

The Employment-based PhD Programme

An Employment-based PhD is a 4 year full-time (6 years part-time) industry-focused PhD research project that is cooperatively performed by a private sector company, an Employment-based PhD student and University College Cork (UCC). The PhD student is employed by a private enterprise and is concurrently registered as a PhD student at UCC for the duration of the PhD project.

The company must be financially independent of the university and must be able to provide facilities and financial support for the project and PhD student for the duration of the research project.

PhD Research Project and Credits

The PhD research project can be within any research field, as long as the project's research quality and the direct or indirect short or long term research significance and impact can be argued convincingly.

PhD candidates undertake an equivalent student workload of 90 ECTS credits for each calendar year of full-time research, or proportional equivalent for part-time students. Students will complete a minimum of 270 credits (3 years, full-time) and a maximum of 360 credits, for consideration for the award of PhD. PhD students are also required to take a minimum level of 15 credits of coursework and training, by registering for Postgraduate Training Modules. For a 3 year PhD, the maximum number of module credits that can be undertaken is 30 credits. For a 4 year PhD, the maximum number of credits that can be undertaken is 90 credits. Full details on modules are available [here](#).

Phd Candidate Entry Requirements

Applicants must have attained at least Second Class Honours, Grade I in an Honours level primary degree in a discipline relevant to the research project. The PhD student is admitted to a PhD programme in the College of Science, Engineering and Food Sciences (SEFS) at UCC, like all other PhD students, but shares his/her working time between the private enterprise and the university. The parties must create a collaborative relationship and agree upon a time schedule to manage the PhD student's time, to ensure all research and education objectives are satisfied. Employment-based PhD students are subject to the same requirements as all other university PhD students, but are not obliged to participate in any teaching activities.

Registration and Supervision

All students on the Employment-based PhD programme will register in the College of SEFS and will be governed by policies of that College. These include formation of an individual Supervisory Team to support and supervise the student, in line with the policies of the College of SEFS Graduate School. See the Academic Policy and Document portal regarding models of supervision and other relevant information.

The company must assign both a supervisor and a co-supervisor to the project. The supervisor is the project's formal company representative and collaborates with the PhD student and the university supervisor on carrying out the project and the education. The company supervisor is responsible for the employment-based supervision of the candidate. The co-supervisor ensures anchoring and implementation of the project, e.g. if the company supervisor changes jobs. It is possible to assign more co-supervisors and third parties.

A company supervisor and co-supervisor must:

- Have extensive experience with the project subject
- Have good business sector knowledge
- Have a bachelor's degree or higher and experience with the research subject

The university must assign a supervisor and co-supervisor/advisor. The supervisor collaborates with the student and the company on performing the PhD project. The university supervisor is the project's formal university representative and is responsible for the academic supervision of the candidate.

Progress

PhD students must undergo a progress review each year, coordinated by their local Graduate Studies Committee, in accordance with UCC's Progress Review Policy for Research Students. More information on progression is available in the Progress Review Policy for Research Students (see the Academic Policy and Document portal).

The student's training and research progress will be evaluated annually by a Progress Review Panel, which reports to the College of SEFS Graduate School. Each PhD candidate will, in consultation with their thesis committee, formulate a Personal and Professional Development Plan (PPDP) during their first progress review meeting to be completed within 3 months of registration. The PPDP will be refined and updated each year following a progress review. The candidate's academic and research progress will be reviewed at least annually by the Progress Review Panel, in accordance with the College of SEFS and UCC procedure for Progress Reviews. This review will include assessment of progress relative to the PPDP.

Funding And Requirements

The company must finance the student's salary, pay the PhD students registration fee and pay all expenses for the project, including equipment, materials and data collection, plus the university's expenses for the project. If the project runs for more than four years, the Company will finance the project, and pay the PhD student's University registration fees.

How to Apply

To apply for an Employment-based PhD, the PhD candidate must first get agreement from the company for funding and identify a supervisor and co-supervisor at the

company. The candidate must then identify a supervisor in the College of SEFS at UCC. Together with the Supervisory Team the PhD candidate defines an Employment-based project. Once the company approves funding, a supervisory team have been established and a project agreed, only then can a candidate apply for admission to the PhD programme.

Applications for the Employment-based PhD must be submitted online through the [Postgraduate Application Centre](#). A non-refundable application fee of €50 applies.

Candidate are advised to apply at least three months in advance of the estimated start date. There are 4 start dates each year for PhD students; October, January, April and July.

All Non-EU applicants must apply through the [International Education Office](#).