

Key Messages of Importance to Your Application

University College Cork (UCC) is committed to fostering an inclusive environment and culture that supports transformative research and learning, aimed at enriching the student experience, society and ensuring the stewardship of our planet. Central to UCC's mission is the empowerment of individuals to create knowledge that contributes to a sustainable and inclusive world. At the heart of the university's purpose is the delivery of a relevant, dynamic, and inclusive learning experience for all students.

UCC firmly believes that the success of its staff is integral to the university's success. This vision is clearly articulated in the UCC Strategic Plan, *Securing Our Future*, which acknowledges that the university's achievements are rooted in the dedication and talent of its staff members. Goal Four, *Our Staff, Our Culture*, highlights the essential role of staff in UCC's success and underscores the university's commitment to staff wellbeing. UCC strives to maintain a safe and supportive environment that values diversity and promotes the personal and professional growth of its people. A key priority is to embed fairness, inclusivity, equal opportunities, and equity across the institution for both students and staff. The university is focused on attracting, supporting, and retaining talented individuals by nurturing a positive workplace culture aligned with its core values. Goal Four also outlines the implementation of a Future of Work model, which emphasises high performance, professional development, excellence, and effective communication. This includes the development of leadership, performance management systems that recognise and reward excellence, and structured career development programmes to support all staff throughout their professional journeys.

Promotion through the Interim Administrative Promotions process, while recognising past contributions, also signals UCC's trust in its staff's capacity to perform at a higher level. Reflective of our academic promotion processes, a principle of '*readiness to apply*' is important. **As you prepare your application, you are encouraged to consider the following aspects which have currency for our institution right now.**

Stepping Up to Greater Responsibility

Promotion to a higher grade is a recognition of strong performance and meaningful contribution in one's current role. It is both a reward and an opportunity, acknowledging past achievements while signalling a desire to take on greater responsibility and meet the expectations that come with the higher grade. With promotion comes the expectation to take on grade relevant duties, demonstrate enhanced leadership, and contribute strategically at a higher level. Promoted staff are encouraged to be flexible and open to taking on new roles and opportunities. Those promoted will be asked to meet with their line manager to discuss opportunities for enhanced responsibilities and to discuss how best they can be supported in their continued growth while having impact in the new grade. This approach will support the delivery of the university's objectives and contribute to its overall success.

Review UCC's Strategic Plan here: [Securing our Future - UCC Strategic Plan 2023-2028](#)

Confidence with Digital Tools and Change

Digital fluency is increasingly important in all areas of university life. Whether through formal learning, everyday work tasks, project involvement, or improving systems and processes, your ability to engage with digital tools and adapt to change will strengthen your profile. These skills help UCC remain innovative, efficient, and future-focused.

Read the UCC Digital Master Plan [UCCDigitalMasterPlan2023FINAL.pdf](#)

Thinking Globally

UCC is part of a global community, requiring us all to think about our wider impact and interconnectedness. Whether you have worked with international colleagues, brought an intercultural perspective to your work, or supported global initiatives, this mindset is key to the University's role in the international community.

See the Global Engagement Plan [Global Engagement Plan | University College Cork](#)

Empowering a Research-Intensive University

UCC aspires to be the University of choice for postgraduate education, especially PhD students. Through our UCC Futures Framework, we are putting research and innovation at the heart of decision making at every level across the institution. The skills and experience you bring can help to ensure UCC is the place where students get taught by world class researchers.

Follow the links for more information on UCC Futures [UCC Futures - Securing our future through excellence in research | University College Cork](#) and the UCC Research Charter [Research Charter | UCC Research | University College Cork](#)

Operational Strength

A commitment to continually improving how things work helps us ensure UCC remains agile, lean, impactful, and aligned with best practice. Whether through streamlining processes, enhancing service delivery, or supporting strategic goals, you can enable UCC to operate more effectively or efficiently.

Financial Awareness and Acumen

No matter what role one holds in UCC, it is important that our work contributes to effective use of time, money, and resources. This might include budgeting, ensuring value-for-money decisions, supporting additional income generation or helping streamline processes. These skills support UCC's focus on delivering quality outcomes efficiently and responsibly in line with our Strategic Plan. Understanding how one's role contributes to the financial sustainability of the University and identifying opportunities where costs can be managed or income increased is a key step to setting the institution on a firm financial footing.

Values Led Behaviour

Values-led behaviour is crucial for fostering a positive working environment, where everyone feels valued and supported, it encourages positive interactions, reduces differences, and ultimately leads to more effective teamwork. When values are consistently emphasised, individuals are more likely to hold themselves and others accountable for their actions. A culture where accountability is valued fosters ownership and responsibility, both of which are critical to a respectful and productive work environment.

UCC's Values are called out as part of our Strategic Plan [Securing our Future - UCC Strategic Plan 2023-2028](#)