

South East Technological University

Recruitment of President Candidate Information Booklet

February 2022

mazars

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1. THE POSITION

Title of position:

PRESIDENT

Tenure:

10 YEARS FIXED CONTRACT

Employing authority:

**SOUTH EAST
TECHNOLOGICAL UNIVERSITY**

Location:

SOUTH EAST OF IRELAND

Organisation website:

WWW.TUSE.IE

About SETU

Ireland's South East Region is experiencing an exciting period of significant change through a rapid population increase of over 35% since 1991, an economy that is diversifying in the light of shifting national, European and global environments, and a changing socio-cultural landscape marked by increased diversity, new patterns of population distribution and a changing demographic profile.

In the context of the South East Region's rapid population growth and economic development, the South East Institutes of Technology of Carlow and Waterford identified a significant opportunity to create an engaged, ambitious and proactive Technological University for the Region, with physical campuses in Carlow, Kilkenny, Waterford, Wicklow and Wexford. This new institution will be known as South East Technological University (SETU) and will:

- ▶ serve the whole of the Greater South-Eastern Region (over 509,500 population across Carlow, Kilkenny, South Tipperary, Waterford and Wexford);
- ▶ be the first University in the growing South East Region of Ireland;
- ▶ have the combined profile of the two South East Institutes of Technology of over 18,000 learners and 2,000 staff; and
- ▶ produce over 6,000 graduates annually.

The establishment of SETU will set in motion a process that, over the following months and years, will see a University of the highest international standing formed from the combined strengths of Institute of Technology, Carlow and Waterford Institute of Technology.

SETU's Role

SETU will provide leadership as the cohesive force at the centre of knowledge, research and innovation in the Region. Furthermore, it will also facilitate an external focus allowing the Region to capitalise on other economic drivers, nationally and internationally. It will cultivate future generations of active and engaged citizens across the South East and will be a driver of social inclusion, social justice and of cultural and artistic activity in the coming decades. SETU will be a leading European Technological University recognised for regional connectedness and global impact with a student-centred philosophy, transforming lives and achieving excellence through collaborative approaches.

SETU's Vision

South East Technological University will be a leading European Technological University recognized for regional connectedness and global impact with a student-centered philosophy transforming lives and achieving excellence through collaborative approaches.

In order to achieve this vision, SETU will:

- ▶ Be a world-class new University that is recognised for its innovative, dynamic and engaged approach to partnership working with learners, industry, business and the community;
- ▶ Pursue excellence in learning, teaching and research to develop its learners' skills, attributes and knowledge in order for them to become global citizens who are connected to their community and have an international outlook;
- ▶ Be technologically cutting-edge by leveraging the use of technology to break through the restraints of time and space to support learning, teaching and engagement in a multi-campus, globally-connected organisation;
- ▶ Offer a broad and comprehensive range of learning pathways which are accessible financially, geographically and which provide opportunities for employment;
- ▶ Have an international reputation for research, knowledge transfer and enterprise which drives regional and national economic and societal transformation;
- ▶ Be a regional, national and international partner of choice for staff, students, community, industry, business, universities and other stakeholders;
- ▶ Provide an environment which supports diversity and equality of opportunity which fosters values, open-mindedness and creativity in the personal and professional lives of all who engage with us.

SETU's Values

SETU's values provide the foundation on which the University's common identity and shared vision is fostered.

INTEGRITY

An environment of honesty, openness and equality of opportunity; where diversity is embraced and mutual respect is established through open debate, discourse and tolerance of difference in opinions.

CONNECTEDNESS

A collaborative partnership based approach in all that SETU does, that values the co-creation of knowledge, research and learning with staff, learners, and external stakeholders.

SERVICE

SETU believes in the importance of public service, commitment and accountability and through its connected approach make this visible regionally, nationally and globally.

DISCOVERY

SETU has a passion for innovation and creativity and works with all of its stakeholders to develop an environment conducive to discovery and enquiry through an interdisciplinary approach to learning and research.

AMBITION

SETU strives for excellence in all that it does, referenced to international benchmarks. SETU strives to provide a transformational experience for all who engage with it.

RELEVANT

SETU's learning, teaching and research are guided and informed by real world challenges. SETU aims to have impact within its regional, national and international communities through the professionalism of its staff, the work readiness of its graduates and the reach of its research.

SETU's Mission

The overall goal is to build on the respective histories and distinctive strengths of the two Institutes, leveraging the ideas and resources of both, to create a unique and distinctive institution of higher learning and international repute.

SETU's mission statement has been created to guide this journey and inform its strategic goals, based upon its values and the aspirations set out in its vision:

1. Provide a broad range of learning opportunities at all relevant levels of the NFQ informed by regional and national needs and exhibiting distinctiveness through an interdisciplinary approach.
2. A strong student-centred experience which focuses on equality of opportunity in relation to diversity and inclusion.
3. Development of smart specialisation strategies that closely align research centres of excellence with regional and national priorities and the goals of international research and innovation programmes.
4. A multi-campus learning environment, with a quality learner experience aligned to guiding values and principles.
5. Graduates who are work-ready, lifelong learners with an international outlook and the skillset necessary to navigate the global workplace.
6. Openness to the co-creation of knowledge; recognising the strength of partnership working and putting in place mechanisms to support stakeholder engagement.
7. Utilising technology to redefine the student experience, increasing accessibility and generating and disseminating knowledge to provide regional, national and international impact.
8. A commitment to driving regional growth and prosperity through creating an organisation of international reputation that provides recognised expertise and learning to meet the needs of society and industry at regional and national level.
9. Embed opportunities for international academic/research experiences for students and staff to develop global citizenship and highlight SETU as a destination of choice for international staff/students.
10. A people-orientated outlook which supports the personal and professional goals and aspirations of its students and staff through the provision of a working environment which supports creativity and collaboration and provides opportunities for professional development.

SETU's Vision for its Learners

SETU's learners' experience is central to its mission and informs the vision of SETU for a learner-centred and holistic approach to supporting access, widening participation and creating a sense of belonging and connectedness for students, by supporting each of them through their own individual journey and by assisting them to support each other.

A dynamic relationship between research and teaching will define the student experience. Exploiting the unitary multi-campus nature of the University, SETU will offer a broad and comprehensive range of learning pathways which are accessible financially and geographically and which provide opportunities for employment. SETU will expand the range of available disciplines within the University to ensure comprehensive coverage to meet regional need and in support of the development of an interdisciplinary curriculum.

Currently learners can avail of a vast range and number of supports within the area of Student Services at both the South East Institutes of Technology in Carlow and Waterford. SETU's shared vision is to continue to provide a diverse, inclusive, learner-centric experience across all campuses of the University. It will facilitate innovative and creative ways to support the continuous growth and personnel development of its students through membership of sports clubs and societies and through engagement with voluntary organisations. The shared goal is to equip students with core competencies and attributes that will enhance their personal growth, nurture their interest in lifelong learning and extend their connection with the University post-graduation.



In order to widen opportunities for residents of Ireland’s South East Region, a significant increase in the scale and breadth of operations from the existing Institutes of Technologies is required for SETU.

SETU will be distinguished by its excellence in delivering an academic portfolio, which is innovative, dynamic, disruptive, agile and responsive to industry and community requirements. SETU’s academic portfolio will reflect the promotion of social justice, equality, diversity and equity, influenced and informed by the United Nations Sustainable Development Goals. It will address local, regional, national and global learners’ educational requirements, bringing together teaching, learning and assessment strategies with technology-enhanced learning mechanisms to fully engage and enable learners to reach their full potential.

The long-term vision for the disciplinary mix of the University will be developed by SETU and articulated as part of its development strategy. To some extent, external controls and learner and industry requirements will influence the growth of the portfolio. In some disciplines, growth may be curtailed by professional body quotas; there is high demand from applicants in nursing, for instance, but any growth in the discipline offering is subject to professional body capacity approval. In other areas, such as ICT and Engineering, growth suggested by the demand for graduates by industry is not matched by the pool of applicants who wish to pursue a career in the discipline. The strategy for profile development and mix will therefore be based to some extent on consideration of learner demand, resource capacity and expertise, and industry/societal requirements.

At the same time, SETU will be a leader regionally and will in part determine its future portfolio on the basis of emerging and future needs within the Region (including future human capital needs), and on new innovations within and between disciplines that emerge from institutional research and innovation activity. Therefore, in a significant way, the future portfolio of SETU will be guided by activity in research and innovation. The aim of the Technological University will be to attract learners into the Region with a particular focus on those who are underrepresented in higher education.



SETU Campus

SETU will be a multi-campus organisation providing academic programmes and engaging in other activities across multiple sites throughout the South East Region.

The SETU partner institutions currently operate across a number of campuses including Carlow, Kilkenny, Waterford (over five sites), Wexford and Wicklow. Additional capacity is planned for the Carlow and Waterford campuses with significant capital investment in buildings for Science and Engineering education in the first instance, while an extended ArcLabs Research and Innovation facility has recently been completed.

IT Carlow recently carried out a review of accommodation options and made a successful case to the Department of Education and Skills and the HEA for a new purpose-built campus which will replace existing buildings in Wexford. Furthermore, Kilkenny County Council is actively developing a proposal to offer a higher education facility as part of an urban renewal project at the heart of its historic city in the Abbey Quarter.

A topology of the existing campuses is still being developed with an overview of the range of affordances each campus can bring to the teaching, learning research and engagement activities of SETU.

Campus Overview

Carlow

Kilkenny Road Campus

Institute of Technology Carlow has a distinctive and distinguished history of higher education provision spanning almost fifty years, collaborating with a broad range of civic, academic and industry partners and empowering over 60,000 graduates to date. The Institute has a highly strategic location in the north of the South East region, adjacent to the Mid-East and Midlands regions and close to Dublin. It is positioned within an area of high demographic growth. To accommodate this growth, the Institute continues to deliver on its €150m physical master plan with the South Sports Campus completed in mid-2020, construction of the new Corporate Support Services Building commenced in October 2021 and construction of the new Advanced Science and Technology Building will commence in 2022. This follows on from the opening of the Houghton Building for Teaching and Learning; Centre for Aerospace Engineering; Dargan Centre for Research and Innovation; and Student Services Building.

South Sports Campus Carlow

In 2021, phase 2 of the South Sports Campus was completed and the facility has hosted major regional and national events already. The South Sports Campus is a 31 acre development located 1km from the Institute's Kilkenny Road Campus.

Kilkenny

Kilkenny Research and Innovation Centre

The Kilkenny Research and Innovation Centre, located at St. Kieran's College in Kilkenny, is a joint initiative between the South East Institutes of Technology in Carlow and Waterford, and the Kilkenny Local Authorities "Invest Kilkenny" campaign. The campus boasts a world class facility at the cutting edge of next generation internet development.



Waterford

Cork Road Campus

Waterford Institute of Technology's largest campus is located on the Cork Road approximately 3km from Waterford city centre. Following the purchase of the land in 1969, an 11,000 sq. m building was constructed which was supplemented by a further 7,000 sq. m in 1977 to meet the growing needs of the Institute. The start of the rapid expansion and development of the facilities at the Cork Road campus began in 1999 with the construction of the Luke Wadding Library building, followed by the opening of the Walton Information Technology building, the O'Connell Bianconi Health Sciences building and the state-of-the-art Tourism & Leisure building.

Over 150 full-time, part-time, blended and online courses from higher certificate through to PhD are offered here. Courses are distributed across six academic schools: Business, Education and Lifelong Learning, Engineering, Health Sciences, Humanities, Science and Computing.



College Street Campus

The second largest campus in Waterford is located at College Street and has a site area of approximately 7.5 acres. Home to the School of Humanities, this campus offers a wide spectrum of full-time undergraduate courses including Law and Criminal Justice, Social Care and Early Childhood Studies, and Creative and Performing Arts. The College Street campus contains some fine 19th century and early 20th century buildings, the majority of which are listed, including a beautiful classically designed chapel which is used for concerts and conferring ceremonies.



West Campus

Located in Carriganore, Co. Waterford, the West Campus is a 170 acre campus on the outskirts of Waterford city. Home to the Walton Institute, ArcLabs Research and Innovation Centre, National Biodiversity Centre, Nutrition Research Centre Ireland (NCRI) and Carriganore House. The West Campus is a centre for innovation, entrepreneurship and research.

Also, located on the West Campus is the WIT Arena, a multi-purpose sports arena. It is the largest sports, conference and events centre in the South East. It serves as a sports facility for students from the Department of Sport and Exercise Science.



Waterford

Applied Technology Campus

The Applied Technology buildings are located at Waterford's IDA Industrial Estate. Occupying several units within the industrial complex this facility is utilised for the delivery of undergraduate engineering laboratories, trade skills initiatives and teaching.

Granary Campus

The Granary campus, located in the Cultural Quarter of Waterford city is a dedicated campus for over 300 students undertaking courses in architecture, architectural technology and building information modelling (BIM) technology.

Wexford

Wexford Campus

Wexford Campus lies in close proximity to the town and is only a short walk from Main Street. Substantial investment in recent years has seen enhancements to student facilities. Modern computing and library facilities have been developed and students also have access to the software and databases in the Carlow campus. This infrastructure, together with the small class sizes in Wexford create an excellent learning environment for students to reach their full potential.

The Wexford Campus offers a range of undergraduate and postgraduate courses. Full-time Honours Degree programmes are offered in: Business, Digital Marketing, Art, Applied Social Studies, Early Childhood Education and Care, Visual Communications and Design, Applied Humanities, and Sustainable Farm Management and Agribusiness.

Wexford Campus – School of Art and Design

The Wexford Campus School of Art and Design offers Degree Courses at BA and BA (Hons) Levels. Located in the historic centre of Wexford Town, the school has strong links with the Wexford Arts Centre, the National Opera House and other cultural centres. Courses are run by vibrant and dedicated staff who are active in research and practice, in art and design, in writing, criticism, curation, making and exhibiting their work, including public art and community-based art and design. The school has a strong link with a Chinese university and has over 300 students studying in China on a programme taught by Irish and Chinese academics.



Wicklow

Wicklow County Campus

Wicklow County Campus is home to the Local Enterprise Office, the Wicklow Film Office, Teagasc and the Lifelong Learning faculty run by the Institute of Technology Carlow. Wicklow County Campus is a facility in Rathnew which comprises a large stately house with offices and a third level college campus on 55 acres. Wicklow County Campus was acquired by Wicklow County Council in 2006 and both the offices and classrooms have since been fully refurbished. The Faculty of Lifelong Learning offers programmes in the areas of Humanities, Business and Accounting, Engineering, PR and Media as well as postgraduate courses.

Research at the Core of SETU

The impact of SETU on regional and national society and the economy will be deepened through high-quality research and innovation activity. While building on a strong base from within the existing Institutes, SETU will significantly enhance research and innovation activity, performance and output. The quality, scale and impact of that activity will be a major differentiating factor of SETU compared to the Institutes of Technology sector and to the significant, but non-integrated, research efforts in the two partner Institutes.

SETU currently host four Enterprise Ireland Technology Gateways, as follows:

Design+

The Design+ Technology Gateway based on the Carlow campus, provides a design led approach to projects in the areas of engineering, ICT and bioscience. Design+ provides businesses with opportunities to increase productivity and create value in products and services in both traditional and emerging sectors. Through R&D Design+ supports companies in creating intuitive products and sustainable solutions providing differentiation and strengthening competitiveness, new product and service development and business solutions that lead to long-term commercial viability, and growth and maximises return on investment.



SEAM

South Eastern Applied Materials Research Centre (SEAM) based on the Waterford campus is an industry focused applied research centre, providing innovative materials engineering solutions for companies from a wide range of sectors, including bio-medical devices, pharmaceuticals, micro-electronics, precision engineering and industrial technologies. SEAM offers direct consultancy, characterisation, failure analysis and strategic research partnership programs to support industries throughout Ireland.



PMBRC

The Pharmaceutical and Molecular Biotechnology Research Centre (PMBRC) is an applied research centre which aims to support the sustainable growth of the pharmaceutical and healthcare industry in the South East of Ireland. Situated on the Waterford campus, the centre seeks to stimulate research and innovation, allowing companies to embed R&D into their activities. The PMBRC consists of a 700 sq. m state-of-the-art facility with 34 highly trained research personnel. The PMBRC has established links with national and international partners in industry, academia and medical care institutions.



Walton Institute

The Walton Institute for Information and Communication Systems Science is a cornerstone of ICT research and development activity in Ireland since 1996. Based on the West Campus at Carriganore, Co. Waterford, the Walton Institute undertakes cutting edge research blending fundamental science with real world commercial applications. Formerly known as the Telecommunications Software & Systems Group (TSSG), the aim of the Institute is to investigate futuristic next-generation technologies, to verify their capabilities and applicability for today's society, and to work in collaboration with industry to ensure their commercialisation.



SETU currently support approximately 65 companies in incubation and innovation centres in Waterford, Kilkenny and Carlow.

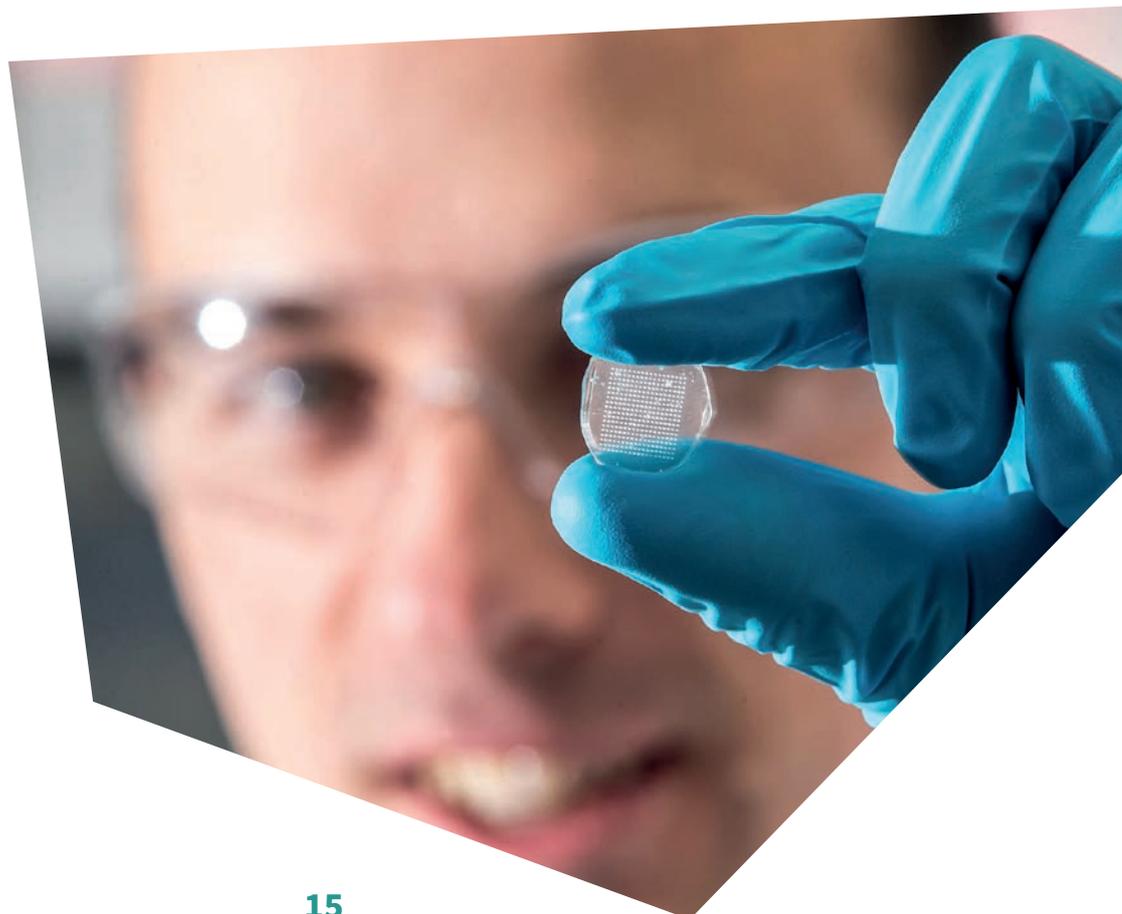
ArcLabs Research and Innovation Centre

Established in 2005, ArcLabs Research and Innovation Centre has supported more than 400 companies to start/scale in South East Ireland between sites in Waterford and Kilkenny. ArcLabs represent an ecosystem of entrepreneurship and innovation bringing together academic research, enterprise and regional stakeholders. ArcLabs is committed to developing a sustainable economy in South East Ireland by supporting world-class enterprises who are creating high-value, impactful jobs in the region.



Enterprise and Research Incubation Campus (ERIC)

The Enterprise and Research Incubation Centre located on the Carlow campus is a purposely built, fully serviced building providing 831 sq. m of industrial and commercial space dedicated to the growth of young knowledge-based companies. Its goal is to accelerate the development of start-up companies through a comprehensive combination of infrastructure, business support services and specialised resources before and during their foundation.



Spotlight Stories

Top 5 performing universities in Ireland by U-Multirank World University Rankings 2021

Institute of Technology Carlow ranked in the five top performing universities in Ireland by U-Multirank World University Rankings 2021. U-Multirank is a multidimensional and international ranking of higher education institutions. It compares university performance across teaching and learning, research, knowledge transfer, international orientation, and regional engagement. It is the largest and most inclusive ranking showcasing the diversity in higher education around the world.



The Sunday Times Institute of Technology of the Year 2021

Waterford Institute of Technology was named The Sunday Times Institute of Technology of the Year for the third time in The Sunday Times Good University Guide 2021. This award acknowledges WIT's contribution to date as an institute of technology and is a vote of confidence in its ambitious plans for the future.



Basketball Ireland Centre of Excellence

Waterford Institute of Technology has been named as a Basketball Ireland Centre of Excellence for the South East region. Basketball Ireland plans to have 8-10 Centres of Excellence rolled out nationwide which will be used for national training camps for international sides, along with Basketball Ireland academies.

Centre of Sporting Excellence

Institute of Technology Carlow has established itself as a centre of sporting excellence within the South East region. This is a result of consistent investment by the Institute in the development of state-of-the-art sports facilities, pioneering new undergraduate and postgraduate courses, and a sports scholarship programme that affords talented sports men and women the opportunity to compete at the highest level while pursuing their academic course at the Institute.

Institute of Technology Carlow ranked first in the Institutes of Technology category at the Student Sport Ireland (SSI) Sports College of the Year Awards. The Sports College of the Year Competition rewards colleges for their participation and achievement in all cups, leagues and competitions run by the organisation.



Spotlight Stories

First Irish institute of technology to establish in China

Institute of Technology Carlow became the first Irish institute of technology to receive approval from the Chinese Ministry of Education to establish a joint institute in China. Carlow International College of Technology, located in the city of Zhengzhou in Henan province, has been approved for an annual intake of 280 students and a total learner population of 1,120 from September 2022. Carlow International College of Technology will run in partnership with Henan University of Animal Husbandry and Economy (HUAHE). The new college will initially deliver three degree programmes: BSc (Honours) in Brewing and Distilling; BSc (Honours) in Sustainable Farm Management and Agribusiness, and BSc (Honours) in Software Development.

Prestigious European fellowship for research into nutrition and brain health

Dr Rebecca Power is a Howard Research Fellow at the Nutrition Research Centre Ireland (NRCI) in the School of Health Sciences at Waterford Institute of Technology and a Research Technician at the VistaMilk Science Foundation Ireland (SFI) Research Centre. A Waterford researcher, Dr Power won a prestigious European fellowship worth over €170,000 enabling her to conduct further research into nutrition and cognitive health.

Third-level centre of excellence specialising in upskilling and reskilling for the insurance and financial services sector

The Centre for Insurance, Risk and Data Analytics Studies (CIRDAS) was created by Institute of Technology Carlow's Faculty of Lifelong Learning and Insurtech Network Centre (INC), an IT Carlow/Enterprise Ireland initiative, in partnership with Letterkenny Institute of Technology, as a third-level academy for upskilling and reskilling insurance and financial services industry professionals. The €1.73 million initiative is funded by the Higher Education Authority (HEA) under the Human Capital Initiative Pillar 3, Innovation and Agility initiative. CIRDAS will offer three pillars of learning: data science, business thinking and design thinking.

Special commendation at the Times Higher Education Awards

Waterford Institute of Technology received a special commendation at the THE Awards (Times Higher Education Awards) in the Widening Participation and Outreach category. THE Awards are widely known as the "Oscars of higher education" and WIT is the first and only Irish institution to receive recognition in the first year of Irish eligibility. The award recognises the achievements of WIT's Calmast STEM Engagement Centre for organising Maths Week Ireland, which happens throughout the island of Ireland every October. Waterford Institute of Technology competed against Brighton and Sussex Medical School, Cardiff University, University of Dundee, University of Nottingham, and winner Manchester Metropolitan University.



The Journey to the Establishment of SETU

The journey to the establishment of SETU as Ireland's newest Technological University is one which started back in 1970. It has been 50 years since the South East Institutes of Technology of Carlow and Waterford first opened their doors to learners, the last decade has seen this exciting journey towards the creation of the fully integrated South East Technological University increase in pace. Achieving designation as a Technological University is a key milestone in this journey, and the inaugural President will play a crucial role in helping SETU establish itself as a University of the highest international standing for Ireland's South East Region.



Timeline 1970 - Present Day

- 1970**
Carlow and Waterford RTC's open
- 2006**
The Institutes of Technology Act
- 2011**
National Strategy for Higher Education to 2030
- 2011**
The TUSE project is initiated by the South East consortium of Institute of Technology Carlow and Waterford Institute of Technology
- 2012**
Stage 1 joint submission by the two institutes to the HEA submitted in May setting out their strategic intentions in response to the publication of the 'Process and Criteria for Technological University Designation'
- 2013**
Minister for Education and Skills gives approval for the South East Consortium to progress to Stage 2 of the national process for Technological University designation
- 2014**
Minister for Education and Skills establishes a process of engagement and consultation, with the governing bodies, staff and students of both Institutes, together with the wider community in the South East
- 2015**
Both institutes publish their vision for SETU. Engagement and Consultation Process on a Technological University for the South East report is subsequently published
- 2015**
Funding support received under the HEA's Scheme to Provide Support for the Restructuring of the Higher Education Landscape
- 2017**
MOU signed by the Presidents and Governing Body Chairs of both South East Institutes and a new joint Project Steering Group established
- 2018**
The Technological Universities Bill is signed in to law by the President (19 March 2018)
- 2019**
Technological Universities Connectedness & Collaboration through Connectivity (TURN) report is published. Further HEA Landscape funding secured supporting the SETU project
- 2020**
Carlow and Waterford Institutes of Technology celebrate 50 years serving the South East. Joint Project Office established
- 2021**
Carlow and Waterford Institutes of Technology submit Application to the Minister for Further and Higher Education, Research, Innovation and Science for an Order to Establish the Technological University of South East Ireland on 30th April 2021

Role Summary

The South East Technological University is now seeking to appoint its inaugural President, who will guide the translation of the respective histories and strengths of the two institutes into a Technological University that has the capacity to transform the fabric of the region and the nation. The President will champion the SETU vision, values, and mission, and lead the University to be of the highest international standing.

SETU's Vision for the Incoming President

At the core of the establishment of SETU is the need to integrate successfully two individual organisations with unique cultures, structures, academic histories and ways of working. The challenges of aligning academic structures, academic regulations, teaching and learning practices and quality assurance practices across two diverse operations needs to be planned and executed in a considered manner. The organisational form of SETU will emerge under the leadership of the incoming President, who will lead the legacy organisations to the unified new entity.

SETU is seeking an outstanding leader with a proven track record to take on the role of inaugural President and is inviting suitable applicants for the role.

The President

The role of President is a critical leadership role. The person appointed will be SETU's Chief Officer and accountable person, complying with the Code of Governance for State Bodies. Reporting to the Governing Body and within the legislative framework of the Technological Universities Act (2018), they will be responsible for but not limited to the following:

- ▶ Lead the Technological University in its establishment phase and be responsible for all operational and strategic matters within the institution as provided for in the relevant legislation;
- ▶ Be responsible for the preparation of a strategic plan for the Technological University within 6 months of establishment;
- ▶ Carry on, manage, and control generally, the academic, administrative, and financial activities of the Technological University, and matters relating to its staff and performance, including such other functions (if any) as may be determined by the Technological University;
- ▶ Be responsible for the preparation of an annual budget and oversee the disbursement of said budget;
- ▶ Provide leadership and unity of purpose to the staff of the Technological University;
- ▶ Provide leadership in engaging with stakeholders at a regional, national and international level.

The Person

The successful candidate will be an inspiring and strategic leader, with a proven track record of achievement at an appropriately senior level in higher education, business/enterprise or the public sector. They will have highly developed leadership, organisational and communication skills, combined with cultural awareness and the capability to conduct both short and long-term strategic planning and risk management. Furthermore, the successful candidate will utilise a mix of collaborative and decisive thinking/actions, along with vision and drive, to shape the future of the Technological University, and in turn transform the higher education experience in the South East region of Ireland.

Experience and Personal Qualities Required

Essential Requirements

The following requirements are essential:

- ▶ Evidence of a relevant NFQ Level 9 qualification/or equivalent post graduate qualification in a relevant discipline;
- ▶ Evidence of significant senior management experience and/or institutional leadership including leading change in a large complex organisation;
- ▶ Evidence of senior experience and expertise in all aspects of governance and management as these relate to higher education or the public sector;
- ▶ Proven track record of achievement in academia, private or public sector at a senior level;
- ▶ Evidence of financial management experience such as significant budgetary responsibility for recurrent and capital budgets;
- ▶ Experience of managing large cross functional teams successfully through periods of significant change;
- ▶ Proven experience of a capacity and desire to work collegially and collaboratively with high levels of emotional intelligence and interpersonal skills.

Desirable Requirements

The following requirements are desirable:

- ▶ Evidence of strong communication skills and experience engaging and building relationships with stakeholders is highly desirable;
- ▶ Evidence of a relevant NFQ Level 10 qualification/or equivalent post graduate qualification in a relevant discipline is highly desirable.



The Selection Process

A longlisting exercise will be employed by Mazars when assessing eligibility of applications. Eligible applications will be longlisted according to how well their experience and skills match the requirements (essential and desirable) of the role of the President as outlined above. It is important that applicants consider the information contained in this Information Booklet in presenting their relevant qualification, skills and experience in their CV and Cover Letter.

A longlist of applications will be reviewed by the appointed Selection Board and suitable candidates will then attend a screening interview with Mazars. Following screening interviews, a shortlist of candidates to attend first-round interview will be presented to the Selection Board. The Selection Board will then approve the shortlist of candidates invited for interview.

Interview

Shortlisted applicants will be invited to attend for first round interview with the Selection Board, which may include a competency-based interview, a presentation on a topic of relevance to the role and/or other such assessment methods as deemed appropriate. Shortlisted applicants will be required to complete a psychometric assessment in advance of first round interview.

SETU reserves the right to invite candidates to a second-round interview and to undergo further assessment.

Other Important Information

The admission of a person to a competition, or invitation to attend interview, or a successful result notification, is not to be taken as implying that SETU is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position and does not carry a guarantee that your application will receive further consideration.

Prior to recommending any candidate for appointment to this position, SETU will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the search process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

A panel of suitable candidates for this position may be established.



2. HOW TO APPLY



Mazars have been engaged by SETU to support the selection process for the appointment of the role of President.

Mazars, on behalf of SETU, invites applications from suitably qualified candidates both nationally and internationally, and will be undertaking a comprehensive executive search process as part of this campaign.

Mazars will be managing all aspects of this search process on behalf of SETU. No enquiries or canvassing should be made directly to SETU.

Applications should be submitted online to www.mazars.ie/executiverecruitment and must include:

1. A cover letter (max. two A4 pages) outlining why you wish to be considered for the role, why it is of interest and where you believe your skills and experience meet the requirements of the role;
2. A comprehensive CV clearly showing your relevant academic and professional qualifications and experience and achievements in your career to date.

For more information, contact the Mazars Executive Recruitment Team by email at SETUpresident@mazars.ie or by telephone on +353 (1) 449 4400.

Only applications fully submitted online will be accepted into the campaign.

An acknowledgement letter will be issued for all applications received which will include dates that screening interviews and first round interviews for candidates shortlisted will take place. Please contact the Mazars Executive Recruitment Team by email (SETUpresident@mazars.ie) if you have any queries in relation to your application.

In line with its gender and diversity strategies, SETU is seeking a balanced and diverse pool of candidates.

Closing Date

The closing date for applications is 12pm noon (GMT) on Monday, 21 March 2022.

Deeming of Candidature to be Withdrawn

Candidates who do not attend for interview or other assessments when and where required, or who do not, when requested, furnish such evidence as SETU / Mazars require regarding any matter relevant to their candidature, will have no further claim to consideration.

Reasonable Accommodations

Any candidate who requires reasonable accommodations at any stage of the selection competition should indicate their requirements with their application. Any queries in relation to any disability or other issue which may be addressed through making such reasonable accommodations, can be addressed to the SETUpresident@mazars.ie or telephone to +353 (1) 449 4400.

Feedback

Feedback will be provided to applicants on written request.



3. CONDITIONS OF SERVICE

Tenure

This position is a full-time position being offered on a fixed term contract basis (up to 10 years), after such time continuation will be offered on a permanent basis within the University at Senior Management level or equivalent.

A probationary period of at least twelve months will apply to this post and termination of employment will be in accordance with the provisions of the Technological Universities Act, 2018 and any subsequent Acts replacing or amending these Acts.

The President may not hold any other office or position without the consent of the Governing Body.

Salary

Single Point Salary circa €180,000 per annum.

Location

The President's role will be distributed across all SETU campuses.

Hours of Attendance

Hours of attendance will be fixed from time to time but will amount to not less than 37 hours per week (over a five-day week). The work will also require some evening and weekend working, outside normal working hours. The rate of remuneration covers any evening and weekend working outside normal working hours and no overtime or additional remuneration is payable.

Annual Leave

The annual leave allowance will be 30 working days a year. This allowance is subject to the usual conditions regarding the granting of annual leave and it is on the basis of a five-day week and is exclusive of the usual public holidays.

The Organisation of Working Time Act, 1997

The terms of the Organisation of Working Time Act, 1997 will apply, where appropriate, to this appointment. Further information on the conditions of employment will be outlined in the contract of employment for the successful candidate.

Superannuation and Retirement

The successful candidate will be offered the appropriate superannuation terms and conditions as prevailing in the Civil Service at the time of being offered an appointment. In general, an appointee who has never worked in the Public Service will be offered appointment based on membership of the Single Public Service Pension Scheme ("Single Scheme"). Full details of the Scheme are at www.singlepensionscheme.gov.ie

Where the appointee has worked in a pensionable (non-Single Scheme terms) public service job in the 26 weeks prior to appointment or is currently on a career break or special leave with/without pay different terms may apply. The pension entitlement of such appointees will be established in the context of their public service employment history.

Key provisions attaching to membership of the Single Scheme are as follows:

Pensionable Age

The minimum age at which pension is payable is the same as the age of eligibility for the State Pension, currently 66. Scheme members must retire on reaching the age of 70.

Career average earnings are used to calculate benefits (a pension and lump sum amount accrue each year and are up-rated each year by reference to CPI). Post retirement pension increases are linked to CPI.

Other Conditions of Employment

The above represents the principal conditions of service and is not intended to be the comprehensive list of all terms and conditions of employment which will be set out in the employment contract to be agreed with the appointee.



4. GENERAL INFORMATION

Reference Checks

Please note that any offer of employment made to a successful candidate will be subject to satisfactory reference verification and satisfactory verification of academic and professional qualifications.

Security Clearances

Please note that Garda Clearance may be required for this position. If you have resided / studied in countries outside of the Republic of Ireland for a period of 6 months or more, you must furnish a separate Police Clearance Certificate from each country stating that you have no convictions recorded against you while residing there.

It is your responsibility to seek security clearances in a timely fashion. The successful candidate cannot be appointed without this information being provided and being in order. The following websites may be of assistance to you in this regard:

- ▶ www.disclosurescotland.co.uk
- ▶ www.migrationint.com.au/office.asp (countries other than UK/NI)
- ▶ www.afp.gov.au (Australia)
- ▶ www.courts.govt.nz (New Zealand)

For other countries not listed above you may find it helpful to contact the relevant embassies that could provide you with information on seeking Police Clearance.

Confidentiality

Candidate confidentiality will be respected at all stages of the recruitment process. Applicants should however note that all application material will be made available to those with direct responsibility for the recruitment process within SETU.

Please note information provided by you as part of your application may be used as part of diversity, equality and inclusion metrics in relation to this campaign.

Legal Compliance

Mazars and SETU are committed to complying with all relevant legislation over the course of this recruitment campaign, including the Employment Equality Acts 1998-2015, the Employment (Miscellaneous Provisions) Act 2018, the Data Protection Acts 1988 - 2018, and the Freedom of Information Acts, 1997, 2003 and 2014.

GDPR Compliance

Mazars collects, processes and stores personal data, as provided by applicants when applying for the role available. The data provided by applicants is collected, recorded, stored, retained and destroyed in compliance with the Data Protection Acts 1988 - 2018.

Canvassing

Canvassing will result in disqualification from the competition.

