



Appointment of
**Head of College of Arts,
Celtic Studies and Social
Sciences**

January 2025

Saxton Bampfylde

Contents

- 1 Welcome from the President
- 2 About UCC
- 3 Our impact
- 4 About the College of Arts, Celtic Studies and Social Sciences
- 5 The Role
- 6 Person Specification
- 7 Terms of Appointment
- 8 How to Apply



Welcome from the President

Many thanks for your interest in a career at University College Cork, and in joining a dynamic group of talented people working to secure the future of our people and our planet.

UCC is one of Ireland's oldest institutions of higher education, and our historic campus is in the heart of Cork city, a vibrant economic hub located in one of Ireland's most scenic regions, with a rich cultural heritage. Ranked in the top 2% of universities globally, UCC serves a community that is both local and global. In 2010, UCC was the first third level education institution in the world to receive the Green Campus award, and today we proudly fly our Green Flag over our Main Quadrangle following continued successful renewals. UCC has held a top ten place in the UI GreenMetric World University Rankings since 2010 and is now ranked 4th in the world for sustainability.

UCC is a comprehensive university providing a broad research-based Connected Curriculum from archaeology to zoology across its undergraduate and postgraduate programmes. UCC is the top Irish Higher Education Institution for graduate employability, and our more than 220,000 alumni excel in every walk of life across the globe. Our true strength lies in the people who work and study here, and UCC's student body of more than 25,000 includes over 5,000 international students from more than 100 countries across all continents. Of the more than 3,500 professionals employed at UCC, over one third of academic staff have come from overseas.

UCC is a place of inclusion, and the diversity of our staff and students is key to realising our vision to connect and empower people to create knowledge that shapes a sustainable and inclusive world. UCC has held a bronze Athena SWAN award since 2016, and 17 of our Schools, Departments and Centres hold department-level awards.

With a strong focus on research and innovation, UCC is the leading Irish university for industry collaboration and for securing investment in Research and Innovation. The UCC Futures framework organises our research into thematic areas of excellence supporting the provision of impactful solutions to some of the most important global challenges of our time. UCC is home to several world class Research Centres including Tyndall National Institute, APC Microbiome Ireland and the UCC Sustainability Institute.

As we build on our 175-year history, we remain a student-centred, connected university, committed to attracting and developing talented minds to secure our future.

This briefing pack contains information which I hope will be useful and informative should you be selected to attend for interview here in Cork. I trust that your experience of our recruitment process will be a positive one and I thank you, again, for considering a career at University College Cork.

Best wishes,

Professor John O'Halloran
President





About University College Cork

University College Cork (UCC) is an internationally renowned university where excellence in teaching and research is aligned with an inclusive and respectful environment, where all staff and students can flourish and thrive. Founded in 1845,

UCC is a comprehensive research-intensive institution comprising four academic Colleges, delivering a rich tradition of collaborative teaching, research and scholarship that has true global impact.

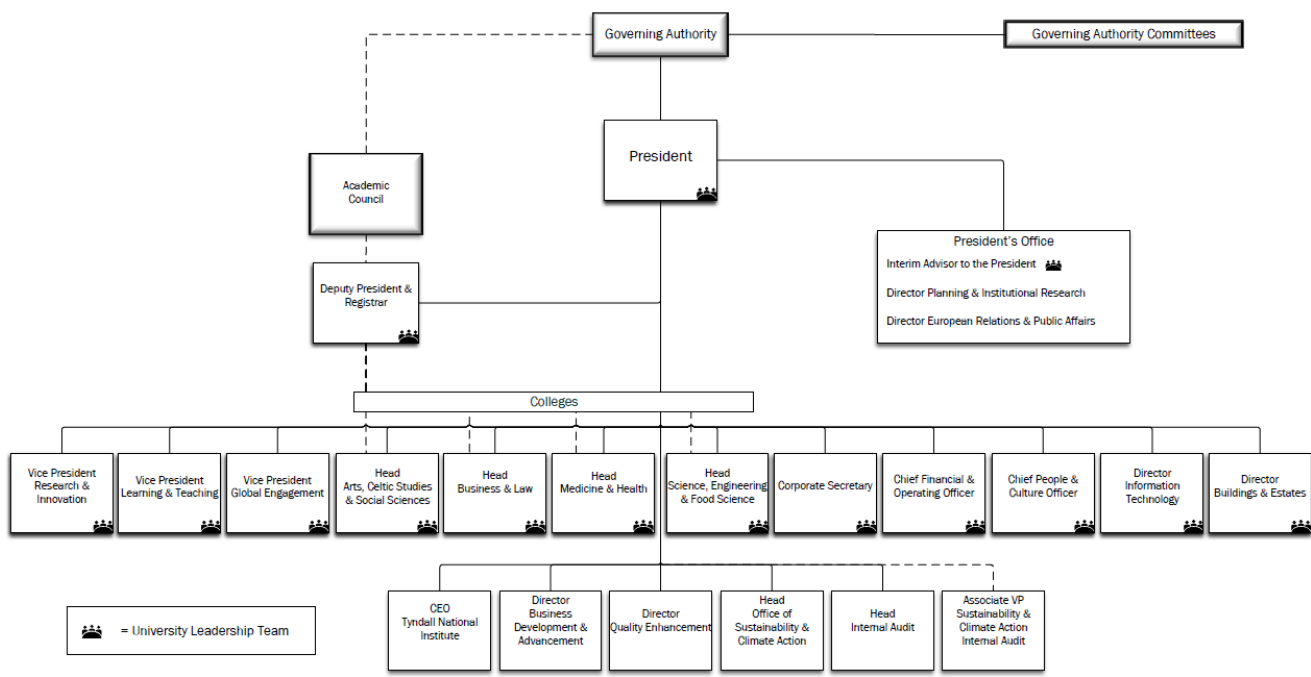
Equality, Diversity and Inclusion

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 [Strategic Plan](#). UCC holds a [Bronze 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 [Equality, Diversity and Inclusion Framework and Action Plan 2025–2028](#).

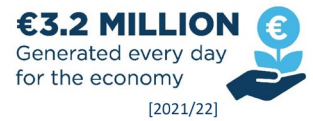
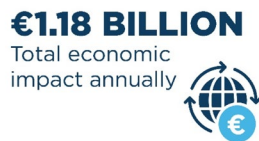


Organisational chart



Our impact

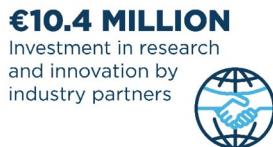
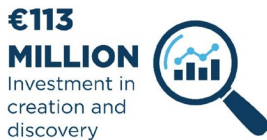
Economic impact:



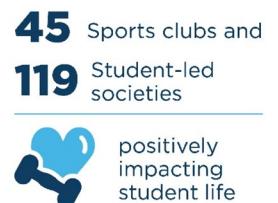
Talent capacity building and mobility impact:



Research, innovation and business impact:



Societal and cultural impact:



About the College of Arts, Celtic Studies and Social Sciences

The College of Arts, Celtic Studies and Social Sciences (CACSSS) is one of the four academic Colleges of University College Cork and is responsible for teaching and research across the entire range of disciplines spanning the arts, celtic studies, humanities and social sciences. CACSSS has a strong record of recruiting excellent undergraduate and postgraduate students and recognises the strong base that arts, humanities and social sciences provide for employment, careers, society, culture and the creative industries. CACSSS representing the broad range of the humanities and social sciences values the diversity of its composition and cultivates shared values and the pursuit of knowledge, understanding and creativity amongst its students. It facilitates a spirit of inquiry among undergraduate and post graduate students through asking the critical questions, and aims to cultivate their intellectual curiosity and academic capacity, as well as develop skills and graduate attributes which are underpinned by the values of the arts, humanities and social sciences. CACSSS enjoys a rich and vibrant culture of creativity and innovation. Staff and students are engaged in a range of creative practices in the areas of music, drama, creative writing and film. The College is conscious of a broader commitment to the city and the cultural environment locally, nationally and internationally, and through partnerships and initiatives engages with strategic partners to enhance the cultural and intellectual life of the University and the region.

The College is made up of 467 FTE staff and [10 Schools](#) incorporating one or more disciplines. Each school is led by a Head of School supported by a School Manager (in most cases), an Executive Management Team and professional services teams. Each school operates under approved School Rules in accordance with College and University policy.

CACSSS is home to 4,270 undergraduate students and offers 19 undergraduate programmes across 30 subject areas in the humanities and social sciences. These programmes range from specialist denominated degrees to the BA (Arts), the largest degree programme in the University. The Graduate School oversees graduate education for 1,381 taught postgraduate students and 353 research students in CACSSS. The college offers 52 taught master programmes, 18 Higher Diplomas and 8 Postgraduate Diplomas. Students come from over 100 countries to participate in the college's postgraduate programmes. The primary role of the Graduate School is to offer comprehensive support and guidance for all postgraduate students, for their academic units (Schools and Departments), and their research supervisors. The Graduate School supports staff in aspects of their planning, management and strategic oversight of all postgraduate programmes.

Research is at the heart of the College, which embraces and fosters the full diversity of arts, humanities and social science disciplinary approaches. Under Goal 1 of UCC's [Strategic Plan Securing Our Future 2023-28](#), ten strategic research areas have been established across the university, two of which are anchored in the College of Arts, Celtic Studies and Social Sciences: Collective Social Futures and Future Humanities. These two-broad-based and inclusive platforms are at the heart of the college's ground-breaking, inter/transdisciplinary research mission which aims to maximise the societal impact and contribution to wellbeing of the arts, humanities and social sciences. As part of this agenda, engaged and participatory research, arts practice research and the contribution of non-traditional forms of research and research output have taken their place alongside foundational or traditional forms of scholarship at the centre of our approach as a college. In recent years, this agenda received significant investment through the funding of the Radical Humanities Lab, a collective of 12 researchers of all career stages recruited to drive the transdisciplinary potential of humanities methodologies. This new hub of research sits alongside important established research centres and clusters such as the Institutes for Social Science in the 21st Century (ISS21).

These initiatives continue to drive our ongoing success in terms of grant capture and research impact. Researchers in the college regularly secure prestigious grants from national funding agencies including the Irish Research Council, the Environmental Protection Agency and Science Foundation Ireland as well as European funds from the European Research Council, with successes at all levels, including leading and partnering in consortia-based projects through Horizon 2020 and Horizon Europe. In addition, the college enjoys success in attracting early career researchers through the PhD and postdoctoral funding schemes of the Irish Research Council and MSCA. Over the past decade, research grant income has grown from €2.59 to €8.84 million per annum. The vibrant research culture in the college includes a rich calendar of research events including the Festival of Social Sciences, Research Showcase Day and Future Humanities Institute's annual Celebration, which, in 2024, will feature its seed-funded projects and presentations on radical methodologies. The full breadth of research activities are supported by an experienced support team the members of which coordinate pre and post award supports, as well as events and strategic initiatives.



Internationalisation is a key dimension of the College's work, contributing to different components of the University's Global Engagement Plan. This includes the College's engagement with a range of international partner universities, the international profile of the College through international research collaborations and engagement activities, and students' global experience at home and abroad. In the latter regard, the College offers a suite of undergraduate programmes providing for international experience at a range of partner universities around the world. International students are an important student cohort for the College which has developed a strong recruitment profile at undergraduate and postgraduate level, as well as supporting temporary study-abroad students across the various subject areas within the College.

CACSSS continues to grow and consolidate its ranking status, as evidenced in the most recent round of the Quacquerelli Symonds (QS) World University Subject Ranking (March 2024). Arts and Humanities is placed at 288. In terms of specific subject rankings, there have been notable improvements in

subjects aligned with CACSSS: Performing Arts has again improved its ranking this year moving from 101-120 category to 51-100. Along with Performing Arts, English Language & Literature (101-150), Politics & International Studies (151-200), and the new subject ranking Philosophy (151-200), constitute 4 of the 9 UCC subjects featuring in the top 200. CACSSS subjects continue to feature prominently in the university's highest ranked subjects.

In accordance with the Principal Statute, the College is governed by two decision-making bodies: the College Executive Management Committee (CEMC) which focuses on strategy and College Council which focuses on academic matters. The College also meets twice yearly in the College Assembly. CACSSS has a number of committees including Teaching and Learning, Research and Innovation, Recruitment and Employability, International, Library, Sabbatical Research Leave, Athena Swan, Community Engagement among a number of others covering the broad range of activities of the College.



The role

This is an exciting time to join University College Cork and this role presents an important opportunity to lead one of UCC's four academic colleges in the implementation of the University's ambitious strategy. As a member of the University Leadership Team (ULT), the role provides a visionary academic leader with an exceptional opportunity to position UCC globally in the disciplines of arts, celtic studies and social sciences, contributing to the University's international reputation and impact.

The post holder will play a key leadership role in the delivery of University Strategic Plan – Securing our Future 2023–2027 – including goals to implement UCC Futures, our exciting programme of interdisciplinary research, offer an outstanding student experience, and achieve global impact, both within the College and in the wider University.

Reporting to the President or the President's nominee, the Head of College will provide academic and professional leadership to the College and contribute directly to the reputation and impact of the University, ensuring that planning and financial decision-making support the University's sustainable growth and development.

The Head of College will:

- Deliver a suite of successful undergraduate and graduate programmes that are research led and demonstrate full alignment with the University's strategy and academic plan.
- Promote an excellent student experience that is student centred, inclusive and digitally enabled.
- Grow the College's graduate programme with taught programmes in signature areas of excellence and increased PhD numbers.
- Drive the achievement of the University's research ambition in the College and across the University through the implementation of UCC Futures, promoting prestigious funding awards and creating an innovative culture.
- Contribute to the strengthening of the University's global reputation and impact, leading to increased performance in relevant subject and University rankings.
- Support full alignment with the University's Communications Plan, enabling the delivery of a one University approach to communications, marketing and recruitment.
- Promote a global mindset in the College, supporting the implementation of the Global Engagement Plan by increasing the internationalising of programmes and curriculum, partnerships, mobility and research.
- Further develop the leadership and profile of the College's flagship initiatives in arts and culture, working collaboratively in the support of a one University approach.
- Demonstrate the College's commitment to University values, supporting the delivery of the University's Equality, Diversity and Inclusion Framework and Action Plan.
- Actively demonstrate the College's commitment to the University's Sustainability and Climate Action Plan, with signature contributions to our climate targets and the implementation of the SDGs.

- Provide outstanding leadership and management that prioritises effective and efficient management of all resources, implementing a performance culture and risk management approach that delivers on University strategy throughout the College.
- Show appreciation of the wide range of disciplines represented in the College, fostering collaborative partnership based on mutual respect and trust.
- Contribute substantially to the overall direction and management of the University and the implementation of the UCC Strategic Plan, as a member of the University Leadership Team.
- Ensure the College is optimally structured and organized, with disciplinary and strategic leadership in places to enable College success.
- Contribute to the ongoing development of effective strategic partnerships and collaborations, locally and globally.
- Actively support University transformation and change management in areas prioritized by the University Leadership Team.
- Take accountability for planning and delivering budgets, income targets and other key performance indicators and for monitoring performance against these targets.
- Oversee the effective and equitable management of the workload of academic staff in the College.
- Ensure that effective arrangements are in place to comply with the University's Statutes, Regulations, Policies and Procedures and relevant legislation (including health and safety, and equality legislation).

The Principal Statute of the University defines the responsibilities of the Head of College as follows ([ch E.2.a](#)):

The Head of College shall be responsible for the management of the College. They shall be the executive officer of the College, shall provide leadership for the College in a collegial manner, and shall work in collaboration with other Heads of College.



Person specification

Candidates will have an outstanding record of academic achievement matched with proven ability to bring world-class strategic leadership and operational management skills both to the University as a whole and the College.

The Head of College for Arts, Celtic Studies and Social Sciences must possess the following qualifications, experience and personal qualities:

- A record of exceptional strategic leadership and operational management in a comparable role.
- PhD in a relevant discipline and have an internationally recognised profile of outstanding personal achievement within their discipline.
- A successful record of leading and motivating high achieving academics and developing early career researchers.
- A strong commitment to promoting excellence in teaching and research within the College.
- A deep and proven commitment to equality, diversity and inclusion.
- Ambition to see the College continue to develop and enhance its world class reputation for research, matched with an outstanding student experience.
- A global mindset that reflects the responsibility of ethical and sustainable global engagement and our commitment to climate action.
- Proven dynamic and effective leadership in all academic matters, commanding the respect of senior colleagues in both research and professional education.
- High level communication and interpersonal skills.
- Demonstrable experience of successful change management, with a performance mindset.
- Evidence of ability to work effectively in partnership within and beyond the University.
- Demonstrate personal and professional commitment to the University's strategy, vision and values.
- Entrepreneurial and financial management skills.
- Clear commitment to personal responsibility and corporate obligation.
- A high level of personal energy and resilience.
- Ability to represent the University externally at the highest levels.
- An enthusiasm for and experience in leading multidisciplinary collaborations across the University, as well as with government, industry, and community partners, both local and global.
- A high level of emotional intelligence, growth mindset and ability to build rapport and trusted relationships with a wide range of people at all levels across the University.



Terms of Appointment

Term of Office: The appointment as Head of College will be made for an initial term of five years with the possibility of continuation in office for a second term subject to a review process to assess achievements and performance. The position carries the title of Professor. At the end of the tenure of the Head of College, the University may, in light of the qualifications, experience and performance of the holder, offer continued employment in another academic or service role.

Salary: Competitive

Pension: This employment is pensionable under the Single Public Service Pension

Scheme. Class A1 rate of PRSI will apply and the pension contribution will be 3% of salary and 3.5% of net pensionable salary. For more information, please visit: <https://www.ucc.ie/en/hr/pensions/>

Relocation Expenses: Details around relocation support can be found here: <https://www.ucc.ie/en/hr/policies/recruitment/removalexpensescheme/>

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to University College Cork on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **IUCD**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 17 February 2025**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



