.ie/roland.erne</a>
<b>The Project:</b>	<a href="https://www.erc-europeanunions.eu/">https://www.erc-europeanunions.eu/</a> and <a href="https://journals.sagepub.com/doi/abs/10.1177/1024258918770046">https://journals.sagepub.com/doi/abs/10.1177/1024258918770046</a> and <a href="https://researchrepository.ucd.ie/handle/10197/9272">https://researchrepository.ucd.ie/handle/10197/9272</a>

UCD offers a comprehensive **Research Careers Framework** in line with the Advisory Science Council Report 'Towards a Framework for Researcher Careers'. This model provides a structured and supportive **Career and Skills Development** system designed to ensure that Post-docs in UCD are able to plan their careers and prepare for future opportunities in academia, industry or the public sector. For more information, please [click here](#)

### Relocation Expenses:

- Will not apply

### Garda Vetting required:

- No

### Informal Enquiries ONLY to:

Name:	Roland Erne
Title:	Professor of European Integration and Employment Relations
Email address:	<a href="mailto:Roland.Erne@ucd.ie">Roland.Erne@ucd.ie</a>
Telephone:	+353 1 716 4746

### ***Eligibility to compete and certain restrictions on eligibility***

<b>Incentivised Scheme for Early Retirement (ISER):</b>	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
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<p><b>Department of Health and Children Circular (7/2010):</b></p>	<p>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.</p>
<p><b>Collective Agreement - Redundancy Payments to Public Servants:</b></p>	<p>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>
<p><b>Declaration:</b></p>	<p>Applicants will be required to 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><b>Superannuation and Retirement:</b></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 appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”).</p>

Key provisions attaching to membership of the Single Scheme are as follows:

**a. Pensionable Age** - The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.

**b. Retirement Age** - Scheme members must retire at the age of 70.

**c. Pension Abatement:**

- 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.

**d. Prior Public Servant** - 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 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>.