

Order of Speakers today

HR Research

Dr David O'Connell UCC Research

David Corkery of UCC Innovation

Questions and Answers

WHO WE ARE

HR Research UCC

TEAM

- Mary O'Regan marykate.oregan@ucc.ie
- Laura McSweeney l.mcsweeney@ucc.ie
- Niamh Buckley Niamh.buckley@ucc.ie
- Kasia Wloch katarzyna.wloch@ucc.ie
- Louisa O'Reilly louisaoreilly@ucc.ie

WHAT WE DO

HR Research UCC

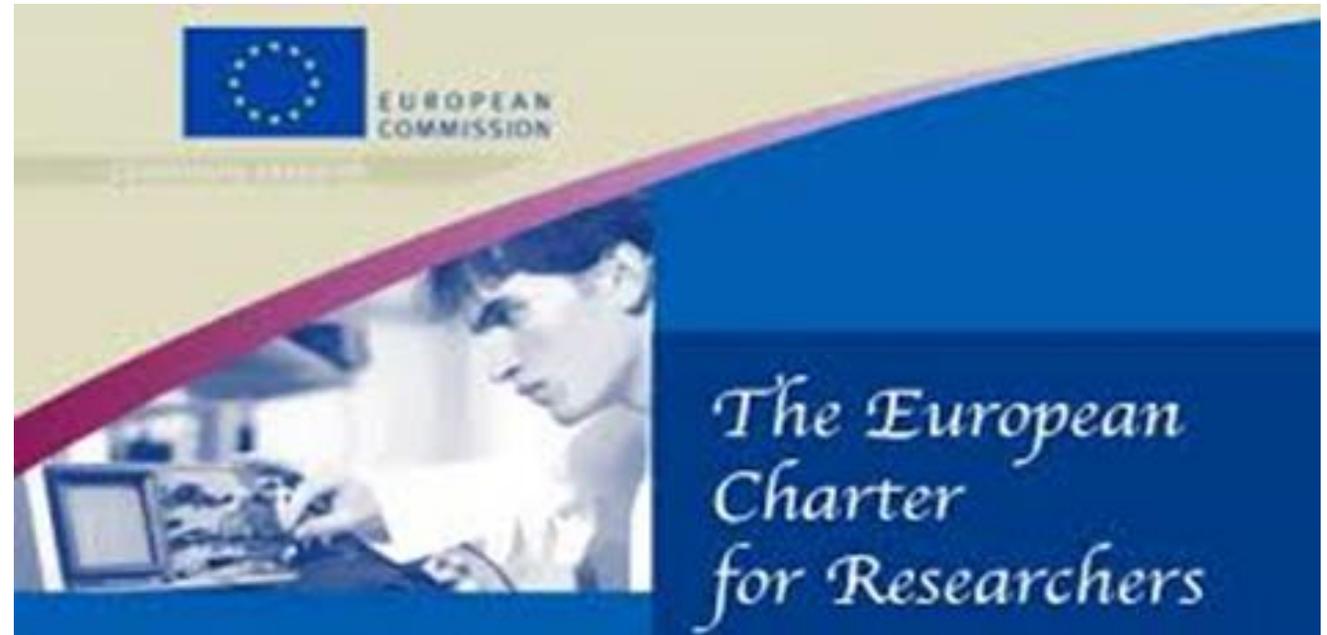
- Personal & Professional Development
- Career Management Structure
- Recruitment
- Contract Management
- Salary Administration

CHARTER AND CODE : WHAT IS IT?

Set of general principles and requirements which specify the:

1. Roles
2. Responsibilities
3. Entitlements

Of Researchers in the European Research Area



WHO DOES IT APPLY TO?

- It applies to Researchers, Employers and Funders
- It also includes a code of conduct for the recruitment of researchers

Included in:

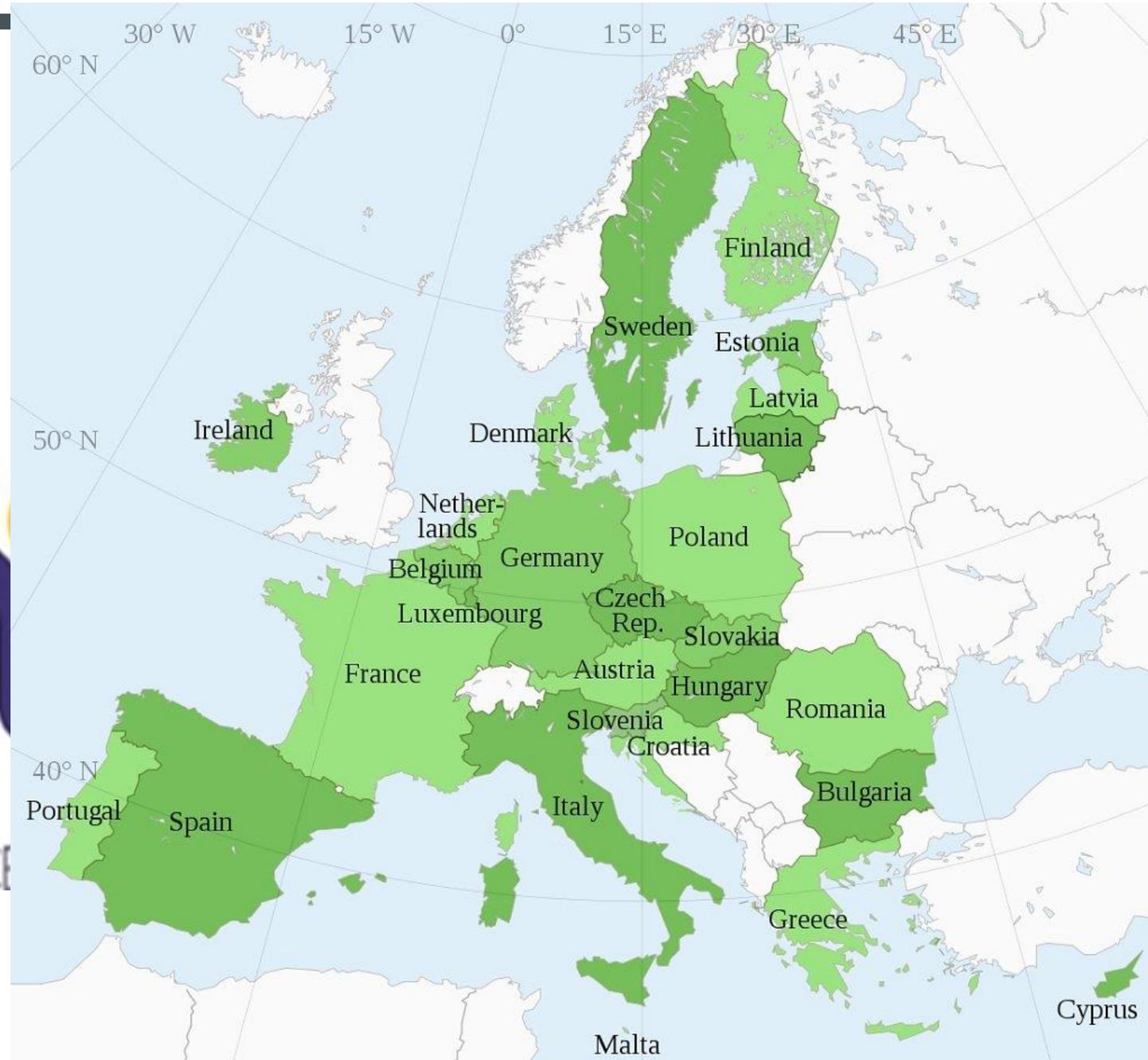
- Article 32 of the H2020 model grant agreement – and on Horizon Europe grant agreements



EUROPEAN



HR EXCELLENCE



HR EXCELLENCE IN RESEARCH AWARD

4 Thematic Areas

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



HR EXCELLENCE IN RESEARCH

ADVANTAGES OF HR EXCELLENCE IN RESEARCH

- Adds value to funding applications
- Demonstrates a **commitment** to good working conditions and career development for researchers
- It **promotes this commitment** to researchers who might be considering moving to your institution.



REAL EXAMPLES: ADVANTAGES



Remember
Eight years ago
UCC had none of
these offerings



UCC RESEARCHER CAREER FRAMEWORK

Post Doc to Senior Post Doc

- Grant writing
- Ethics in research
- Communication skills
- Presentation skills
- Career planning
- CV job applications & interview techniques
- Working with PhD students
- Funding applications

Research Fellow to Senior Research Fellow

- Leadership training
- Grantsmanship
- Managing a research team
- Negotiation skills
- Commercialisation and IP
- Teaching and Learning

Progression occurs through open transparent and merit based recruitment



HR EXCELLENCE IN RESEARCH



University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

OUR HR RESEARCH WEBSITE

[HTTPS://WWW.UCC.IE/EN/HR/RESEARCH/](https://www.ucc.ie/en/hr/research/)



TRAINING AVAILABLE TO RESEARCHERS IN UCC

- <https://www.ucc.ie/en/hr/research/researchertraining/>

STAFF OMBUDSMAN



HR EXCELLENCE IN RESEARCH

- The Ombudsman provides a confidential and impartial forum where staff can discuss matters which trouble them.
- The Ombudsman can recommend possible courses of action to facilitate solutions and to arrange meetings with those within the University who are tasked with the management of the particular difficulty.
- The Ombudsman will take no action without the full permission of the person who has consulted them.

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Mary McNulty mmcnulty@ucc.ie

Ger Fitzgerald g.fitzgerald@ucc.ie





- UCC's Bystander Intervention Programme educates and empowers staff and students to recognise and respond to incidents of sexual harassment and violence and other forms of unacceptable behaviour in study, work and social environments.
- Completing this training will impact positively on your own university experience by cultivating a shared responsibility and capacity to contribute to a safe and respectful staff and student experience.
- Watch the Introductory video [here](#)
- Register for the UCC Bystander Intervention Digital Badge and develop your ability to contribute to a safer campus experience

To register go to **bystanderintervention.ucc.ie**

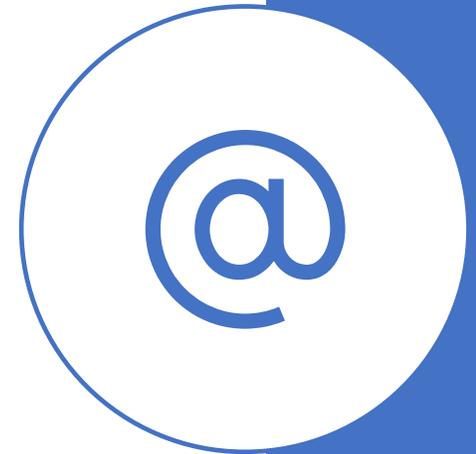
IFUT - UCC Branch



- Irish Federation of University Teachers
- 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: Dr Jacqui O’Riordan
- Researcher Coordinator: Dr Brendan Palmer
- Web: www.ifut.ie
- Email: UCC@ifut.ie

SIPTU

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





RESEARCH STAFF ASSOCIATION

- [Link to UCC RSA web pages](#)

ANY
QUESTIONS?

**THANK YOU
FOR YOUR
TIME**