



European Research Council  
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## Job Description

<b>Research Institute</b>	Geary Institute for Public Policy
<b>School &amp; Unit</b>	UCD School of Business, HRM and Employment Relations Group
<b>Post Title &amp; Subject Area</b>	<b>Senior Social Scientist in Labour Politics and EU Governance</b> (50% part time post)
<b>Project</b>	ERC Project “Labour Politics and the EU’s New Economic Governance Regime”
<b>Post Duration</b>	5 years
<b>Reports to</b>	Professor Roland Erne, Jean Monnet Chair of European Integration and Employment Relations
<b>HR Reference No.</b>	009331
<b>HR Administrator</b>	Licia Carlesi

### Position Summary

Applications are invited for a 5-year-long appointment as Senior Social Scientist in Labour Politics and EU Governance (50% part-time post).

You will be playing a leading role in our ERC research project “Labour Politics and the EU’s New Economic Governance regime (NEG)”. Labour movements are an important feature of European society. Neither national democratisation processes nor Europe’s social models would be conceivable without labour movements. A similar analogy can be made in a transnational context. Yet, the democratic dimensions of labour politics are threatened by an increasingly authoritarian strain in EU governance.

Our project therefore focuses on the way in which European trade unions and social movements respond to NEG. Until very recently, European labour politics has been shaped mainly by EU ‘horizontal’ market integration through the free movement of goods, capital, services and people. Since the Euro crisis, however, the latter has been matched by ‘vertical’ hierarchical integration effected through the direct surveillance of member states’ macroeconomic policies, including industrial relations and public services provision. In the context of the resulting tensions that are dividing Europeans, this project aims 1) To map the EU’s new governance regime and the shifts in labour politics it is triggering; 2) To open up novel analytical approaches that are able to capture the underlying transnational social processes at work; 3) To analyse the responses of European labour movements to the new EU governance regime in different subject areas and sectors; 4) To develop a new scientific paradigm capable of accounting for the interplay between EU governance, labour politics and democracy.

As Senior Social Scientist you will lead the operationalisation and implementation of our multi-sited, transnational ERC project on NEG and labour politics, preferably in the healthcare sector, in close cooperation with Professor Roland Erne and the other members of our project team (3 postdoctoral researchers and 4 PhD students). Candidates with an excellent track record of scholarly achievements in the transport or water services sectors are also encouraged to apply. You will also conduct independent fieldwork in relation to all three sectors within a particular national context, preferably in Central and Eastern Europe, Germany, or Italy.

The proposed Senior Social Scientist role provides experienced researchers or seconded university lecturers with an opportunity to conduct path-breaking research that aims to go beyond the methodological nationalism in the field. The role will also allow you to assemble a portfolio of scholarly achievement that should render you competitive for academic positions at professorial levels.

**Salary: €50,000 - €80,000 per annum pro rata (€25,000 – €40,000 per annum half time)**

Appointment on the above range will be dependent on qualifications and experience

### Principal Duties and Responsibilities

- Lead the operationalisation and practical implementation of our multi-sited, transnational ERC project in the healthcare, transport or water services sector.
- Conduct fieldwork across all three sectors (healthcare, water and transport services) in a particular national context, preferably in Central and Eastern Europe, Germany, or Italy.
- Disseminate the outcomes of our ERC research and scholarship, including peer-reviewed academic publications of international standing.
- Take a leading role in the governance of the ERC Research Group, including the mentoring of junior ERC team members and graduate students.
- Take a leading role in the further development of the research programme and in seeking and pursuing appropriate external funding.
- Participate in the wider scholarly activities of the Institute, Subject Area, School, and University.
- Take responsibility for selected administrative tasks associated with our ERC project, for example in the area of qualitative research data management.

### Selection Criteria

Selection criteria outline the qualifications, skills, knowledge and/or experience that the successful candidate would need to demonstrate for successful discharge of the responsibilities of the post. Applications will be assessed on the basis of how well candidates satisfy these criteria.

#### Mandatory

- PhD in Industrial Relations, Sociology, Political Sciences, Social Anthropology, or cognate disciplines.
- Track record of excellent scholarly achievements, as evidenced by excellent publications, international research collaboration, scholarships and research grants, etc.
- Excellent interpersonal and team-working skills.
- A capacity and enthusiasm for working in the field of European labour politics.
- Interest in comparative approaches that go beyond the methodological nationalism in the field.
- Experience of working with governmental agencies, trade unions, and social movements, nationally and internationally.
- Deep knowledge of public services, trade unions, social movements and labour politics at EU level and in a particular EU member state, preferably in Central and Eastern Europe, Italy, or Germany.
- Proficiency in a Central and Eastern European language, German or Italian, and if possible French.

#### Desirable:

- Excellent administrative skills.
- A capacity and enthusiasm for working in an interdisciplinary ERC research team within research institute, subject area, school and the wider academic community.
- A commitment to social justice and transnational democracy.

The Research Institute:	<a href="http://www.ucd.ie/geary/aboutus/people/rolanderne/">http://www.ucd.ie/geary/aboutus/people/rolanderne/</a>
The Subject Area and School:	<a href="http://www.ucd.ie/indrel/">http://www.ucd.ie/indrel/</a> and <a href="http://www.ucd.ie/business/">http://www.ucd.ie/business/</a>
Project Website:	<a href="http://www.erc-europeanunions.eu/">http://www.erc-europeanunions.eu/</a>

### Relocation Expenses

- Will not apply
- Will be applied in accordance with the UCD policy  
<http://www.ucd.ie/hr/policies/#d.en.31150>

**Garda Vetting required:** **NO**

**YES** – Garda Vetting will be conducted for the recommended candidate(s) as part of the selection process for the post in accordance with the UCD Garda Vetting Policy - [http://www.ucd.ie/hr/t4cms/Garda\\_Vetting\\_Policy.pdf](http://www.ucd.ie/hr/t4cms/Garda_Vetting_Policy.pdf)

**Informal Enquiries ONLY to:**

Name:	Professor Roland Erne
Title:	Jean Monnet Chair of European Integration and Employment Relations
Email address:	<a href="mailto:Roland.Erne@ucd.ie">Roland.Erne@ucd.ie</a>

**Eligibility to compete and certain restrictions on eligibility  
(Relevant only to those with previous Irish Public Sector experience)****Incentivised Scheme for Early Retirement (ISER)**

It is a condition of the Incentivised Scheme for Early Retirement (ISER) as set out in Department of Finance Circular 12/09 that retirees, under that Scheme, are debarred from applying for another position in the same employment or the same sector. Therefore, such retirees may not apply for this position.

**Department of Health and Children Circular (7/2010)**

The Department of Health Circular 7/2010 dated 1 November 2010 introduced a Targeted Voluntary Early Retirement (VER) Scheme and Voluntary Redundancy Schemes (VRS). It is a condition of the VER scheme that persons availing of the scheme will not be eligible for re-employment in the public health sector or in the wider public service or in a body wholly or mainly funded from public moneys. The same prohibition on re-employment applies under the VRS, except that the prohibition is for a period of 7 years, after which time any re-employment will require the approval of the Minister for Public Expenditure and Reform. People who availed of either of these schemes are not eligible to compete in this competition.

**Collective Agreement: Redundancy Payments to Public Servants**

The Department of Public Expenditure and Reform letter dated 28th June 2012 to Personnel Officers introduced, with effect from 1st June 2012, a Collective Agreement which had been reached between the Department of Public Expenditure and Reform and the Public Services Committee of the ICTU in relation to ex-gratia Redundancy Payments to Public Servants. It is a condition of the Collective Agreement that persons availing of the agreement will not be eligible for re-employment in the public service by any public service body (as defined by the Financial Emergency Measures in the Public Interest Acts 2009 – 2011) for a period of 2 years from termination of the employment. Thereafter the consent of the Minister for Public Expenditure and Reform will be required prior to re-employment. People who availed of this scheme and who may be successful in this competition will have to prove their eligibility (expiry of period of non-eligibility) and the Minister's consent will have to be secured prior to employment by any public service body.

**Declaration**

Applicants will be required to a Pre-Employment Declaration to confirm whether they have previously availed of a public service scheme of incentivised early retirement and/or the collective agreement outlined above. The above represents the main schemes and agreements restricting a candidate's right to be re-employed in the public service. However it is not intended to be an exhaustive list and candidates should declare details of any other exit mechanism they have availed of which restricts their right to be re-employed in the public service. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Public

Service employment and/or where they have received a payment-in-lieu in respect of service in any Public Service employment.

### **Superannuation and Retirement**

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the University, at the time of being offered an appointment. In general, and except for candidates who have worked in a pensionable (non-single scheme terms) public service job in the 26 weeks prior to appointment (see paragraph d below), this means being offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Key provisions attaching to membership of the Single Scheme are as follows:

#### **a. Pensionable Age**

The minimum age at which pension is payable is 66 (rising to 67 and 68) in line with State Pension age changes.

#### **b. Retirement Age:**

Scheme members must retire at the age of 70.

#### **c. Pension Abatement**

If the appointee was previously employed in the Civil Service or in the Public Service please note that the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 includes a provision which extends abatement of pension for all Civil and Public Servants who are re-employed where a Public Service pension is in payment. This provision to apply abatement across the wider public service came into effect on 1 November 2012. This may have pension implications for any person appointed to this position who is currently in receipt of a Civil or Public Service pension or has a preserved Civil or Public Service pension which will come into payment during his/her employment in this position.

Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007

The Department of Education and Skills introduced an Early Retirement Scheme for Teachers. It is a condition of the Early Retirement Scheme that with the exception of the situations set out in paragraphs 10.2 and 10.3 of the relevant circular documentation, and with those exceptions only, if a teacher accepts early retirement under Strands 1, 2 or 3 of this scheme and is subsequently employed in any capacity in any area of the public sector, payment of pension to that person under the scheme will immediately cease. Pension payments will, however, be resumed on the ceasing of such employment or on the person's 60th birthday, whichever is the later, but on resumption, the pension will be based on the person's actual reckonable service as a teacher (i.e. the added years previously granted will not be taken into account in the calculation of the pension payment).

#### **Ill-Health-Retirement**

Please note that where an individual has retired from a Civil/Public Service body on the grounds of ill-health his/her pension from that employment may be subject to review in accordance with the rules of ill-health retirement within the pension scheme of that employment.

#### **d. Prior Public Servants**

While the default pension terms, as set out in the preceding paragraphs, consist of Single Scheme membership, this may not apply to certain appointees. Full details of the conditions governing whether or not a public servant is a Single Scheme member are given in the Public Service Pensions (Single Scheme and other Provisions) Act 2012. However the key exception case (in the context of this competition and generally) is that a successful candidate who has worked in a pensionable (non-single scheme terms) capacity in the public service within 26 weeks of taking up appointment, would in general not become a member of the Single Scheme. In this case such a candidate would instead be offered membership of the UCD Pension Scheme. This would mean that the abatement provisions at (c) above would apply, and in addition there are implications in respect of pension accrual as outlined below:

#### **e. Pension Accrual**

A 40-year limit on total service that can be counted towards pension where a person has been a member of more than one existing public service pension scheme would apply. This 40-year limit, which is provided for in the Public Service Pensions (Single Scheme and other Provisions) Act 2012

came into effect on 28 July 2012. This may have implications for any appointee who has acquired pension rights in a previous public service employment.

f. Pension-Related Deduction

This appointment is subject to the pension-related deduction in accordance with the Financial Emergency Measure in the Public Interest Act 2009.

For further information in relation to the Single Public Service Pension Scheme for Public Servants please see the following website: <http://www.per.gov.ie/pensions>.