

SETU TU RISE

Postdoctoral Fellowships 2024 – CALL DOCUMENT



INTRODUCTION

The SETU Strategic Plan, *Connecting for Impact*, articulates high ambitions for SETU's research over the period to 2028. The plan includes as Objective 2 the intention to “elevate our research and innovation activity to levels consistent with a top young global university”. This Postdoctoral Fellowship programme is one of a number of actions associated with building research capacity and performance, but it is also intricately linked with other objectives in the plan associated with empowering Postdoctoral Fellows and providing favourable career development opportunities.

For more information regarding the SETU Strategic Plan, please visit: <https://www.setu.ie/about/our-ambition/strategic-plan>.

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TU RISE is co-financed by the Government of Ireland and the European Union through the ERDF Southern, Eastern & Midland Regional Programme 2021-27 and the Northern & Western Regional Programme 2021-27



€13.6 million has been awarded to SETU to implement the TU RISE project. This 4-year project will position SETU, the sole university in the South East region, as the key driver of innovation, accelerating its engagement and impact on the region, collaboratively leveraging internal and external knowledge and expertise for civic, economic, and social benefit.

The Office of Research, Innovation and Impact invites early career PhD holders for a **24-month** Postdoctoral Fellowship to be funded under the TU RISE (Research and Innovation Supporting Enterprise) programme. A maximum of **10 Postdoctoral Fellowships** will be funded.

The overall purpose of this Postdoctoral Fellowship programme is to provide Postdoctoral Fellows with dedicated research time to engage with enterprise and develop new, innovative research projects of relevance to the region and in line with European Regional Development Funding Policy (ERDF). This includes spending a **12-week placement** in a regional or national enterprise with the primary intention of bringing new knowledge to the region.

SETU is a Human Resources Strategy for Researchers (HRS4R) awardee. The award acknowledges SETU for providing attractive working conditions and equipping researchers with the broad skills and experience necessary to develop their research careers. This designation is a clear statement of our commitment to provide an **excellent and supportive environment to researchers**. A suite of training courses and wellbeing initiatives are held annually. Several training opportunities will be offered to the Postdoctoral Fellows such as Broaden Your Horizons (BYH) and dedicated TU RISE Training Workshops, described below.

Description of the Programme:

The programme aims to promote high-quality, innovative research with the provision of research and professional development training for highly skilled PhD holders. TU RISE supports increased research and innovation aligned with national and European priorities, with a focus on the Green, Digital and Health agendas. This will be achieved through productive industry collaborations.

TU RISE focuses on the early career researcher who wishes to enhance their knowledge, skills, and collaborate effectively with industry. Applicants must have successfully defended the PhD viva and have a **maximum of five years** postdoctoral experience.

TU RISE Postdoctoral Fellowships will commence on **1 January 2025** and will be of **24-months** duration.

To ensure research excellence, applicants should focus on forward thinking and harnessing pioneering ideas addressing the Green, Digital and Health agendas.

The Postdoctoral Fellowships will be awarded on a competitive basis and research proposals must be aligned with the University's prioritised research areas as well as with the objective of building critical mass in strategically important research areas.



The TU RISE Ethos and Managing Success:

The TU RISE ethos constitutes an ambitious, ethical, talent-orientated pursuit of research excellence and impact. This is achieved by implementing a best practice approach in leadership, enterprise collaborations and transferable skills development, underpinned by ongoing programme monitoring.

Success is measured and defined differently depending on context, ability, and values. In the TU RISE Postdoctoral Fellowship, we are mindful of the various outcomes the programme can elicit. Below, details are provided regarding how success is defined in relation to the TU RISE Postdoctoral Fellowship call, and what the Fellow can expect from the programme, including the acquisition of transferable skills that will shape future career development and trajectory. We acknowledge that not all Postdoctoral Fellows will advance their careers in academia, instead finding career success in industry and elsewhere.

TU RISE is designed to deliver key objectives to support and advance the Postdoctoral Fellow in their academic and professional pursuits. The programme achieves this through the design of a personal career training plan, including three compulsory training courses. The remaining courses on offer are advantageous not only in building knowledge and leadership skills but in establishing a supportive network for peers, supervisors, mentors, and industry collaboration. Further information on the bespoke TU RISE training workshops is provided on Page 7.



Postdoctoral Fellowship Objectives:

- 1.To broaden Fellows' research knowledge and experience and to facilitate career movement across sectors, thus, opening attractive career opportunities both inside and outside of academia.
- 2.To develop and enable Fellows' transferable and entrepreneurship skills.
- 3.To diversify Fellows' individual competencies in areas including open research, grant writing and sustainability.
- 4.To conduct ethical and responsible research addressing the Green, Digital and Health agendas.



The TU RISE Postdoctoral network will strengthen our regional research ecosystem and enables its participants to feel a sense of community and belonging. Fellows will also be expected to deliver an annual presentation of their work. These compulsory training sessions and events will shape the research journey and help achieve the TU RISE objectives. A primary focus of TU RISE is to innovate, drive knowledge transfer between academia and enterprise, resulting in high quality, impactful scholarly publications, and successful research grant submissions. Fellows will also be encouraged to develop broader skills relating to research engagement and impact, governance and integrity, industry collaboration, data management and organisation, and personal effectiveness.

Salary and benefits:

The tables below provide salary details, travel expenses and open access publication costs.

Salary:

	Gross Salary/ annum (€)	PRSI @ 11.05% (€)	Employer's Pension @ 20% (€)	Total (€)
Year 1	46,447	5,132	9,289	60,869
Year 2	47,694	5,270	9,539	62,504

Travel costs:

Year 1	Travel Expenses for Fellows	€2,500 per annum
Year 2	Travel Expenses for Fellows	€2,500 per annum

Publication costs:

Year 1	Open Access costs	€4,000 per annum
Year 2	Open Access costs	€4,000 per annum

Training:

Fellows will produce a **personal career development plan** with their supervisors which is updated throughout the programme, as needed. Training will include building leadership skills and personal competencies as part of the Broaden Your Horizons programme, below. **Bespoke training and workshops** designed to aid the Fellow in their research funding applications and management will be offered. These courses will be held over the year and include:

- Research integrity and ethics (compulsory).
- Grant writing (compulsory).
- Grant management.
- Engaged research and impact case study training (compulsory).
- Data management plan preparation.
- Enhanced knowledge and understanding of open research principles and resources.
- Enhanced knowledge and understanding of skills related to Equality, Diversity, and Inclusion (EDI), including gender considerations in research.
- Enterprise readiness, entrepreneurship & commercialisation, including intellectual property (IP).
- Relevant European policy (including *Do No Significant Harm*).

The Broaden Your Horizon (BYH) is a programme aimed at:

- Supporting all researchers, at all stages of their careers in their personal, professional and career development;
- Empowering researchers to take responsibility for and be proactive in engaging with their own professional development;
- Promoting an awareness of the skills, knowledge and qualities needed to produce both high-quality and impactful research, and to be an effective researcher through a provision that is inclusive, flexible, and responsive to researchers' needs;
- Enhancing inter-disciplinary collaboration and support.

More information on BYH can be found by clicking this [link](#).

To evaluate the success of training offerings, the Postdoctoral Fellows will complete end-of-session surveys. Findings from these surveys will form part of the TU RISE metrics and annual reporting. Fellows will also be invited to focus-groups to obtain useful **feedback** over the TU RISE programme. We aim to empower Fellows through the Postdoctoral journey, encouraging **networking** among peers, across the university and beyond.

Living in Ireland:

For international applicants, conducting a Postdoctoral Fellowship in a new country is an exciting experience and need not be daunting. Ireland, also known as The Emerald Isle, is a vibrant European nation known for its breathtaking landscapes and warm-hearted residents. Being the only native English-speaking country in the European Union (EU), it offers a welcoming and familiar environment for many international visitors.



Kilkenny City, Co. Kilkenny.

International Postdoctoral Fellows can find more information here: [SETU | International Supports](#) and [EURAXESS](#). With regards to Irish taxation, Postdoctoral Fellowships are generally regarded as being distinct from a scholarship. In such cases, the scholarship exemption does not apply, and income derived from the fellowship is taxable and subject to deductions (Income Tax, USC, and PRSI as applicable). Further information on Irish taxation can be found on the website of the Office of Revenue Commissioners. Accommodation may be found on one of these two sites: www.daft.ie/rent or <https://setustudentpad.ie/Accommodation>



Hook Head, Co. Wexford.



Copper Coast, Co. Waterford.

Welcome to Ireland's Sunny South East:

SETU has campuses across the South East of Ireland in Waterford, Carlow, Wexford, Wicklow and Kilkenny which bring higher education, research, investment, ideas, and opportunity to each community.

SETU serves more than 19,200 learners and employs more than 1,800 staff. While SETU strives to create campuses with state-of-the-art buildings and facilities, ultimately, we are a university for and of people. We are a community for learning, for research, for collaboration. SETU is committed to creating environments that are welcoming and transformative, both for local and international students of all ages and backgrounds, as well as staff, researchers, and partners, for more information see: [SETU | Our Research culture](#).

Waterford city is located on the South East coast of Ireland. From its vibrant city life to its rural charm and stunning coastline, Waterford City and County have something for everyone! It is the oldest city in Ireland, and it is the perfect blend of ancient and modern. In Waterford, Wexford, Carlow, and Kilkenny you can enjoy the historic streets and local atmosphere, take a walking tour, or browse many local boutiques and quirky shops. The region is renowned for its exciting festivals and events such as the West Waterford Festival of Food, Spraoi, Winterval, Harvest Festival, Wexford Opera Festival, Taste Tramore, Dunmore East Bluegrass Festival, Waterford Film Festival and many more. The cost of living and rent prices are considerably lower than in other Irish cities.

SETU is committed to creating and supporting a diverse campus community that promotes and advances equality, respects, and values diversity, and develops a culture in which the human rights and dignity of all students and staff are recognised and respected. SETU actively looks to support the Equality, Diversity, and Inclusion (EDI) policies, strategies, and actions in line with national and sectoral imperatives, legislative requirements, and best practice internationally. Our recruitment strategy is aligned with the SETU Open, Transparent and Merit-based Recruitment [OTM-R Policy](#). Additional information on EDI can be found [here](#).

In addition, SETU established a Women in Research Network in 2022 and an LGBT+ network was established in 2023. We embrace diversity and continue to create an environment where everyone feels safe, equally valued, and heard. For additional information, please visit the LGBT Network [here](#), and the gender action document [here](#).

Eligibility and the Application Process:

Eligibility:

Applicants must:

- Be PhD holders with a maximum of 5 years postdoctoral experience (since 30 July 2019) or at a minimum have successfully defended the PhD viva and completed any thesis corrections.
- Have completed a maximum of 5 years postdoctoral experience.
- Be of any nationality.
- Be fluent in written and spoken English. Eligibility criteria can be found [here](#).
- Be eligible to work in Ireland.
- Find supervisors. (Eligible SETU supervisors can be found on the SETU [PURE](#) database. We encourage applicants to contact SETU supervisors with similar research interests).

The deadline for TU RISE Postdoctoral Fellowship [enquiries](#) is **5pm on 15 July 2024**.

Application Process:

- Find SETU and industry supervisors with whom the proposal must be prepared.
- Complete the Application Form. Please refer to the SETU Ethics application and requirements [here](#) and also the Ethics Self-Assessment Form [here](#).
- Complete the Applicant CV.
- Complete the Supervisor CV.
- Complete a written proposal (maximum 10-pages). Note: attaching a Gantt chart discussing the planning processes and time allocation of the research project is advised.
- Submit an electronic copy of the completed application. The email subject line should include the applicant's name, followed by the title of the TU RISE Postdoctoral Fellowship.

The application comprises the following:

- Proposal, which must be **signed by both the SETU and Industry supervisors**.
- Postdoctoral Fellow CV.
- SETU Supervisor CV.
- Ethics Checklist.

All the documents must be submitted in **one pdf** document and emailed to TURISE.WD@setu.ie .

The application deadline is **5pm on 31 July 2024**.

An application will not be accepted if:

- It is submitted after the deadline.
- It exceeds the specified word count and(or) page limit and(or) is not completed on the templates provided.
- It has not been pre-screened and endorsed by the relevant supervisors.

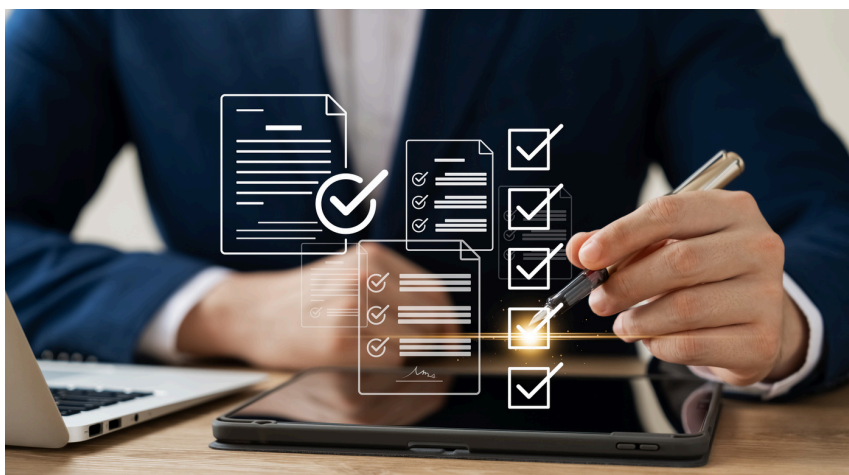
Evaluation Criteria & Scoring:

Applications will be evaluated by external experts. Each proposal will be scored out of 100 on four criteria (outlined below). Applicants must achieve a minimum threshold of 75% of the total marks available and at least 50% of the available marks for each criterion. Proposals which meet this threshold will then be ranked and on the basis of overall scores, applicants will be shortlisted and invited to an interview.

This virtual 30-minute interview will comprise a 10-minute project presentation to the interview panel. After the presentation, the candidate will answer some questions regarding their motivation and suitability for the TU RISE Postdoctoral Fellowship scheme. Candidates will be notified of the interview outcome within seven working days.



SETU is a signatory to the San Francisco Declaration of Research Assessment (DORA). As such, SETU is aligning its review and evaluation processes with DORA principles. To this end, all types of research output are recognised by SETU, and we are committed to assessing the quality and impact of research through means other than journal impact factors. In addition, a DORA-compliant CV comprises part of the application form for this programme. Furthermore, in the spirit of supporting open research, evaluators will positively consider where there is a commitment to making data and other types of research open and accessible.





The Evaluation Criteria are set out below.

Quality and Excellence of the Proposal (40 marks):

- Clarity and coherence of the proposed topic, including the aims and objectives of the project, the key questions and proposed outcomes.
- Originality and innovative nature.
- Quality and appropriateness of methodological approach.
- Interdisciplinarity where applicable; how different disciplines from STEM and AHSS will work together in the proposed research in a multi-faceted and holistic way.
- Feasibility and credibility of the proposed research plan in the proposed time-period.
- The appropriateness and suitability of the research environment to carry out the proposed research.

Training & Career Development (25 marks):

- Match between the project and the supervisors' areas of expertise.
- Links with other academic research centres, industry or other external collaborators which may benefit the research outputs.
- Clarity of plans to acquire new knowledge and skills to achieve research and project aims and advance career prospects.
- Information about training and support available from the School/Faculty/Department at SETU and any other training envisaged.

Dissemination, Communication and Impact (25 marks):

- Project impact on relevant Irish and European research policy, society, and economy.
- Quality of plans for dissemination (to scientific audiences) and communication (to non-expert groups) including relevant activities to external stakeholders.
- Potential for long-term sustainability and future plans.

Relevance to the SETU Strategic plan, European Regional Development Fund, and Relevant Policy (10 marks):

- Relevance to SETU strategic plan and strategic research areas.
- Pertinence to European Regional Development Fund policy, Smart specialisation and relevant thematics; Green, Digital and Health.

Postdoctoral Fellowship Key Performance Indicators (KPIs):

Each Postdoctoral Fellow will be expected to meet the KPIs below.

- At least one peer-reviewed publication and any other appropriate outputs.
- Presentation at no less than one relevant research conference per year
- At least one public outreach event per year, including one podcast during the Fellowship.
- No less than two competitive funding applications submitted over the course of the Postdoctoral Fellowship.
- An annual progress report.



Carlow Town



Kilkenny Road Campus, SETU Carlow



Clermont House, SETU Wicklow

General Conditions of Funding, Authorship, IP Policy, and General Data Protection Regulation:

- The decision of the evaluation panel is final.
- Awards are not transferable.
- A condition of this funding is that an annual report is submitted to the office of the Vice President of Research, Innovation and Impact, and the relevant Head of School/Faculty and Head of Department.
- Training will be provided to the Postdoctoral Fellow within SETU and must be provided during the industry placement.
- All projects must adhere to institutional policy, notably the conduct of research policy, all Postdoctoral Fellows will be required to undertake Epigeum Research integrity training before commencing their project and are subject to audit.
- SETU TU RISE Postdoctoral Fellows are required to apply for at least two competitive grants over the course of the 24-month period. Training will be provided to support fellows with funding applications.
- TU RISE Postdoctoral Fellows should always adhere to the highest levels of research ethics and standards in line with the requirements set out by regulatory bodies, funding agencies and national and local research policy (for additional information see [SETU Statements & Policies](#)). **Obtention of ethics authorisations, where relevant, is required prior to commencement of research.** Information about research integrity, ethics and training can be found on this [webpage](#). The Credit Taxonomy can be consulted for information on authorship and best-practice, [here](#). General Data Protection Regulation (GDPR) and related regulations/policies should be complied with.
- Publications arising from the Fellowship should be published in open access journals and open research principles adhered to.
- The protection of Intellectual Property (IP) should be considered where appropriate. Creator(s) must comply with the University policy on Intellectual Property and should seek advice from the Technology Transfer Office (TTO), in consultation with the SETU and enterprise supervisors, prior to the commencement of their Postdoctoral Fellowship. Consortium agreements are managed by the Legal counsel/TTO.
- The research agreement that will be entered into must comply with the relevant provisions of the effective collaboration provisions in the European Commission's Framework for State aid (De minimis aid) for research and development and innovation (2014/C 198/01).
- SETU TU RISE Postdoctoral Fellows must comply with the SETU Conflict of Interest Policy and should declare any conflict of interest in the dissemination activity as appropriate.
- Author(s) must disclose their affiliation with SETU in all publications, including the full name of SETU and the relevant school/faculty, department and institute or research centre/group. SETU TU RISE Postdoctoral Fellows must indicate SETU as their primary affiliation and other affiliations as appropriate.
- Postdoctoral fellows are entitled to Statutory Leave in accordance with the arrangements authorised by the Minister for Further and Higher Education, Research, Innovation and Science. For further information on relevant SETU Policy and Documents, please click [here](#).
- The Postdoctoral Fellowship will be awarded on the basis of the veracity of the information provided.
- Further guidance will be provided to awardees.

For more information on the TU RISE Postdoctoral Fellowships at SETU, please visit:

<https://www.setu.ie/research-innovation/tu-rise>



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