



Post Specification (Comp ID: 035707)

Post Title:	Research Fellow (Post-Doctoral Researcher).
Post Status:	Specific purpose, Full-time.
Research Group / Department / School:	Plant Animal Interactions Research Group, Botany Department, School of Natural Sciences, Trinity College Dublin, the University of Dublin
Location:	School of Natural Sciences Botany Department Building Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Dr Jane Stout
Salary:	All appointments will be made on the 2021-2022 IUA Researcher Salary Scale at a point in line with Government Pay Policy between PD1 P1 €39,132 and PD2 P2 €47,764 per annum, depending on experience.
Hours of Work:	40 hours per week
Closing Date:	12 noon on 19 th April 2022

Post Summary

The Department of Botany at Trinity College, the University of Dublin is seeking a postdoctoral researcher to work with Professor Jane Stout on the For-ES project ('Accounting for Forest Ecosystem Services in Ireland'), funded by Department of Food, Agriculture and the Marine, in partnership with UCD and Coillte. The successful applicant will be a leading member of the For-ES team and will lead the creation of natural capital accounts, work with stakeholders to develop structured decision-making tools, co-supervise a PhD student and play a role in project management. The successful candidate will be hosted in the School of Natural Sciences, Botany Discipline and will become a member of the Plant-Animal Interactions Research Group.

General enquires regarding this post should be addressed to stoutj@tcd.ie

Details on the application procedure can be found at the end of this document.

For-ES project summary

Forestry provides timber, but also supports biodiversity and supplies other public benefits, including carbon capture to tackle climate change. To provide a sustainable supply of multiple benefits from Irish forests, this project will co-develop tools for foresters to enable robust and transparent management decision-making. A Natural Capital Accounting approach will be used at specific forest sites, which will enable quantification of forestry **stocks** (the amount, location and condition of forest habitats), and **flows** of ecosystem services (in terms of commercial timber production, carbon sequestration, water retention, biodiversity and recreation) and benefits. By assessing the quantity, quality and location of forest stocks, flows of commercial timber production, carbon sequestration, water retention, biodiversity and recreation will be determined. This will be modelled under different land management scenarios to provide managers with the information they need to fulfil multiple objectives at both site and estate level. This is the first project to combine Natural Capital Accounting with Bayesian Belief Network modelling of ecosystem service supply to support a structured decision-making approach in an Irish context.

Standard Duties and Responsibilities of the Post

The position will focus on the development of Natural Capital Accounts and working with stakeholders to develop decision-support tools. Particular duties and responsibilities for the position are detailed below:

- Work with stakeholders to identify critical management decisions and create strategic decision support materials and tools.
- Identify focal forestry sites, select ecosystem services, create data inventory and collate available data.
- Apply the System of Environmental Economic Accounting Ecosystem Accounting (SEEA-EA) framework to develop extent, condition, service and benefit accounts for selected forestry sites.
- Collaborate with the project team other complementary activities (e.g. modelling ecosystem services under different management scenarios).
- Communicate the outputs of this work through scientific papers, technical reports, policy briefs, stakeholder meetings and key national and international conferences.
- Participate in the wider teaching and research activities of the TCD Botany department and contribute to the academic mission of Trinity College Dublin.

Funding Information

The For-ES project is funded by the Department of Agriculture, Food and the Marine (2022-2025).

Person Specification

Qualifications

A PhD in ecology, environmental sciences, forestry, environmental/ecosystem management, ecosystem services, natural capital, ecological economics, environmental decision-making or similar is essential, post-doctoral experience in ecosystem services/natural capital accounting is also desired.

Knowledge & Experience (Essential & Desirable)

- Knowledge of the ecosystem services concept, natural capital approach and environmental decision-making procedures.
- Clear evidence and experience in the use of GIS techniques and excellent numerical/data analytical skills.
- The ability to compile and interrogate large datasets.
- Experience in stakeholder engagement

Skills & Competencies

- Good organisational, communication and team working skills.
- High levels of initiative and self-motivation are essential.
- Experience of working within large research projects/programmes, ideally with project management experience.
- Strong publication record and evidence of report writing.
- Experience in supervising more junior researchers (research assistants/PhD students).
- Evidence of scientific communication beyond standard academic outlets.
- Good scientific writing skills and command of the English language.
- The candidate must have a full, clean driving license, valid for the Republic of Ireland.

Application Procedure

Applicants should submit a cover letter outlining suitability for the role, a full Curriculum Vitae to include the names and contact details of 2 referees (including email addresses), to:

Professor Jane Stout (stoutj@tcd.ie)

Further Information for Applicants

The School of Natural Sciences, comprising the Disciplines of Botany, Geography, Geology and Zoology, the Centre for the Environment and the Trinity Centre for Biodiversity and Sustainable Nature-based Solutions (Nature+), is one of the largest schools in the Faculty of Science,

Technology, Engineering and Mathematics (STEM) and hosts biological, physical and social scientists.

URL Link to Area	http://www.naturalscience.tcd.ie/
URL Link to research group	https://www.tcd.ie/Botany/people/stoutj/
URL Link to Human Resources	https://www.tcd.ie/hr/
URL Link to For-ES project	https://www.for-es.ie/

Trinity College Dublin, the University of Dublin

Trinity is Ireland's leading university and is ranked 108th in the world (QS World University Rankings 2020). Founded in 1592, the University is steeped in history with a reputation for excellence in education, research and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Science, Technology, Engineering and Mathematics; and Health Sciences.

Trinity is ranked as the 17th most international university in the world (Times Higher Education Rankings 2020) and has students and staff from over 120 countries.

The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success. Trinity has developed 19 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is the top-ranked European university for producing entrepreneurs for the past five successive years and Europe's only representative in the world's top-50 universities (Pitchbook Universities Report).

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of

every book published in Ireland and the UK. At present, the Library's holdings span approximately 6.5 million printed items, 400,000 e-books and 150,000 e-journals.

With over 120,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship and dedication to societal reform.

Rankings

Trinity is the top ranked university in Ireland and ranked 108th in the world (QS World University Rankings 2020). Trinity ranks in the top 50 in the world on 6 subjects and in the top 100 in 20 subjects (QS World University Rankings by Subject 2019). Full details are available at: www.tcd.ie/research/about/rankings.

The Selection Process in Trinity

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time.

Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where candidates are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to candidates and are issued no later than 5 working days following the selection day.

In some instances the Selection Committee may avail of telephone or video conferencing. The University's selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by candidates in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/> and the

Ineligible Categories of Employment are set out in Schedule 4 of the Regulations

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/>. Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity's Diversity Statement can be viewed in full at <https://www.tcd.ie/diversity-inclusion/diversity-statement>.

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Application Procedure

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Professor Jane Stout

stoutj@tcd.ie



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