



UNIVERSITIES ACT 1997

**UNIVERSITY COLLEGE CORK –
NATIONAL UNIVERSITY OF IRELAND, CORK**

**REGULATION
ON
REMOTE RECRUITMENT AND INTERVIEW PROCESSES**

*adopted by the Governing Body with effect from 26th October 2022
pursuant to sections 18(2) and 25(1) of the Universities Act 1997
and section B.5.b of the Principal Statute*

1. Background

This Regulation is enacted to introduce a set of measures which will modify the Regulations currently in force concerning appointment procedures in the University, in order to enable recruitment and appointment processes to take place in part or in full by means of remote technology and/or video conferencing.

2. Scope and Applicability of this Regulation

- 2.1 The measures herein apply to any and all Regulations or processes currently in force which concern recruitment, appointment and/or promotion procedures for posts in the University (together the “**Appointment Regulations**”) and notwithstanding anything to the contrary in such Appointment Regulations. In the event of any conflict between a provision of an Appointment Regulation and the Regulation herein, the provisions of the Regulation herein shall take precedence and prevail in all circumstances.
- 2.2 To the extent not inconsistent with the provisions of the Regulation herein, the Appointment Regulations shall continue in full force and effect.
- 2.3 In exercising the options for remote recruitment and/or interview processes outlined in this Regulation, regard shall be had to the need to ensure parity of opportunity and experience in the process for candidates.

3. Remote Recruitment and Interview Processes

- 3.1 With approval from the Director of Human Resources (or his/her nominee), any steps in the recruitment, interview, assessment and/or appointment process for posts in the University (including for example but without limitation: short listing meetings, selection committee meetings, promotion board meetings, seminars and/or interviews) may take place in part or in full or in a hybrid format, by means of remote technology and/or video conferencing.
- 3.2 With approval from the Director of Human Resources (or his/her nominee), any provision of an Appointment Regulation requiring a candidate or the selection committee or promotion board to attend in person for a stage of the recruitment, interview, assessment and/or appointment process shall not apply to the particular recruitment, interview, assessment and/or appointment process for which approval is granted.
- 3.3 With approval from the Director of Human Resources (or his/her nominee), any provisions of the Appointment Regulations providing a candidate for appointment with a right to meet with key personnel of the recruiting unit or other University staff shall, where such approval has been granted for a particular recruitment, interview, assessment and/or appointment process, be construed as being satisfied by such meetings taking place in part or exclusively by means of remote technology and/or video conferencing.
- 3.4 Where an approval has been granted pursuant to sections 3.1, 3.2 or 3.3 of this Regulation, any references to “attend”, “attendance”, “attending”, being “present”, “participation”, “in person”, “physical meetings” or like phrases or any requirements for same in the Appointment Regulations shall, in respect of the recruitment, interview, assessment and/or appointment process to which such approval applies, be construed as being satisfied through attendance in part or exclusively by means of remote technology and/or video conferencing.