



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY

Head of J.E. Cairnes School of Business and Economics

Established Professor

Full-Time, Permanent

University
ofGalway.ie



Message from the Interim President

University of Galway is one of Ireland's foremost centres of academic excellence, with over 19,000 students and more than 2,700 staff. Over the last ten years our University has grown its research income by over two-thirds, quintupled research citations, quadrupled inventions, and grown student numbers year-on-year.

University of Galway has a growing international reputation based on the quality of education and the global impact of our research. Today University of Galway is recognised in the top 2% Universities in the QS World Rankings and we are looking for leaders who will inspire University of Galway's staff and students.

The successful candidates will epitomise the mission and culture of our University, will demonstrate a track record of academic achievement and an ability to take this remarkable University to new heights.

I look forward to working with the successful candidate over the coming years and to achieving further success for this dynamic and innovative University, city and region.

Professor Peter McHugh
Interim University of Galway President



Message from the Executive Dean

Applications are invited for the post of Head of J.E. Cairnes School of Business and Economics and Established Professor, University of Galway, Ireland.

University of Galway seeks to appoint a forward-looking, innovative, collegiate and highly committed person as Head of J.E. Cairnes School of Business and Economics. The successful candidate will have a proven track record of academic leadership and change management, well-developed strategic leadership skills, and strong academic and research credentials. The appointed person will also be appointed as Established Professor in the School.

J.E. Cairnes School of Business and Economics is one of three Schools within the College of Business, Public Policy and Law at University of Galway. The School has over 2,700 students, over 140 faculty, research and professional services staff, and over 30 undergraduate and postgraduate programmes. The School is AACSB, AMBA and EFMD programme accredited, is a member of PRME and holds an Athena Swan Silver award for equality.

The School's mission is for the public good. Energised by its regional edge on the west coast of Ireland, it is a globally-engaged School of Business and Economics for the public good that makes a transformative impact for students, society and business.

The School's Strategic Plan 2021-2025 is centred around four key strategic priority areas of research and impact, teaching and learning, external engagement and internationalisation. J.E. Cairnes School of Business and Economics champions core values of respect, excellence, openness and sustainability. Its vision is to make a global impact for the public good by addressing grand challenges through its teaching, research and influence on public policy. The School is committed to delivering value to all its stakeholders, especially to students, external business, industry and policy partners, its community and society.

Additional information on the School is available at: <https://www.universityofgalway.ie/business-public-policy-law/cairnes/>

The School's Strategic Plan 2021-2025 is available at: <https://www.universityofgalway.ie/business-public-policy-law/cairnes/strategicplan/>

I look forward to working with the successful candidate in the years to come.



Professor Alma McCarthy
Executive Dean
College of Business, Public Policy and Law



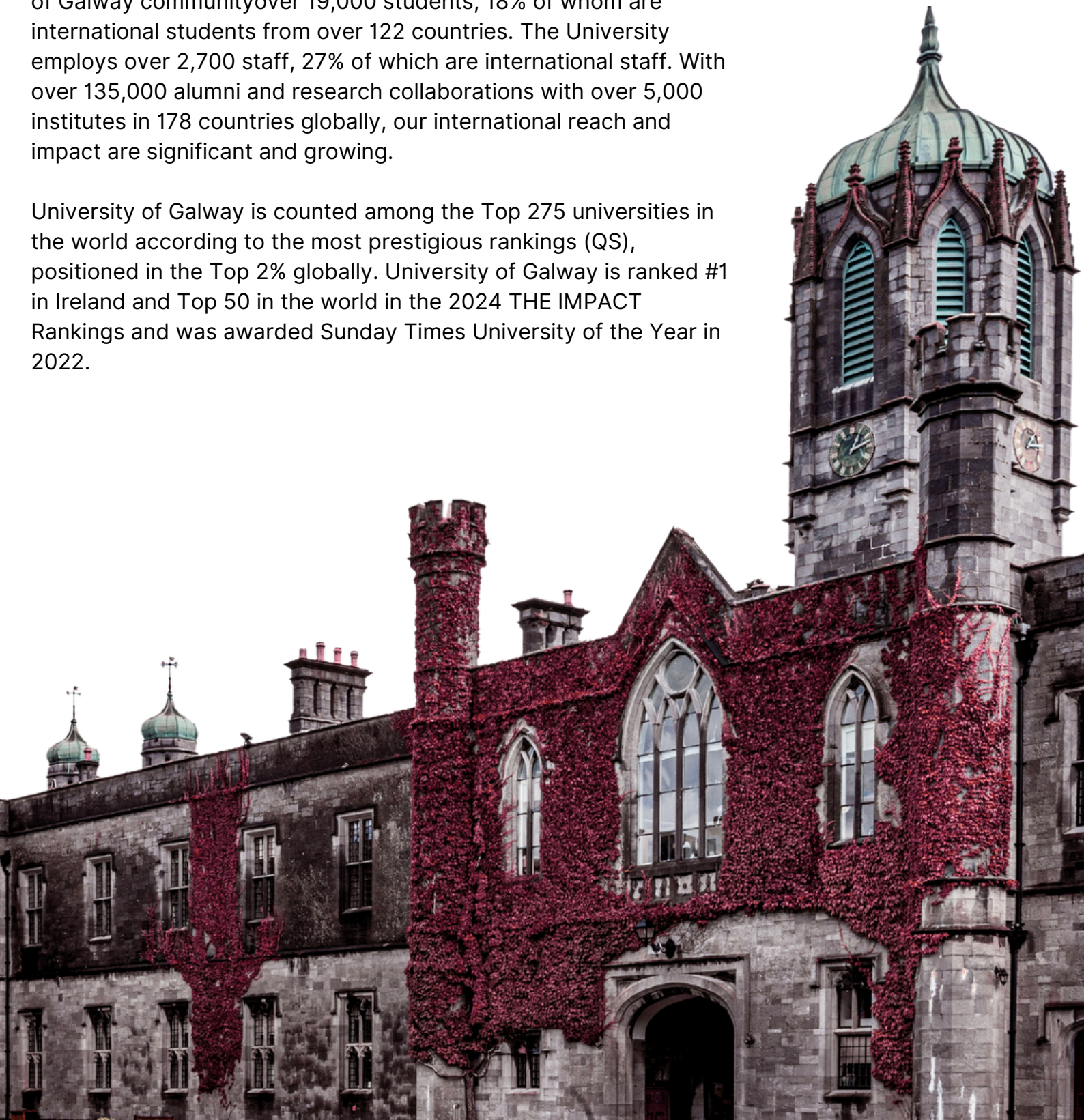


Lead
Innovate
Inspire

About University of Galway

University of Galway has been inspiring minds since 1845 as a research-led university. 180 years later, the University continues to build upon a long tradition of scholarship and discovery that confronts the problems of our time and serves the public good, empowering our people, city and region to prosper. The University of Galway community over 19,000 students, 18% of whom are international students from over 122 countries. The University employs over 2,700 staff, 27% of which are international staff. With over 135,000 alumni and research collaborations with over 5,000 institutes in 178 countries globally, our international reach and impact are significant and growing.

University of Galway is counted among the Top 275 universities in the world according to the most prestigious rankings (QS), positioned in the Top 2% globally. University of Galway is ranked #1 in Ireland and Top 50 in the world in the 2024 THE IMPACT Rankings and was awarded Sunday Times University of the Year in 2022.



University of Galway is an international university with global ambition, but with deep roots in the local region and nationally. Its location on the very edge of Europe gives University of Galway a unique perspective. University of Galway is at the heart of a distinct and vibrant region, renowned for its unique culture, creative industries, medical technologies, marine ecology and economy, and innovation.

University of Galway is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. To this end, the University adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult these policies here. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.



Times Higher Education's Impact *Rankings*

University of Galway is ranked the top 50 universities in the world for sustainability and is now the Number 1 University in Ireland for Sustainable Development.



Colleges and Schools

4 Colleges

19 Schools

60+ Academic Disciplines

College of Business, Public Policy and Law

J.E. Cairnes School of Business
& Economics

School of Law

Shannon College of Hotel
Management



College of Science and Engineering

School of Biological and Chemical
Sciences

School of Mathematical and
Statistical Sciences

School of Computer Science

School of Engineering

School of Natural Sciences



College of Medicine, Nursing and Health Sciences

School of Health Sciences

School of Medicine

School of Nursing and Midwifery



College of Arts, Social Sciences, and Celtic Studies

School of Education

School of Geography, Archaeology &
Irish Studies

School of Humanities

School of Languages, Literatures,
and Cultures

School of Political Science and
Sociology

School of English and Creative Arts

School of Psychology

School of History and Philosophy

J.E. Cairnes School of Business and Economics - *Our Mission*

Energised by our regional edge on the west coast of Ireland, we are a globally engaged School of Business and Economics for the public good that makes a transformative impact for students, society and business.

Energised by our regional edge on the west coast of Ireland... location on Ireland's Atlantic coast

globally significant hub for technology, innovation and creativity
providing a unique blend of regional context and global outlook

Globally engaged...

globally focused teaching, research and contribution to society, business and public policy

For the public good...

emphasises our dual focus on society and business
through our teaching, research and public policy impact, we contribute to sustainable societal change in economic, social and natural environmental contexts

Transformative impact...

emphasises our focus on contributing to transformative impact for our students, society and business through our core activities of teaching, research and influencing public policy development



Our School Key Facts and Figures



140+

Academic and
Professional
Services Staff



2,700+

Students



40+

Nationalities



250+

Work Placement
Partners



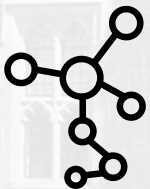
80+

International
Partners



30+

Programmes



6

Research
Centres

€12.6m

research funding
in the last six years

J.E. Cairnes School of Business and Economics

Accreditations and Rankings



Ranked in the *Top* **100**

QS Europe
University
Rankings

Top **2%**

of universities in the
QS World rankings

In 2023

University of Galway
designated a national



SDG Champion

Investment since 2021

€3m

Invested in Academic and
Professional Service Staff

€0.5m

Invested in School
Strategic Projects

€1.5m

Invested in Research Staff

€1.3m

Invested in Facilities
for Students and Staff



€6.3m

Total Investment

Our Programmes

Undergraduate

- Bachelor of Commerce
- Bachelor of Commerce (Global Experience)
- Bachelor of Commerce (Accounting)
- Bachelor of Commerce (International with Languages)
- Bachelor of Commerce (Gaeilge)
- Business Information Systems



Postgraduate

- Accounting (Master of)
- Business Analytics (MSc)
- Business Studies (HDip)
- Corporate Finance (MSc)
- Cybersecurity Risk Management (MSc)
- Digital Marketing (MSc)
- Economic Science (HDip)
- Entrepreneurship and Venture Management (MSc)
- Fintech [Economics and Financial Technology] (MSc)
- Global Environmental Economics (MSc)
- Health Economics (MSc)
- Human Resource Management (MSc)
- Information Systems Management (MSc)
- International Accounting and Analytics (MSc)
- International Finance (MEconSc)
- International Management (MSc)
- Management and Sustainability (MSc)
- Marketing Management (MSc, full-time or part-time)
- Marketing Practice (MSc)
- Master of Business Administration (MBA)
- Sustainability Leadership (MSc) Part-time
- PhD

Leading Innovation

✓ Global Experience

✓ Innovative Teaching Practices

✓ External Engagement

✓ Collaboration

✓ Accreditations and Certifications

✓ Research led Teaching

✓ Work Placement

✓ Applied Learning Opportunities

✓ Supporting Students Personal and Professional Development



Research for the Public Good

At J.E. Cairnes School of Business and Economics, our research strategy is focused on generating high-quality research output and impact that seeks to identify solutions and inform decisions about the grand challenges facing business and society leaders, public policy makers and citizens.

€12.6m

Research funding in
the last six years

5

Disciplines

6

Research Institute
and Centres

Grand Challenges

- Digitalisation
- Global and Economic Development
- Innovation, Accountability and Governance
- Health and Well-Being
- Social Inclusion and Equality
- Sustainability, Climate and Environment

UN Sustainable Development Goals

- Good Health and Well-Being
- Decent Work and Economic Growth
- Industry, Innovation and Infrastructure
- Sustainable Communities and Cities
- Peace, Justice and Strong Institutions

Disciplines

- Accountancy and Finance
- Business Information Systems
- Economics
- Management
- Marketing

Research Centres

- Irish Centre for Social Gerontology (ICSG)
- Socio-Economic Marine Research Unit (SEMRU)
- Centre for Entrepreneurial Growth & Scaling (CEGS)
- Health Economics and Policy Analysis Centre (HEPAC)
- Centre for Economic Research on Inclusivity and Sustainability (CERIS)
- Centre for Digital Responsibility

Primary Research Distinctiveness Areas

- Environment and Marine
- Health and Ageing
- Digital Responsibility

Research Institute

- Institute of Lifecourse and Society (ILAS)

Areas of *Distinctiveness*

Environment and Marine

Marine Economics
Ocean Economy
Marine Ecosystem Services
Shipping
Ports
Fishing
Climate Governance

Recreational Demand
Angling
Aquaculture
Non-Market Value
Restoration
Ocean Literacy
Environmental Economics

Sustainable Consumption
Social Marketing
Sustainability Leadership
Sustainability Governance
Decarbonisation and Digitalization
Climate Change Economics
Energy Economics

Health and Ageing

Health Economics
Social Gerontology
Work and Retirement
Life Course
Social Exclusion
Health Technology Assessment

Health Preference Elicitation
Health Econometrics
Health Policy
MedTech
Digital and Connected Health
Social Marketing for Health

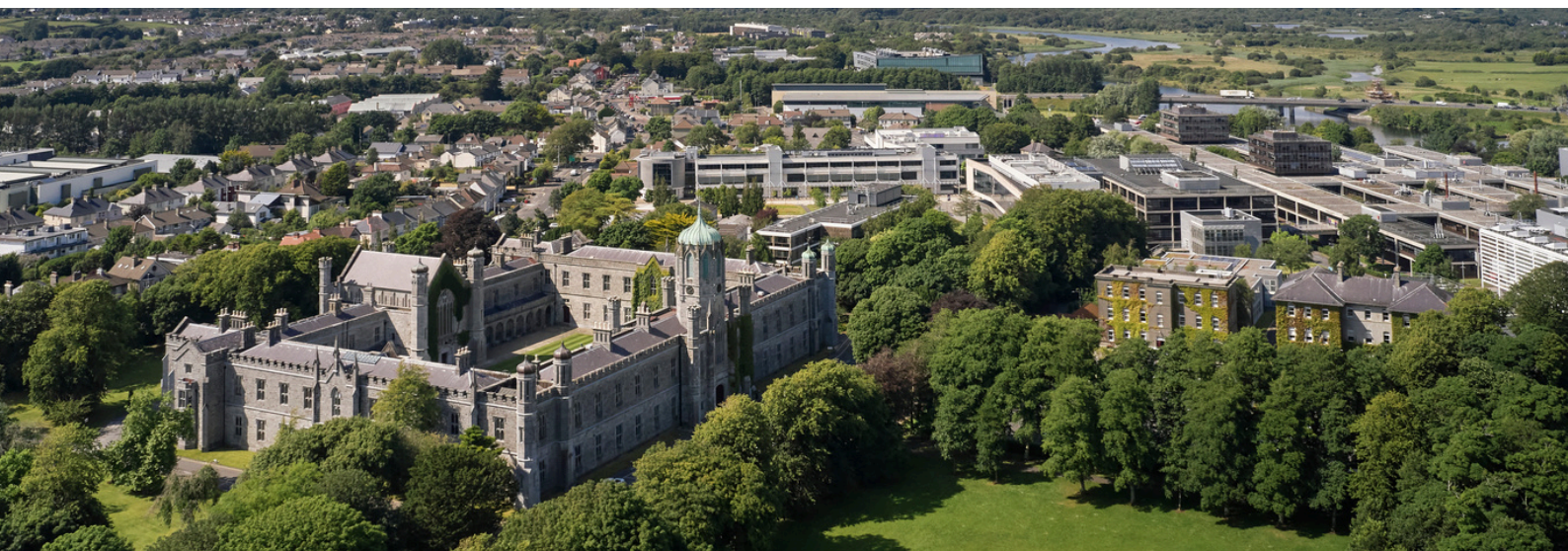
Social Exclusion and Inequality
Ageing in Place
Infrastructures of Care and Support
Living with Dementia

Digital Responsibility

Responsible Artificial Intelligence
Time and Technology
Agile and Lean Project Management
Citizen Development
Digital Transformation

Technostress
Social Media
Future of Work
Digital and Social Media
Technologies for Marketing

Digital Technologies for Social
Marketing
International Strategies of Digital
Business



Health and Ageing

Our School has a long and distinguished history of research and impact in the field of Health and Ageing derived from collaborative interdisciplinary research and the establishment of two School research centres: Irish Centre for Social Gerontology (ICSG) and Health Economics and Policy Analysis Centre (HEPAC).

Our School has generated a significant and continuous body of research in Health and Ageing with over 165 peer-reviewed journal articles, five edited books, 25 book chapters and 27 policy and briefing reports since 2017. Our School has excelled in attracting national and international funding, with Health and Ageing researchers securing €8.7 million in competitive national and EU research funding over the last 10 years, with €5.5 million secured since 2017.

Our School members have taken the lead in formal international initiatives and have worked in collaboration with intergovernmental and civil society organisations, such as the WHO, the UN, the UNECE and AGE Platform Europe; and national governmental agencies such as the Department of Health, the HSE (Health Service Executive) and HIQA (Health Information and Quality Authority).

Health and Ageing research in the School has generated considerable policy impact in Ireland, especially in relation to: The National Dementia Strategy; Fair Deal scheme for nursing homes; Personal Assistance programmes for people with disabilities; and evolving Home Care legislation for older people and people with disabilities.

Environment and Marine

Our School is recognised for its research and impact in marine and natural environments. The valuation of marine ecosystem services, marine economics, ocean economy and literacy, recreational demand, sustainable consumption and decarbonisation are key topics. This research area is primarily led by the School's Socio-Economic Marine Research Unit (SEMRU) and the Centre for Economic Research on Inclusivity and Sustainability (CERIS). Publications include over 70 peer-reviewed journal articles, 20 working papers, 11 policy briefs and 16 reports over 5 years.

Our School's expertise in this area can also be seen in participation in many national and international level advisory groups, e.g., the Irish Government Marine Protected Area (MPA) Advisory Group, co-authoring the biannual **Ocean Economy Report** and the Intergovernmental Panel on Biodiversity and Ecosystem Services (IPBES) regional assessment for the Europe and Central Asia Working Group. The School has attracted over €6 million in Environment and Marine funding over the past 5 years.

Our School's expertise in this area can also be seen in the many national and international level advisory groups that school staff have been asked to participate in recent years. These include the Department of Housing, Planning and Local Government Marine Spatial Planning Advisory Group, the Department of Housing, Planning and Local Government Marine Protected Area Advisory Group, the EU DG Marine Affairs Working Group on Blue Growth, the Scientific Advice Mechanism (SAM) and more

Digital Responsibility

Our School is globally recognised for applying the disciplinary lenses of business and economics to consider a range of questions relating to the topic of digitalisation, and the future of digital business and digital society.

Our researchers have a track record in securing external competitive funding in this area, particularly through affiliations with Lero – the Science Foundation Ireland Research Centre for Software. Faculty in this area have been involved in projects that have drawn +€2.3m in direct funding and €2.1m in in-kind contributions from industry over the last 8 years. This included the largest SFI grant ever awarded to a business school at the time and funding from a variety of agencies including Horizon 2020, Horizon Europe, Science Foundation Ireland, the Irish Research Council and Enterprise Ireland.

Our School members hold prominent roles in the academic and industry global community in this area. For example, Dr David Kreps is Chair of Technical Committee 9 on ICTs and Society for the International Federation for Information Processing (IFIP) and is an elected member of the IFIP Board. Dr Anastasia Griva is an academic representative and board member at Efficient Consumer Response (ECR) Hellas, a non-profit association of leading retailers and suppliers in Greece. Dr Pierangelo Rosati is the Business Community Lead of the IEEE UK & Ireland Blockchain Group and a member of the Blockchain Ireland Education, Skills and Innovation Working Group.



School Disciplines

Management

For the Public Good

The Management Discipline is recognised nationally and internationally as contributing to HRM and employment regulation, public sector management, strategy, entrepreneurship, innovation and international business.

Discipline staff have editorial and board membership roles and published in several leading international peer-reviewed journals including: Public Administration Review, British Journal of Management, International Business Review; Technovation, Regional Studies, Human Resource Management Review, and Journal of Managerial Psychology.

With an explicit link to grand challenges, the cross-cutting themes in our research focus on tackling some of the biggest management problems facing business, society and policymakers. We develop research impact through our publications in leading journals, external engagement and links with relevant practitioners and policymakers to affect positive change.

Members of the Discipline have published their research in numerous leading, international peer-reviewed journals, including the British Journal of Management, Human Relations, Journal of Business Ethics, International Journal of Human Resource Management, Journal of Business Venturing, Journal of International Business Studies, Journal of Management Studies, Journal of World Business, Organization Studies and Strategic Management Journal, among others.

Marketing Discipline

Marketing for a Better World

The Marketing Discipline at University of Galway is recognised nationally and internationally for contributing to the creation of a better world through instilling students with an ability to practice ethical and sustainable marketing while embracing digital technologies. Teaching within our Discipline is directed towards making an impact and contributing positively to business and society.

Our teaching is marketing-technology focused, objective-driven, and creative. Areas of specialism include marketing strategy, digital and social media marketing, social marketing, consumer behaviour, brand management, services marketing, tourism, research and marketing analytics, and marketing education. Central to our teaching is addressing global challenges related to sustainability, as we focus on influencing consumption behaviour for positive change. We concentrate on ethical profit-driven strategies that align marketing and sales to support the scaling of enterprises.

Members of the Marketing Discipline publish their research in leading journals such as: European Journal of Marketing, Journal of Advertising Research, Journal of Business Ethics, Journal of Business Research, Marketing Theory, Journal of Marketing Management, Journal of Macromarketing, Journal of Social Marketing, Marketing Theory, Annals of Tourism Research, Journal of Travel Research, Tourism Management, British Journal of General Practice, Canadian Medical Association Journal, Personality and Individual Differences, Social Marketing Quarterly, and Studies in Higher Education.

Accountancy & Finance

Engaged in impactful research and teaching

The Discipline of Accountancy & Finance at the J.E. Cairnes School of Business & Economics engage in impactful research and teaching on the development and application of expertise in accounting, accountability and governance to support good decision making, and reliable, insightful corporate reporting to promote the sustainable use of scarce resources. Central to implementing our school mission, our teaching of accounting, accountability and governance is framed by ethical positioning and behaviour, the meaning of professionalism in the context of the accounting profession, and the role of corporations in a sustainable world. All of our programmes are accredited by the professional accountancy bodies and graduates can benefit from significant exemptions from professional examinations.

The discipline engages in research on management control and innovation, equitable taxation, accountability and audit, performance measurement, stakeholder salience and management accounting change. This research has been carried out in public and private sectors including, hospitals, the third sector, SMEs, medical device industry, professional services firms and green energy sector. Members of the Discipline have published their research in leading journals such as Accounting, Organizations and Society; Management Accounting Research; Accounting and Business Research; Critical Perspectives on Accounting; European Accounting Review; Financial Accountability and Management; British Accounting Review; Accounting, Auditing and Accountability; and Advances in Taxation.

Business Information Systems

The BIS Discipline consistently ranks in the Top 150 universities in the world in Information Systems

Business Information Systems (BIS) was first introduced by the University of Galway J.E. Cairnes School of Business & Economics in 1979 and since then has become recognised nationally and internationally for excellence in research and teaching through scholarly contribution to academia, industry and contributing to the wider society. The BIS Discipline consistently ranks in the top 150 universities in the world in Information Systems, according to the QS World University Rankings by Subject (Computer Science and Information Systems).

The BIS discipline distinguish themselves by publishing research in numerous national and international high-quality peer-reviewed conferences and journals, specifically the top basket AIS journals, securing significant external research funding from external sources, and by assuming important roles to academic and industry forums. Members of the Discipline have published their research in leading journals such as Information Systems Research, European Journal of Information Systems, Information Systems Journal, Journal of Strategic Information Systems, and Journal of Information Technology.

Economics

A flourishing and diverse academic environment

The Discipline of Economics at University of Galway is amongst of the oldest academic units in existence at the University, with its first Professor, Denis Caulfield Heron, appointed in 1849. The Discipline seeks to provide a flourishing and diverse academic environment which integrates teaching and research, theory and empirical applications, with a dual policy-orientated and business-orientated focus.

A distinctive feature of Economics at University of Galway is our deep and diverse engagement with local, national, and global communities in exploring policy solutions to meet societal challenges. Faculty members have served in senior national macroeconomic policy roles, including at central bank board level, leading key national institutions such the Irish Fiscal Advisory Council, and working as economic policy advisors to the Minister for Finance, and to the Taoiseach (head of government). Colleagues working in financial economics regularly engage with industry professionals in banking, finance, and FinTech sectors to progressively enhance and inform teaching and research. Our work in health economics is characterised by deep engagement with patient and citizen communities and groups, and with medical and public health practitioners and researchers across a range of disciplines, and with national policy makers and institutions, such the Department of Health, the HSE, the Health Research Board, and policy groups working on innovative approaches to meeting societal health, ageing, and wellbeing goals. Teaching and research in environmental economics similarly is intensely connected to community groups (e.g., in evaluating impacts of sustainable energy projects and in assessing the value of preserving and enhancing ecosystems) and to policy makers in the domains of marine economics, agriculture, the energy transition, climate change, and sustainable development.

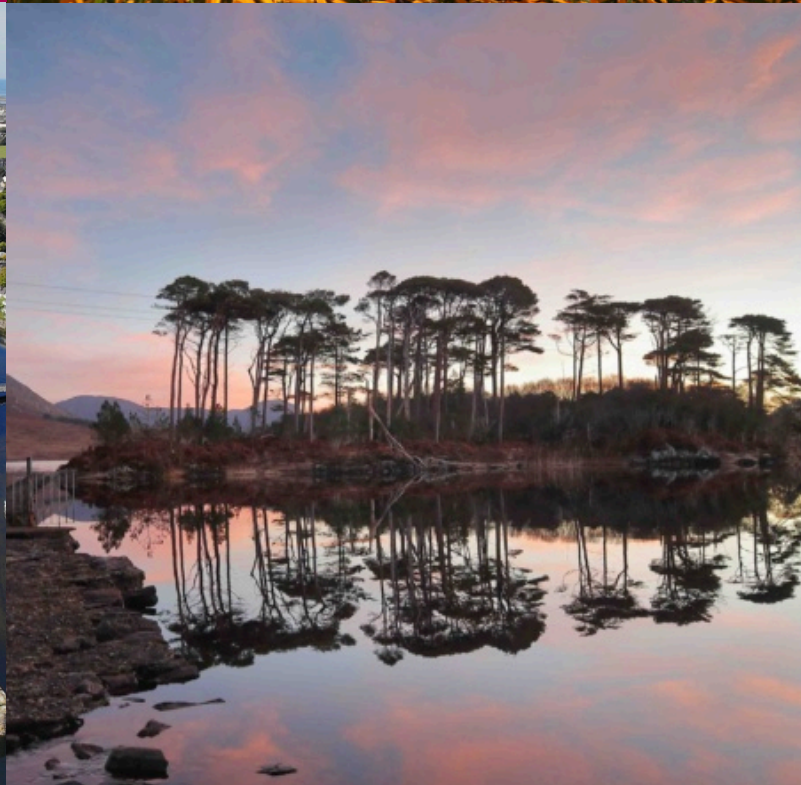


Galway 2025

The University of Galway campus is situated in the heart of Galway, and is a vital part of the cultural, social and intellectual life of the city and region. Located on Ireland's Atlantic coast and beside the Connemara Gaeltacht, Galway is rooted in a rich traditional culture, while also home to a vibrant and diverse community from around the globe. Galway city is the most international place in Ireland with one in five people born outside of Ireland.

- #1 Human Capital and Lifestyle
- #3 European Microcity of the Future
- #4 Economic Potential
- #4 Business Friendliness
- #2 Small European Region of the Future

Galway is in close proximity to many amazing natural sites, including The Wild Atlantic Way, The Burren, The Cliffs of Moher, and Connemara.



JOB DESCRIPTION

Principal Duties and Responsibilities as Head of School

Purpose: To play a leading role in delivering the University's strategic priorities, as set out in the University strategic plan. To lead the School as Head of School for four years in the first instance developing and implementing the School's strategic plan. To lead academic excellence, research excellence, internal and external engagement, internationalisation and accreditation in J.E. Cairnes School of Business and Economics.

The Head of School, who reports to the Executive Dean of the College, is responsible for all aspects of leadership of the School, which is the basic operational academic unit in the University. The Head of School works in consultation with the Executive Dean, the School Executive Board, the School Board, the Heads of Discipline, Programme Directors and Research Centre Directors affiliated with the School, as required. The Head of School will play the lead role in developing and enhancing teaching and research programmes both within the School and in collaboration with other Schools, and in promoting excellence among staff and students.

The Head of School has the following responsibilities:

- **Academic Planning and Communications:** Lead the development of annual operational plans for the School; work with staff to ensure implementation of the plans; review the performance of the School in terms of its agreed plans; represent the School on the College Executive Committee; develop the agenda for and chair School Board and School Executive meetings; ensure appropriate communication channels with all staff and students in the School; and oversee utilisation of space and facilities within the School.
- **Academic Affairs:** Provide leadership and promote excellence, innovation and improvement in the teaching and research mission of the School; ensure that there is appropriate management in place for all academic programmes within the School; ensure that an equitable and transparent workload allocation model (WAM); ensure a clear research strategy is in place for the School; foster interdisciplinarity and collaboration within the School and with other Schools, Colleges and institutions in both teaching and research; ensure the delivery of high quality teaching programmes; and ensure the implementation of appropriate University policies.
- **Health and Safety:** In accordance with the University of Galway Safety Statement, the Head of School has responsibility for compliance with and the implementation of duties arising under the Safety, Health and Welfare at Work Act 2005.
- **Human Resources:** with the support of the HR unit, the Head of School has overall responsibility for all staffing matters in the School. The Head of School manages recruitment of staff in the School and supports the development and implementation of the University EDI strategy.
- **Financial Management:** with the support of the Finance Unit, the Head of School works with the Executive Dean, College Finance and Business Manager and the Bursar's office on annual and multi-annual financial planning and budget setting for the School in line with the School's strategic plans. The Head of School ensures that the School is managed sustainably including: identifying and implementing new sources of revenue generation; identifying and implementing efficiency savings; delivering on targets as per agreed plans; managing expenditure within the approved School budget; and allocating available resources in line with the School's strategic plan in consultation with the School Executive Board.

JOB DESCRIPTION

Principal Duties and Responsibilities as Established Professor

The Established Professor will offer leadership within the School to ensure consistent delivery of high quality undergraduate and postgraduate programmes, to encourage innovation in programme and curricula offerings, and to foster high quality research and impact. The Established Professor will advance further the quality teaching standards already established within the School. The Established Professor will play a key role in the School's strategic plan and priorities in the next stage of the School's development across the areas outlined below.

- **Research:** To engage in and deliver high-quality research and impact. To disseminate research in leading academic publications, other outlets as appropriate and to participate in postgraduate supervision. To engage in and lead initiatives to seek research funding, as appropriate. The Established Professor will advance the School's research mission of publishing in highly regarded international, peer-reviewed academic journals and other relevant outlets, and by attracting research funding.
- **Teaching, Learning and Student Experience:** To provide high-quality teaching to students including curriculum and course design, preparation and delivery of lectures, tutorials, project supervision and general examination and other teaching, learning and assessment responsibilities including pastoral care. The Established Professor will contribute to the School's undergraduate programmes (e.g., the Bachelor of Commerce, Bachelor of Commerce Global Experience, Bachelor of Commerce International (Spanish, French, and German)), as well as relevant postgraduate programmes. The Professor will enhance further the School's innovative and entrepreneurial approach to students' learning experiences.
- **Contribution and Service:** To participate in academic administration at Discipline, School, College and University levels as part of the contribution to the University. To engage with the wider community regionally, nationally and internationally from a civic, economic, social and cultural perspective as a contribution to the life of the University. The Professor is expected to expand the School's impact and to identify opportunities in which the School's research and expertise may be leveraged for the benefit of the public good.
- **External Engagement and Internationalisation:** To engage in internationalisation activities to diversify further the student body. To enhance the global experience and work-based learning opportunities for undergraduate and postgraduate student cohorts. To support the School's engagement with alumni, external stakeholders and corporate partners and leverage these relationships to advance programme development and student learning.

The postholder may be asked to assume positions of responsibility within the University, for an agreed term during the period of appointment. The postholder shall carry out these duties under the direction of the Head of the School or of an authorised senior member of the staff of the School.

The postholder shall be a member of College in accordance with University Statutes. The postholder will have the capacity and willingness to act in leadership roles such as Head of School, Head of Discipline or other positions of responsibility within the School, College or University for an agreed term upon or during the period of appointment.

Hours of work are those prescribed under the Public Service Agreement in respect of Academic Staff.

ELIGIBILITY REQUIREMENTS

Person Specification

Applications will be judged solely against the criteria set out below. Applicants should ensure that their application clearly demonstrates that their skills and experience meet these criteria.

Essential Requirements:

- PhD (or equivalent earned qualification) in a relevant discipline.
- Evidence of significant leadership achievements and change management.
- Experience of senior strategic and operational academic planning in a School of Business and/or Economics or equivalent.
- Experience of working and leading programmes of teaching and research in a University.
- Experience of higher education teaching.
- Experience of postgraduate research supervision.
- The capacity to shape the educational programmes of the School.
- A strong research profile and publication record commensurate with the grade of appointment.
- A track record of securing and/or facilitating the securing of major research funding (as defined in the context of the discipline).
- Evidence of developing new and significant research initiatives and leading research projects.
- Evidence of strong interpersonal capability and team success. In particular, clear demonstration of a proven capacity for collegiality.
- Excellent communication skills appropriate to the leadership role. Demonstrated capacity to build relationships and networks and to work with other stakeholders internally and externally.
- Knowledge of the existing profile of the University, College and School, and have clear ideas and plans as to how to contribute to the School's future development.

Desirable Requirements:

- Experience of national and international higher education planning and management, including business school accreditation.
- Proven record of accomplishment in executive education strategy and teaching.
- A recognised qualification in teaching and learning in higher education.
- Experience of working with interdisciplinary research teams and industry partners on research projects.

Competency Framework for Established Professorship Role at University of Galway

Academic Excellence

- **Excellence in Research:** The Established Professor is a leader in their field and makes a leading contribution to the direction and development of their discipline and body of knowledge through planning and leading sustained research of an exceptional quality, with publication in leading international journals and conferences and in peer reviewed book chapters, books from leading publishers, as appropriate to discipline. They lead others to make the most effective contribution to their discipline and encourage cross-discipline research collaboration.
- **Excellence in Teaching:** The Established Professor oversees the development of, and participates in, delivering teaching programmes which engage and inspire students at all levels and ensures a strong focus on quality teaching and on the continuous review and development of teaching skills and methodologies in the discipline. This would also include substantive and successful innovations in curriculum design and delivery, leadership roles in the initiation and completion of major teaching and learning innovations, with significant impact recognised internationally.

Leadership Excellence

- **Personal Effectiveness:** The Established Professor is passionate and enthusiastic about the discipline/school and is committed to making their best personal contribution through employing exceptional planning and organising, communication and decision-making skills to achieve ambitious goals for their discipline/school and to meet the changing demands of the Professorship role.
- **Leading and Managing Others:** The Established Professor oversees the development of, and participates in, delivering teaching programmes which engage and inspire students at all levels and ensures a strong focus on quality teaching and on the continuous review and development of teaching skills and methodologies in the discipline. This would also include substantive and successful innovations in curriculum design and delivery, leadership roles in the initiation and completion of major teaching and learning innovations, with significant impact recognised internationally.

Organisational Excellence

- **Thinking Strategically:** The Established Professor is responsible for taking a leading role in developing and implementing a strategic approach to the development of the discipline/school. They are aware of the wider environment, has the ability to think strategically and to devise and implement changes in line with their strategy. They should show leadership and support to the implementation and ongoing strategic development within their discipline, school, college.
- **Collegiate and Community Contribution:** The Established Professor will demonstrate exceptional and sustained achievement in enhancing the university community, delivering transformation results that advance international best practice and support the achievement of international recognition. They value and work to instil a collegiate approach not only within their discipline / school and the University, but across the wider external community. They will show exceptional and sustained commitment to enhancing the University community.

College	Business, Public Policy and Law
School	J.E. Cairnes School of Business and Economics
Post Title & Subject Area	Head of J.E. Cairnes School of Business and Economics * and Established Professor
Post Duration	Head of School: 4 years in the first instance Professor: Permanent
Reports to	Executive Dean of College ** Head of School ***

- * The Head of School is a fixed term appointment for four years in the first instance, while the post of Established Professor is a permanent appointment
- ** While serving as Head of School, the appointee will report to the Executive Dean of College
- ***Otherwise, the Professor reports to the Head of School

For informal enquiries, please contact Professor Alma McCarthy, Executive Dean, College of Business, Public Policy and Law. Email: alma.mccarthy@universityofgalway.ie Telephone: +353 (0)91 492846.

Salary:

€ 140,068 to 177,079 p.a. (applicable to new entrants effective from January, 2011)
(This appointment will be made on the Established Professor salary scale in line with current Government pay policy and in accordance with the terms and conditions of the University's Remuneration policy. [QA321-Updated-PP-Remuneration.pdf \(universityofgalway.ie\)](#))

Closing date for receipt of applications is 17:00 (Irish Time) on 10th April 2025. It will not be possible to consider applications received after the closing date
Garda vetting may apply.

Appointments will be conditional on work authorisation validation.

Further details are available at www.dbei.ie

For more information and Application Form please see website:
[Jobs - University of Galway](#) Applications should be submitted online.

The University and the School have a deep commitment to equal opportunities, with the University of Galway achieving the Athena Swan Bronze Award in 2022 and the School achieving a Silver award in November 2024.

At the University of Galway, we celebrate diversity and believe that every candidate can bring unique perspectives, talents and approaches to our University community. We actively encourage applications from all backgrounds regardless of race, religion, ethnicity, gender, family status, civil status, membership of the Traveller community, sexual orientation, disability or age.

We value flexibility and recognise that a work-life balance is essential. We offer flexible working arrangements, including hybrid options, to accommodate the diverse needs of our staff. Our commitment to inclusivity extends beyond recruitment as we foster a friendly and supportive work environment, where all work styles are valued and respected. Join us in shaping a workplace that thrives on diversity, creativity and collaboration.

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