



**UCC**

University College Cork, Ireland  
Coláiste na hOllscoile Corcaigh

# **UCC Futures Food, Microbiome & Health**

**Lecturer in Nutritional Dairy  
Ingredients**

School of Food & Nutritional Sciences

Permanent Whole Time Post



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# UCC Futures

University College Cork (UCC) is a research intensive, student-centric and future-focused university. It is home to the highest number of the top 1% of the world's most influential researchers among any Irish university and is a national leader in research income generation. UCC is also recognised nationally and internationally as a leading green university.

In line with its research vision, UCC Futures is an ambitious new programme of research prioritisation, coupled with an innovative academic recruitment strategy, spanning 10 strategically important indicative areas encompassing the Humanities, Arts, Social Sciences, STEM, Health, Business and Law: [www.ucc.ie/en/futures/](http://www.ucc.ie/en/futures/). Our ambitious new programme is creating an interdisciplinary environment of research and innovation excellence that inspires, engages and enables our researchers to deliver holistic, translatable, solutions to emerging societal needs and global grand challenges. We are now moving to recruit the next phase of UCC Futures.

Building on our long-standing reputation for research excellence across food, food business, medicine and microbiome science, *UCC Futures – Food Microbiome & Health* will create a research environment that is able to respond with agility to established and emerging global challenges. Working with world leading academics and research institutions such as [APC Microbiome Ireland](#), [Tyndall National Institute](#) and the [Environmental Research Institute](#), and continuing our deep partnerships with [Teagasc](#), the Health Service Executive and regional food and pharmaceutical industries, *UCC Futures – Food, Microbiome and Health* is uniquely placed to apply genuine inter- and transdisciplinary thinking to the complexity of global food, nutrition and health challenges.

From primary production, food processing, supply chain, consumption, nutrition and health through to consumer behaviour, marketing and food integrity, the complexity of global food systems challenges requires experts from multiple disciplines and sectors to collaborate in new and reimagined ways. The development of just and equitable solutions to these challenges, in alignment with global and institutional sustainability goals and economic growth, requires researchers of excellence who mine the very frontiers of curiosity and inquiry at the intersection of disciplines. *UCC Futures– Food Microbiome & Health* is a once in a generation opportunity to generate an ecosystem that will maximise the potential of our academic expertise and provide tangible, impactful, solutions in response to one of the most important global challenges of our time.

Applications are currently sought for 14 academic positions in the area of Food, Microbiome and Health.

The appointment of researchers of excellence, from Lecturer to Professor, will connect disciplines and research strengths across the University, mapping to existing research strengths within the College of Science, Engineering & Food Science, the College of Business and Law and the College of Medicine & Health

Applicants are expected to have a record of leadership and academic potential, with a portfolio of significant research accomplishments, collaborative engagements, and tangible translation to substantive impact. The successful applicant will be expected to contribute to teaching at both undergraduate and postgraduate level. The successful applicant will be supported in embedding and enhancing their research activities, with a particular focus on the acquisition of funding through the European Research Council programme.

# Information on the School of Food & Nutritional Sciences

Located within the College of Science, Engineering and Food Science (SEFS) at UCC, the School of Food and Nutritional Sciences is the heart of Food at UCC, with almost a century of distinction in teaching and research excellence in its specialties of Nutritional Sciences and Food Science and Technology. Reflected in its Strategic Plan, Food is a priority thematic area at University College Cork.

The core mission of the School of Food and Nutritional Sciences is:

- To provide undergraduate and taught postgraduate education in Food Sciences, Nutritional Sciences and Dietetics to the highest standards of excellence, and to ensure that these programmes of education are relevant to regional, national, European and International needs.
- To perform relevant, high impact research to the highest possible standard in Food Science and Technology, Human Nutrition and Clinical Nutrition and Dietetics.
- To provide high quality postgraduate and postdoctoral research training and mentorship ensuring a supply chain of the best quality personnel for our stakeholder community.
- To support innovation in the agri-food-nutrition and pharma industries and the health sector and to protect and promote the health of all people
- To engage in the transfer of new knowledge to the end-users and stake-holders in the food and health communities, including industry, regulatory authorities and policy makers.

## Meeting the Educational Mission

The School of Food and Nutritional Sciences is committed to the provision of undergraduate education in Food and Nutritional Sciences to the highest standards of excellence. Our flagship programmes, the BSc (Food Science) and BSc (Nutritional Sciences) both operate with an intake of ~45s students each per year. Both programmes meet the highest of international educational standards. Our Food Science degree is accredited by the IFST. The BSc (Nutritional Sciences) was the first Nutrition programme to be accredited outside of the UK in 2008 and is currently reapplying for accreditation. These programmes have a 5-month work placement module which greatly aids in the fostering of professional skills to our graduates. We also run an MSc (Food Science) and a PG Diploma in Nutrition. We introduced a BSc (Food Science and Technology) for international students in 2017. The introduction of a new MSc in Human Nutrition and Dietetics in 2020 is one of the key steps in our strategy to develop a UCC Centre of Excellence in Dietetics training and research serving the Southern region. <https://www.ucc.ie/en/fns/>

The School of Food and Nutritional Sciences hosts the Food Industry Training Unit (FITU) which runs a number of highly successful Certificate and Diploma programmes in Food Science and Technology, as well as micro-qualifications and short courses in food business management, artisanal food production and marketing, and manages the Postgraduate Certificate in Dairy Technology and Innovation. <https://www.ucc.ie/en/fitu/>

Food and Nutritional Sciences staff also contribute to University programmes such as BSc (Food Marketing and Entrepreneurship), BSc (International Development and Food Policy), BSc (Public Health and Health Promotion), BSc (Nursing) amongst others.

## Equality

The School of Food and Nutritional Sciences was proud to be awarded a departmental Athena SWAN Bronze Award in October 2019.

*Advance HE's Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.*

## Meeting the Research and Innovation Mission

The School of Food and Nutritional Sciences is internationally recognized for its portfolio of research programmes and its commitment to postgraduate research supervision.

Our investigators have international reputations in high quality, collaborative, impactful research in dairy science and technology, cereals and beverage technology, plant and muscle protein sources, ingredients technology, food packaging, sensory science and food materials science. In human nutrition and health, our team is particularly well known in micronutrients research and health, particularly in vitamin D; in the area of nutrition and cancer; health effects of phytochemicals and bioactive ingredients; maternal and child nutrition, as leaders in Ireland's national dietary surveys and food data modelling.

Our academic staff members are internationally among the most highly cited scientists in their respective fields and contribute to the development of policies that improve public health, safeguard food safety and promote innovation and sustainability for the modern food industry. The School is highly collaborative with other Schools and Colleges within the University under the broad Food research agenda, as well as with other Universities and Institutions (particularly Teagasc) based nationally and internationally. Food Research is a priority area at UCC owing to its international recognition and long-standing achievements. The School of Food and Nutritional Sciences has a leadership role in maintaining UCC at the national and international forefront of food, nutrition and health-related research. This is evidenced by our research output metrics as well as successful external research quality review exercises. The most recent Research Quality Review (2015) awarded the School with a 4\* (out of 5 max). The School of FNS academic staff publish approximately 100 peer reviewed original research papers each year in high calibre journals in addition to numerous books and other dissemination activities. Our research budget is approximately 5 M euro/year earned by our academic staff through competitive research initiatives, mainly from the European Commission (EC), Science Foundation Ireland (SFI), Health Research Board (HRB), the Irish Department of Agriculture Food and Marine (DAFM), Enterprise Ireland (EI) and industry.

UCC is a global leader in cross disciplinary research in food and nutrition-related fields, recognizing their central role across food systems and health research. The School of Biological Earth and Environmental Sciences hosts a new degree in Agriculture, reflecting further growth in the Agri-Food area. UCC hosts the Environmental Research Institute (ERI) and the APC Microbiome Institute, which are key to the UCC Food priority. Researchers within the School of Food and Nutritional Sciences are also principal investigators within the APC, the ERI, the Irish Centre for Maternal and Child Health Research (INFANT) centre, the Cork Cancer Research Centre and VISTAMILK among others, and maintain many national and international research collaborations.



## Physical Resources

The School of Food and Nutritional Sciences is based in the premises of the Food Science and Technology building where it occupies offices and teaching and research laboratories as well as a pilot scale Food Processing Hall and associated laboratories. The School of Food and Nutritional Sciences has additional laboratory and office space for Nutrition in the BioSciences Research Institute. There are specialized units, such as a food ingredients laboratory and process technology laboratory, food materials science laboratory, food packaging laboratory, cheese research laboratory, sensory kitchen and sensory laboratory. Our modern laboratory equipment is typical of food chemistry, food technology and nutrition research and teaching needs. General laboratory and processing equipment are complemented by a large suite of research equipment. Nutrition has specialized units, such as a tissue culture facility; a dedicated human dietary studies/clinical facility (including iDEXA) and a mass spectrometry facility. The School of FNS also leverages complementary facilities across the University to facilitate the execution of research projects with examples including the Analytical and Biological Chemistry Research Facility and the Biosciences Imaging Centre.



# Job Description

## Job Overview

This position is being filled as part of UCC Futures, Food, Microbiome and Health.

UCC Futures is an ambitious new programme of research prioritisation, coupled with an innovative academic recruitment strategy spanning 10 strategically important indicative areas encompassing the Humanities, Arts , Social Sciences , STEM, Health , Business and Law .

UCC Futures, Food, Microbiome and Health is a once in a generation opportunity to generate an ecosystem that will maximise the potential of our academic expertise and provide tangible, impactful, solutions in response to one of the most important global challenges of our time.

UCC wishes to appoint a Lecturer in Nutritional Dairy Ingredients in the School of Food and Nutritional Sciences. The post-holder will possess evidence of an impressive track record in the research area of dairy ingredients, with particular emphasis on nutrition and health aspects. Integrating fully into the existing strengths of the recently established Dairy Science Centre of Excellence at UCC, the post-holder will develop a programme to develop the science and technology required to underpin the next generation of dairy ingredients and products with enhanced nutrition and health-promoting properties.

Informal queries can be made in confidence to: Professor Seamus O'Mahony, School of Food and Nutritional Sciences

## Duties of the Post

In accordance with the University's strategic objective as a research-led 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 teach and examine, undertake administrative duties and carry out other duties appropriate to the post under the general direction of the Head of the School of Food and Nutritional Sciences. The appointee will also develop their research programme under the general direction of the Director of the Dairy Science Centre of Excellence. The roles and responsibilities outlined below are to be interpreted in the context of the relevant Statutes and where there is any difference arising from interpretation, that statutory provisions take precedent. For the sake of clarity, the relevant elements of the statutes not already incorporated in the numbered sections are appended in italics under each subheading.

## Teaching and Examining

- 1) Contribute to and assist in the delivery of research led teaching, assessment and examining on courses at undergraduate and postgraduate level and where appropriate adult and continuing education courses;
- 2) Supervise research projects for undergraduate and postgraduate programmes;
- 3) Undertake the development and regular evaluation of modules with reference to content, delivery and assessment;



- 4) Participate in the development of new curricular initiatives;
- 5) Demonstrate excellence in teaching and learning and apply innovative teaching and learning methodologies within the School of Food and Nutritional Sciences and within other academic units in the University, as appropriate;
- 6) Contribute towards the maintenance of academic standards within his/her discipline.

to give the students attending his/her ordinary lectures assistance in their studies, by advice, by informal instruction, by occasional and periodic examination, and otherwise, as s/he may judge to be expedient; also, to make such arrangements as s/he sees fit to make to meet students who have individual queries;

to give instruction to his/her students and assist them in the pursuit of knowledge

to hold, or assist at, all University examinations in the subjects with which s/he is an examiner;

### **Research**

- 7) Engage in productive research and scholarship and contribute to the advancement of knowledge, participate in research activities and publish the research in appropriate peer-reviewed publications, creative works or other forms of scholarship appropriate to the discipline;
- 8) Supervise postgraduate research students (particularly PhD students);
- 9) Undertake initiatives in generating research income as appropriate to the discipline;
- 10) Engage in other scholarly activities relevant to the research discipline.

### **Contributions**

- 11) Participate in the administrative activities of the department/school and the academic life of the College and University;
- 12) Act as a member of such committees as may be required by the University;
- 13) Develop links with professional bodies and external agencies, where appropriate;
- 14) Promote the discipline both inside and outside the University and contribute to the overall intellectual life of the University and society;
- 15) Carry out other duties appropriate to the post as may be assigned by the head of discipline/department/school.

*to carry out administrative and other appropriate duties lawfully allocated to them within their department or other academic unit;*

*if a member of the Academic Council, to attend its meetings;*

*to serve upon all the committees to which s/he may be appointed by the Governing Body or the Academic Council, and to assist and co-operate with the Governing Body in such other reasonable ways as the Governing Body may prescribe, for the maintenance of discipline and*



*good conduct among the students, or for the general business of the University;*

*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 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:

### **Qualifications**

- 1) A PhD in a relevant area (Essential)
- 2) BSc in Food Science or related area (Essential)

### **Teaching and Examining**

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

### **Research**

- 8) Evidence of appropriate research achievement as indicated by published work and other research outputs appropriate to the discipline (Essential)
- 9) Potential to attract funding through competitive research grants or other sources as relevant (Essential)
- 10) Experience of or potential for research supervision (particularly PhD students) (Essential)
- 11) Evidence of other relevant scholarly activity (Desirable)
- 12) Ability and willingness to collaborate with colleagues on research projects, as appropriate to the discipline (Desirable)

## Contributions

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

## Other

- 16) Good communication and interpersonal skills (Essential)
- 17) Evidence of ability to work on own initiative as well as part of a team (Essential)
- 18) Ability and willingness to work in a collaborative environment (Essential)
- 19) An understanding of, and empathy with, the concerns of students (Essential)
- 20) A commitment to the long-term development of the discipline (Essential)

## Conditions of Employment

The post is a permanent whole-time post. The appointee to the post shall work under the direction of the Head of the School /College and shall discharge such duties as are assigned to them.

The current remuneration is as detailed below\*. The appointment to the post of Lecturer will be across the bar:

Minimum	€37,168	Eight Point	€52,689
Second Point	€39,156	Ninth Point	€54,644
Third Point	€41,063	Tenth Point	€56,991
Fourth Point	€43,272	Eleventh Point	€59,442
Fifth Point	€45,800	Twelfth Point	€61,307
Sixth Point	€47,975	Thirteenth Point	€63,213
Seventh Point	€50,260	Maximum Point	€65,127
<b>BAR</b>			
First Point (above the bar)	€71,178	Fourth Point (above the bar)	€84,434
Second point (above the bar)	€75,543	Fifth Point (above the bar)	€92,180
Third point (above the bar)	€79,624		

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 (1st point) of the relevant scale.*

*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.*

A comprehensive **Annual Leave and Sick Leave** 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 days. All leave arrangements must be agreed in advance with your Head of School.

**Sick Leave:** Sick leave will be granted in line with University policy in this regard which may change from time to time. You should familiarise yourself with the University Sick Leave Policy and University Sick Leave Management Policy.

**Pension:** The appointee will become a member of the Single Public Service Pension scheme, which provides personal retirement benefits as well as benefits for spouses and children. The contribution rate comprises 3% of pensionable remuneration and 3½% of net pensionable remuneration. Tax relief is accrued on these payments.

The UCC **Income Continuance Plan** (ICP) provides a source of income in the event of long or short-term temporary disability. As part of your contract of employment you will be **automatically** included in the ICP with effect from the same date provided you have not previously opted out of the plan or you have been declined for cover under previous contracts of employment with UCC. The cost of membership of the plan will be deducted from your salary. The current membership rate is 1.05% of your salary.

Appointees to Lectureship and Senior Lectureship levels will be subject to a one year probationary period followed by a two year Establishment period prior to tenure in UCC being awarded.

The appointee is required to give three month's notice of termination of employment. A probationary period of 12 months shall apply from commencement of employment. During the probationary period, the contract may be terminated by either party in accordance with the Minimum Notice and Terms of Employment Acts, 1973 to 2001. The probationary period may be extended at the discretion of the University.

Additional dependants' benefits can be provided by membership of the **Supplementary Life Assurance Scheme**. You will be automatically included as a member of the scheme on commencement of your employment but you may elect to opt out of the scheme at any stage. The current membership rate is 0.26% of your salary.

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%

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.

**Voluntary Health Insurance:** A VHI/Laya/ Hibernian Health/ HAS/GlowHealth group scheme is in operation and contribution may be deducted from salary, with effect from the Scheme's renewal date (May of each year).

**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.

As an equal opportunities employer we offer a comprehensive suite of flexible working and family friendly initiatives. A list of such initiatives is available on our [webpage](#).

Shortlisted candidates for posts shall be required to appear before a Board of Assessors.

A successful candidate will be required to submit a birth certificate, documentary evidence confirming academic qualifications, and to undergo a medical examination. Garda vetting and/or an international police clearance may also be required.

References will be sought in relation to all candidates invited to attend for interview.

UCC welcomes applications from non-EEA citizens. However, regulations regarding employment permits are set by the [Department of Enterprise Trade and Employment](#) and must be strictly adhered to. An offer of appointment to Non-EEA candidates **is subject to the granting of a Work Permit** by the Department of Enterprise Trade & Employment.

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 the submission of any inaccurate information will invalidate their application.

*The University, at its discretion, may undertake to make an additional appointment(s) from this competition following the conclusion of the process*

***Note: Candidates should note that any inaccurate information will invalidate their application.***





# How to Apply

Applications must be submitted online via the University College Cork vacancy portal (<https://ore.ucc.ie/>). Queries relating to the online application process should be referred to [uccfuturesrecruitment@ucc.ie](mailto:uccfuturesrecruitment@ucc.ie), quoting the job-title.

Applications should consist of your **academic CV** and a **cover letter** demonstrating your academic and research achievements. We would also like to hear about your research ambitions and how your academic and research profile aligns with the **UCC Futures: Food, Microbiome and Health** initiative. Details of the following should also be included, as appropriate:

1. Publications,
2. Research Interests,
3. Teaching Interests and Abilities,
4. Teaching Objectives and Methods.

Informal queries can be made in confidence to: [Leah Neville](#), School Manager, [School of Food and Nutritional Sciences](#).

Candidates should apply, in confidence, **before 12noon (Irish Local Time) on 02<sup>nd</sup> March 2023**. Please be advised no late applications will be accepted.

## **Former Irish Public Service employees - Certain Restrictions on Eligibility**

Eligibility to apply for a position may be affected where applicants were formerly employed by an Irish Public Sector body and previously availed of an Irish Public Service Redundancy or Incentivised Retirement Scheme including:

- Collective Agreement: Redundancy Payments to Public Servants
- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Department of Environment, Community & Local Government (Circular Letter LG(P) 06/2013)

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.



# Equal Opportunities Statement

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 **UCC2022 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 **Dignity and Respect Policy** and learn more about our **EDI related initiatives**.

University College Cork is an equal opportunities employer. We encourage you to reach out to us directly should you require assistance or reasonable accommodation during the recruitment process.





