



Job Description

College	UCD College of Science
School	UCD School of Earth Sciences - iCrag
Post Title	iCrag Business Development Manager
Project	iCrag – Irish Centre for Research in Applied Geosciences
Post Duration	Specified Purpose appointment aligned to 'iCrag Project_Phase 2'* <i>(* Note: Phase_2 is currently scheduled to end: 31 Dec. 2026)</i>
Reports to	Centre Manager or nominee
HR Reference No.	013107
HR Administrator	Sudoba Azim

Position Summary

iCrag – the Irish Centre for Research in Applied Geosciences - brings together a team of researchers representing the full geosciences spectrum from earth system (and climate) change to natural resources (water, raw materials, energy). Our research stretches from basic to applied with a clear focus on the economic impact of the wider geosciences sector. iCrag is funded by Science Foundation Ireland (SFI) and co funded under the European Regional Development Fund (ERDF) together with industry partners. The Centre is administered in UCD and represents a collaboration between UCD, TCD, NUIG, UCC, DIAS, DCU, Teagasc and MU, and a variety of domestic and international industry partners.

iCrag is now in its 2nd phase and is working to achieve a very ambitious set of industry cost-share Key Performance Indicator (KPI) targets. The Business Development Manager will play a central role in the development and implementation of the Centre's business development strategy, with a particular focus on sustainability, and the expansion of activities in support of renewable energy and the green transition, raw materials, mineral exploration and the circular economy, geohazards and geotechnical engineering, transport and water resources, and evolving the business plan to support the expanding iCrag investigator base and national footprint of 150+ academic investigators and eight institutional partners.

They will work with existing industry partners to identify opportunities to maintain and expand existing funding and will help identify and attract new industry partners to help fund iCrag's research activities. The role will also involve working closely with state agencies such as the Industrial Development Authority (IDA), Enterprise Ireland (EI), Geoscience Ireland (GI) (and Science Foundation Ireland (SFI) where appropriate) to identify and attract companies to collaborate with the Centre. A critical element of the role will be liaison with iCrag researchers to develop a deep understanding of on-going research programmes across the Centre, leading to the capability to communicate the iCrag value proposition to external stakeholders and partners including new and non-traditional funders of geoscience research as diverse for instance as the IT and insurance industries. They will also play a key role in the coordination efforts around any industry facing events and meetings organised by the Centre. iCrag's Business Development Manager will also assist in the establishment of the Centre's IP Sub-Committee, including coordination of key IP decisions, working with the Technology Transfer Officers of the Centre's institutional partners to ensure maximum impact from the commercialisation of the Centre's research results.

Furthermore, the successful candidate will work as part of an iCrag's business development team, led by the Chief Operating Officer, and will work closely with the Industry and Programme Manager to implement the Centre's strategy and achieve its commercialisation industry cost-share KPI targets. As a member of the Operations Team, they will be expected to contribute to the development and implementation of the research strategy of the Centre and collaborate effectively with other team members. The Business Development Manager may be asked to support other aspects of iCrag's work programme when relevant and the appointee will be expected to have a flexible approach in this regard.



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Equality, Diversity and Inclusion

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. To that end the university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult those policies here <https://www.ucd.ie/equality/>. We welcome applications from everyone, including those who identify with any of the protected characteristics that are set out in our Equality, Diversity and Inclusion policy.

Salary range: €55,000 - €73,700 per annum

Appointment on the above range will be dependent on qualifications and experience and in line with UCD HR salary regulations.

Principal Duties and Responsibilities

- In conjunction with Centre management, help develop and implement the Centre's strategy to retain, attract and develop new strategic, long term industry partnerships with iCRAG through engagement with researchers across the eight iCRAG institutions, relevant industry facing agencies, associations and contacts;
- Work closely with Centre management to achieve the Centre's business development targets, goals and objectives, specifically the cost-share targets both cash and in-kind required by SFI and associated KPIs;
- Identify opportunities for collaboration with a wide range of industry partners and serve as a critical resource for communicating the value proposition of the Centre for potential industry partners;
- Work closely with state agencies such as the Industrial Development Authority (IDA), Enterprise Ireland, (EI) Geoscience Ireland (GI), and Science Foundation Ireland (SFI) where appropriate, to identify and attract companies to collaborate with the Centre;
- Identify scientific and technological advancements across the Centre which have potential commercial interest and develop strategies for their exploitation;
- Identify strategic opportunities based on emerging iCRAG research activities and industry/policy trends which will enable sustainable industry income streams and growth opportunities;
- Identify best practice in delivery of collaborative research projects and share findings across the Centre, and help to implement to increase efficiencies and industry partner satisfaction;
- Maintain an in-depth technical understanding of current trends within the geoscience sector and also an understanding of the state-of-the-art research work being carried out in the Centre via regular deep engagement with researchers across the Centre;
- Responsibility for understanding in detail the needs of industry and matching those to the emerging technologies and capabilities of the Centre's research groups;
- Provide coaching and support to iCRAG investigators and core team members as required in relation to industry engagement;
- Assist the Industry and Programme Manager in maintaining and establishing appropriate measures and mechanisms to record industry contribution that meet all iCRAG's reporting requirements; including SFI annual reporting, progress reporting and site reviews;
- Work with the Industry and Programme Manager to provide the required detail project plans and budgets and background information to ensure efficient transition of industry partnerships through the contract development process;
- Play a central role in the design and organisation of industry workshops and events to promote increased industry participation in iCRAG and maintain a high-level awareness of iCRAG activities and impact;
- Assist in the development of the iCRAG Intellectual Property (IP) Sub-Committee and open access



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publication strategy;

- Liaise closely with the Grants Manager to identify opportunities and areas of overlap between international funding and industry engagement activities which will deliver value to iCRAG and its industry partners;
- Engage in whatever travel is necessary to actively promote the awareness of iCRAG nationally, and where appropriate internationally, through all appropriate forums in order to maximise its impact.
- Undertake any other associated duties, and as required by the Centre Manager, or nominee.

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

- A 3rd level degree in Science, Engineering or related discipline;
- A minimum of 2 years' experience in commercial/academic business development roles with experience in managerial position;
- Experience in a business development role for industrial sectors aligned with iCRAG's research key challenges and platforms e.g., energy, geotechnical engineering and transport, renewable energy, mineral exploration and raw materials, information technology;
- Extensive business development and client management experience;
- Proven track record of winning the confidence of a diverse range of stakeholders spanning industry, academia, and government to work together in an open and innovative environment;
- Experience of IP protection, academic publication and other established methods of disseminating and commercialising research outputs;
- Demonstrated strong networking and consultative skills, with an ability to grow relationships based on delivering value to all partners; and a flexible and adaptable approach to responding to stakeholder needs;
- Capacity to manage and prioritise a high workload, with a track record of delivering results under pressure and on time;
- Ability to work effectively with staff and management across all levels, internally and externally, and have excellent writing, presentation, and communication skills including an ability to constructively influence situations and partners;
- Numeracy, high level of accuracy and strong attention to detail are skills key to this role;
- Excellent problem-solving abilities and the ability to work on their own initiative and resolve problems;
- Strong project management experience with a proven ability to set and achieve measurable goals in pursuit of a strategic plan;
- Excellent IT skills including word processing and spreadsheet packages;
- Candidates must demonstrate how they can positively contribute to fostering an inclusive environment and a level of awareness of equality, diversity and inclusion.

Desirable

- A postgraduate qualification in business or management;
- Experience of the Irish and/or international research environment, in particular the development and



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project management of collaborative research projects;

- Experience of working in a large multi-disciplinary research centre;
- Experience in negotiating research agreements preferably between industry and academia;
- Experience in collaborating and engaging with the enterprise focused agencies such as the IDA and EI;
- Strong network and relationships within the Irish third-level research sector or within the geosciences sector;
- Detailed knowledge and understanding geosciences field in Ireland including an appreciation for the needs, priorities and associated challenges for industries within this sector;
- Communication skills that allow describing complex technical details to a non-technical business audience.

Further Information for Candidates

Supplementary information

The University:	http://www.ucd.ie/
UCD College of Science:	http://www.ucd.ie/science/
UCD School of Geological Sciences:	http://www.ucd.ie/geology/
iCrag – Irish Centre for Research in Applied Geosciences	http://icrag-centre.org/
Science Foundation Ireland Press Release:	http://www.sfi.ie/news-resources/press-releases/245-million-to-be-invested-in-five-new-world-class-sfi-research-centres-in-ireland.html

Relocation Expenses

- Will not apply
- Will be applied in accordance with the UCD Relocation Policy <http://www.ucd.ie/hr/policies>

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

Informal Enquiries ONLY to:

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Title:	Centre Manager
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Eligibility to compete and certain restrictions on eligibility

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



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<p>Department of Health and Children Circular (7/2010):</p>	<p>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 complete in this competition.</p>
<p>Collective Agreement - Redundancy Payments to Public Servants:</p>	<p>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.</p>
<p>Declaration:</p>	<p>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.</p>
<p>Superannuation and Retirement:</p>	<p>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”).</p> <p>Key provisions attaching to membership of the Single Scheme are as follows:</p>
<p>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.</p>	



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 Servant - 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>.

