

# RESEARCH STAFF ORIENTATION

MARY O'REGAN

HUMAN RESOURCES UCC



# UCC

**University College Cork, Ireland**  
Coláiste na hOllscoile Corcaigh





## WHO WE ARE

HR Research UCC

- Mary O'Regan [marykate.oregan@ucc.ie](mailto:marykate.oregan@ucc.ie)
- Laura McSweeney [l.mcsweeney@ucc.ie](mailto:l.mcsweeney@ucc.ie)
- Niamh Buckley [Niamh.buckley@ucc.ie](mailto:Niamh.buckley@ucc.ie)
- Kasia Wloch [katarzyna.wloch@ucc.ie](mailto:katarzyna.wloch@ucc.ie)
- Louisa O'Reilly [louisaoreilly@ucc.ie](mailto:louisaoreilly@ucc.ie)

## WHAT WE DO

HR Research UCC

- Personal & Professional Development
- Career Management Structure
- Recruitment
- Contract Management
- Salary Administration



University College Cork, Ireland  
Coláiste na hOllscoile Corcaigh

# OUR HR RESEARCH WEBSITE

[HTTPS://WWW.UCC.IE/EN/HR/RESEARCH/](https://www.ucc.ie/en/hr/research/)

# CHARTER AND CODE : WHAT IS IT?

Set of general principles and requirements which specify the:

1. Roles
2. Responsibilities
3. Entitlements

Of Researchers in the European Research Area



# WHO DOES IT APPLY TO?

- It applies to Researchers, Employers and Funders
- It also includes a code of conduct for the recruitment of researchers

Included in:

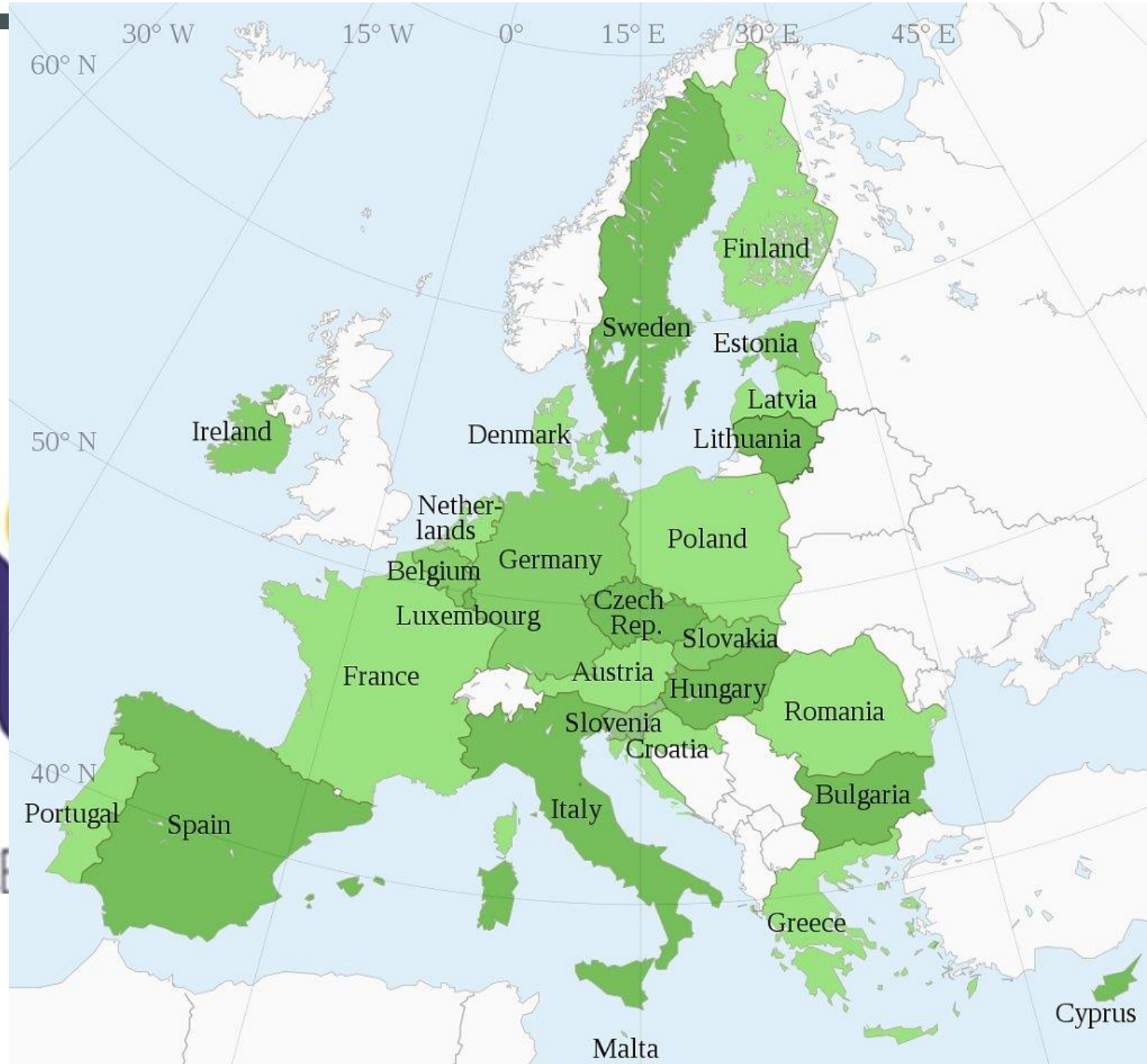
- Article 32 of the H2020 model grant agreement – and on Horizon Europe grant agreements



# EUROPEAN



HR EXCELLENCE





# HR EXCELLENCE IN RESEARCH AWARD

## 4 Thematic Areas

1. Ethical and Professional Aspects
2. Recruitment (OTM-R)
3. Working Conditions & Social Security
4. Training and Development



HR EXCELLENCE IN RESEARCH

## REAL EXAMPLES: ADVANTAGES



Remember  
Seven years ago  
UCC had none of  
these offerings



# UCC RESEARCHER CAREER FRAMEWORK

## Post Doc to Senior Post Doc

- Grant writing
- Ethics in research
- Communication skills
- Presentation skills
- Career planning
- CV job applications & interview techniques
- Working with PhD students
- Funding applications

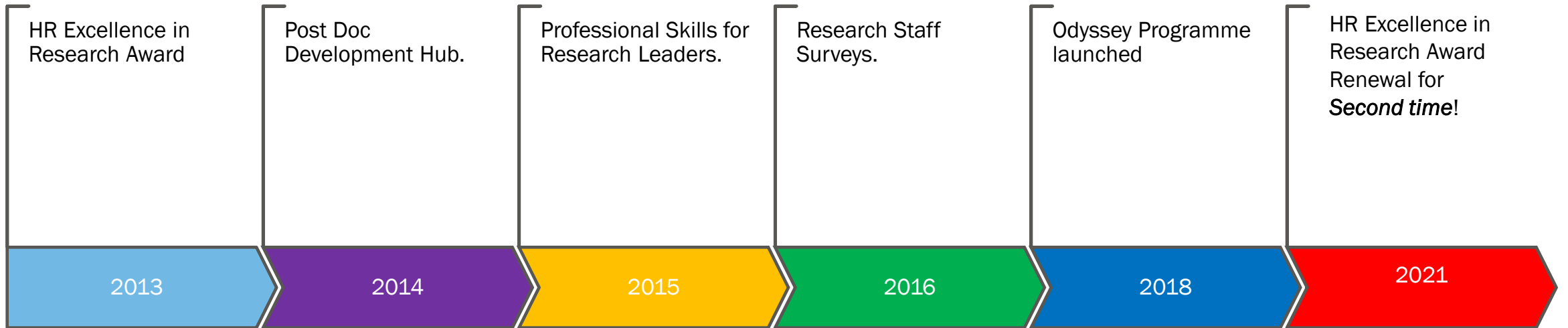
## Research Fellow to Senior Research Fellow

- Leadership training
- Grantsmanship
- Managing a research team
- Negotiation skills
- Commercialisation and IP
- Teaching and Learning

***Progression occurs through open transparent and merit based recruitment***



# A FEW DATES.....



## STAFF OMBUDSMAN



HR EXCELLENCE IN RESEARCH

- The Ombudsman provides a confidential and impartial forum where staff can discuss matters which trouble them.
- The Ombudsman can recommend possible courses of action to facilitate solutions and to arrange meetings with those within the University who are tasked with the management of the particular difficulty.
- The Ombudsman will take no action without the full permission of the person who has consulted them.

Bettie Higgs [B.Higgs@ucc.ie](mailto:B.Higgs@ucc.ie) Gavin Burnell [g.burnell@ucc.ie](mailto:g.burnell@ucc.ie) Tom Cotter [t.cotter@ucc.ie](mailto:t.cotter@ucc.ie)



# STAFF ID CARDS

- **New Staff** please email Valerie O'Brien at [staffidcards@ucc.ie](mailto:staffidcards@ucc.ie) Val will then send you a link to a form to complete which will allow you to upload your photo. Val will save it and upload to CoreBadge and can then generate a new staff card. It will be posted out to your home address.



## RESEARCH STAFF ASSOCIATION

- [Link to UCC RSA web pages](#)



## **ANY QUESTIONS?**

Up next

- Niamh Mundow of the Research Support Services UCC
- Karen McCarthy Innovation UCC