



# Research Orientation

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People & Culture Research  
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Welcome To Our  
New Research  
Staff!!

## Speakers

- **Dr Richard Scriven, UCC Research**
- **Dr David Corkery, UCC Innovation**
- **Donna O'Doibhlin, Research and Digital Services Boole Library**
- **Carol O'Dwyer, People & Culture-Research**

# New Staff Checklist

## 1. Activate your IT Account (Email etc.)

To gain access, call the IT Staff Service Desk on 021 4902120 and give them your staff number (found on your contract)

## 2. Activate your Employees Self Service (ESS)

ESS is your portal to apply for leave, view salary payments and access to training. See [here](#) for more details

## 3. Apply for PPS number (for non Irish citizens)

You will need a PPS Number to pay tax. You must have a PPSN number and register your employment in order to avoid Emergency Tax. See [here](#) for more details

## 4. Register with Revenue.ie

First time employees in Ireland should register for “**MyAccount**”.

For instructions on how to do so please click [HERE](#)

## 5. Set up an Irish Bank Account

Information available at this [link](#)

For proof of employment/address letters for bank accounts please contact [hrresearchqueries@ucc.ie](mailto:hrresearchqueries@ucc.ie)

## 6. Get Your Staff Card

Contact HR Reception at 021 4903603 or [staffidcards@ucc.ie](mailto:staffidcards@ucc.ie)

# People & Culture Research: What We Do

Personal & Professional Development

Career Management Structure

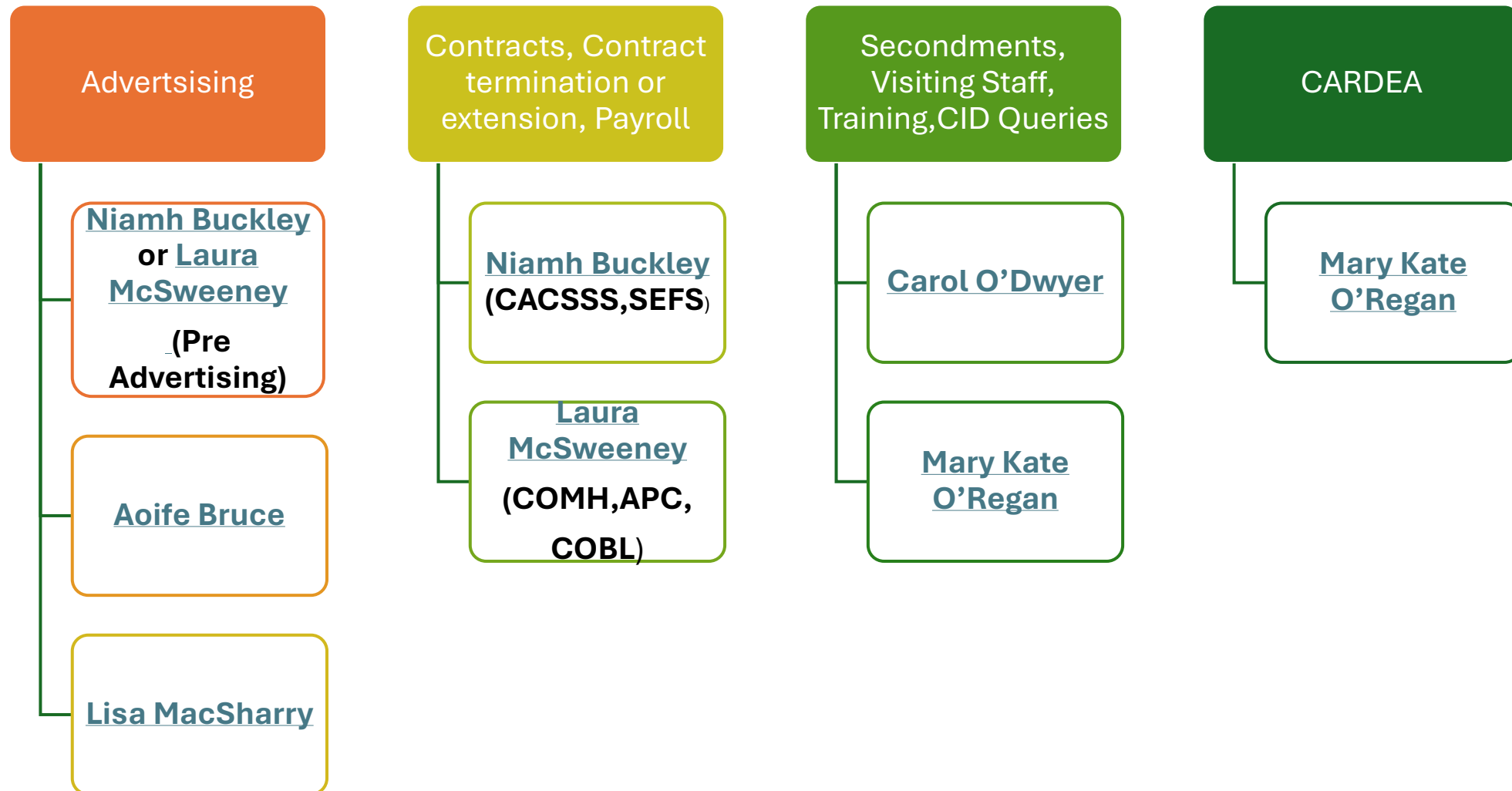
Recruitment

Contract Management

Salary Administration



# Who Should I Contact?



# European Charter for Researchers



## Aim of the Charter & Code for Researchers

- Create a positive, supportive relationship between researchers and employers
- Strengthen research performance
- Support researchers' career development

## Covers Key Principles on:

- Roles
- Responsibilities
- Entitlements

# HR Excellence in Research Award

- Recognises institutions that align their HR policies with the principles of the Charter & Code
- Highlights proven progress in supporting researchers and improving research environments

## Key Focus Areas

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



HR EXCELLENCE IN RESEARCH

## Changing Research Careers

### Career Trajectory

- Traditional academic career paths have shifted significantly in recent decades.
- Training and development are now essential for long-term career success.
- Postdoctoral Researchers are encouraged to plan their career goals early, as academic routes are becoming more competitive and less common.



# Career Development for Postdoctoral Researchers at UCC



## Career Planning Matters!

Your ideal career won't happen by chance—having a plan greatly increases your success.

## Develop Transferable Skills

- Identify and strengthen your transferable skills
- Use a Training Needs Analysis to build your [Professional Development Plan](#) (PDP)
- Combine regular training with ongoing career discussions with your PI/supervisor
- Review progress and goals regularly

## Support at UCC

- UCC offers extensive resources to support your career development

[Post Doc Development Hub](#)

Researcher Training

# Supports & Initiatives Available



The Odyssey Programme UCC  
| University College Cork



**A new program to help Research Staff and final-year PhD students build successful careers outside academia.**



- Learn about different workplace cultures and their benefits
- Understand what success looks like beyond academia
- Explore career options in various industries
- Build on your existing skills
- Create a clear career action plan

# HEA Odyssey Programme

The content of the modules are:

- 1.Organisational cultures beyond academia
- 2.What are the metrics for success in organisations beyond academia
- 3.The numbers - the facts about careers in academia
- 4.Fear and personal change
- 5.Changing your perspective
- 6.Career opportunities available to researchers in a range of work environments
- 7.Specific research skills valued by organisations beyond academia
- 8.How applications are won and lost
- 9.Using research skills resourcefully to move beyond academia
- 10.Discover the skills you already have!
- 11.Develop a career action plan
- 12.Speakers who have successfully transitioned from academia to other domains



# The Post Doc Development Hub



- Deliver high-quality programmes that meet the needs of Postdoctoral Researchers at UCC.
- Build the skills and employability of Postdoctoral Researchers, supporting the Irish economy and strengthening UCC's research output.
- Work closely with UCC's many research support services.
- Offer innovative, tailored training and professional development programmes for our 250 Postdoctoral Researchers.
- [Professional Development Plan | University College Cork](#)



# Friday Online Sessions

These sessions focus on transferable skills relevant to research careers, including:

- Career planning
- CV writing
- Engaged learning
- Teamwork and leadership
- Supervising and working with others
- Mentoring
- Commercial awareness
- Digital wellbeing.

Join us Fridays 11am-12pm on Teams. No Registration. Link sent in Monday Training Bulletin

- [On-Line Sessions for Research Staff | University College Cork](#)

Contact Carol  
O'Dwyer,  
HR Research  
Advisor  
[carol.odwyer@ucc.ie](mailto:carol.odwyer@ucc.ie)

## CV Planning

- **Advice and Assistance for Researchers in UCC**
- Our dedicated HR Research service is here to support research staff with career questions, CV or application reviews, or quick advice.
- We can help with career options, planning, job search strategies, and any part of the application process.

# Weekly Training Bulletin

- The weekly training bulletin is circulated by the Vice President for Research Office every Monday morning.
- Lists training opportunities for the coming weeks from OVPRI, People & Culture(Research) and the Library
- Reminder email sent every Thursday
- For information email [researchtraining@ucc.ie](mailto:researchtraining@ucc.ie)



# Staff Support

## Irish Federation of University Teachers (IFUT)

The trade union representing academic staff, researchers, and librarians within UCC

Open to all, regardless of contract status (full-time, part-time, temporary)

Affiliated to the Irish Congress of Trade Unions

UCC Branch Chair: Dr Edward Lahiff

Secretary: tbc

Researcher Coordinator: tbc

Web: [www.ifut.ie](http://www.ifut.ie)

Email: [UCC@ifut.ie](mailto:UCC@ifut.ie)



## Services, Industrial, Professional and Technical Union (SIPTU)

- <https://www.siptu.ie/>
- SIPTU Rep UCC is Gary Hurley
- [G.hurley@ucc.ie](mailto:G.hurley@ucc.ie)



# UCC Research Staff Association



- The UCC Research Staff Association provides help, advice and a voice for contract researchers workers both within UCC and nationally.
- [Link to UCC RSA web pages](#)

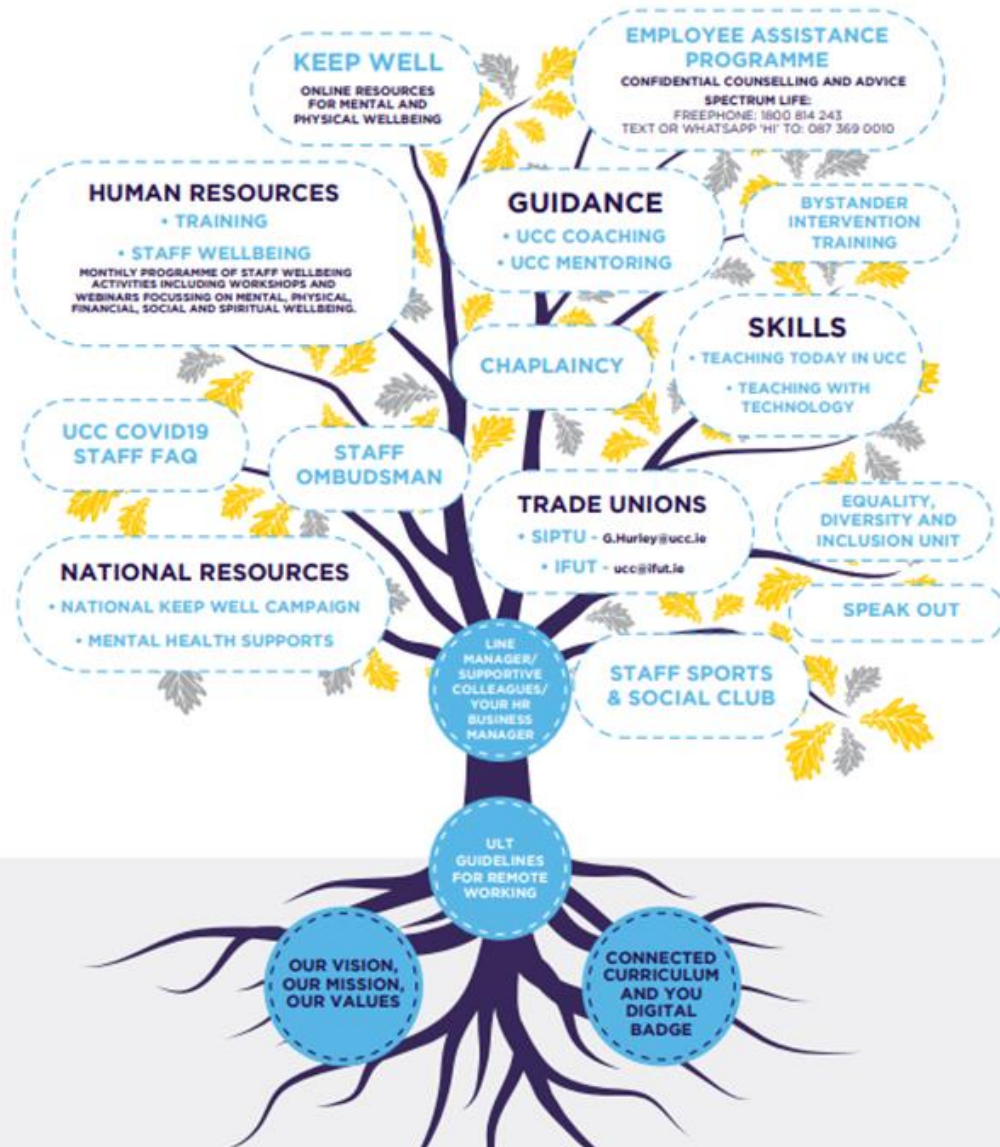


The "Acorn to Mighty Oak" has come to symbolise students' academic and professional development journey throughout their time at UCC. We believe this is also true for our staff. In alignment with this rich metaphor, the support services available to our staff are presented in the form of a [Resource Tree](#). This tree depicts the support services and resources available to staff and provides links to further information about each service.

# Staff Resource Tree



## Wellbeing & Development | University College Cork



# Some Useful Links

- [People and Culture Research | University College Cork](#)
- [UCC onboarding for new staff](#)
- [Onboarding for International Staff | University College Cork](#)
- [Training for UCC Researchers | University College Cork](#)
- [Mentoring For Researchers University College Cork](#)
- [HEA Odyssey Programme | University College Cork](#)
- [Staff Training Workshops and Programmes | University College Cork](#)