Post Specification (034448)

Post Title:	Start-Up Founder / Entrepreneur / Commercial lead
Post Status:	Specific Purpose (approx. 12 months)
Department/Faculty:	Department of Computer Science, ADAPT Centre, School of Computer Science and Statistics, Faculty of Engineering, Mathematics and Science, Trinity College Dublin, the University of Dublin
Location:	Trinity College Dublin, the University of Dublin College Green, Dublin 2, Ireland
Reports to:	Professor Dr Joeran Beel
Salary:	Appointment will be made on the Administrative Officer 2 Salary Scale (€48,153 to €56,581 per annum) at a point in line with Government Pay Policy
Hours of Work:	37
Closing Date:	12 Noon (Irish Standard Mean Time), 20th March 2020

The successful candidate will be expected to take up post on as soon as possible.

Post Summary

The ADAPT Centre at Trinity College Dublin has received funding to hire two start-up founders to spin-out the business start-up Darwin & Goliath http://darwingoliath.com in the field of recommendations-as-a-service.

The currently advertised position is to be filled with a highly self-driven and motivated business developer who will be the commercial lead for the startup and potentially the future CEO of the business when it spins out of the university. The person is expected to work together very closely with the Principal Investigator Prof. Joeran Beel and the recently hired CTO. Both the commercial lead and CTO will be responsible for developing and marketing a recommender-system as-a-service that uses unique machine-learning technology, which is based on the research of Professor Joeran Beel. There is currently a prototype of the system http://darwingoliath.com, which delivers around 1 million recommendations per month to several pilot partners.

The primary task of the commercial lead will be to ensure the business success of the future start-up. This includes working closely with the CTO to shape the product vision and business model, create a marketing strategy, write a business plan, acquire further pilot partners, and ensuring the follow-up funding e.g. through venture capital by the end of the 12 months. Additional tasks such as business administration (e.g. accounting) may be conducted, too. In general, as the project progresses, the tasks and responsibilities listed may be expanded and shared between the two roles. Both employees will be expected to work as a team and both are responsible for the project success. It is expected that the two hired persons become co-founders of the business-start up after twelve months and receive equity in the company.

Informal enquiries about this post should be made to

Professor Dr Joeran Beel beelj@tcd.ie

Standard Duties and Responsibilities of the Post. The Business Developer / CEO will

- Acquire pilot partners

- Pitch the project to investors and identify promising sources for funding.

- Validate and develop the value proposition and business model

- Do competitor analyses and watch the market

- Attract talent to join the project and future business start-up

- Create an investor-ready business plan

- Attract and supervise internship students and staff

- Perform other duties which will arise from time to time and as directed by the head of the Project.

While it is expected that the person conducts these tasks mostly independent, the final decisions will be made by the PI during the approximately twelve months being hired by Trinity College Dublin.

Person Specification

Qualifications

- Bachelor or Master in Business Administration, Marketing, Management, or a similar field, and a minimum of three years of work experience, ideally in a start-up environment.

Knowledge & Experience (Essential & Desirable)

Essential

- Excellent communication skills

- Excellent Strategist

- Excellent leadership qualities

- Excellent management skills

- Excellent knowledge in Software as-a-Service products

- Experience in business start-ups

- Very high self-motivation

- Extremely high attention to detail and accuracy

Desirable

- Knowledge of machine learning / recommender systems a bonus. If such knowledge does not exist, the candidate must demonstrate willingness to gain such knowledge in a short period of time.Large network of potential customers or investors
- Proven track record in raising investor/VC funding

Skills & Competencies

- Organisational Ability; Excellent organisational and task management skills together with the ability to work on a number of tasks simultaneously. Have the ability to prioritize tasks and meet deadlines; be capable of working on own initiative and work under time constraints; Be enthusiastic, flexible and willing to work outside usual office hours when required; Ability to develop creative solutions to multi-faceted problems
- Conscientious; Have a pro-active approach to work, anticipating and resolving problems in advance; Attention to detail, from anticipating and addressing issues in advance to understanding requests and delivering quality work with minimal errors
- Customer Focus: customer service skills are essential. Demonstrate emotional intelligence and communicate with a high level of initiative, tact, diplomacy and confidentiality
- Flexibility: Can operate flexibly within a busy work environment; can shift focus when required; assist beyond normal work hours when a need arises; be able to undertake other duties as necessary
- Team Worker: Ability to operate effectively as part of a team – tolerant, cordial and willing to help others, shares work and information; establishes rapport with others can influence and develop effective networks;
- Motivated: Displays a 'can-do' attitude, is committed to the Centre and wishes to contribute to its development; a clear demonstration of enthusiasm and passion for the role. An ability to motivate others in terms of making applications to funders.

Application Information

In order to assist the selection process, applicants should submit a Curriculum Vitae and a Cover Letter (1x A4 page) that specifically address the following points in their application.

Application Information

- Applicants must have relevant industry experience. Applicants should clearly address this experience and how they obtained their knowledge in their application.
- Illustrate, through past example, their ability to work on their own initiative and resolve problems.

Please Note:

- Applicants who do not address the application requirements above in their cover letter will not be considered at the short list stage.
- Applicants should note that the interview process for this appointment may include the delivery of a presentation and may include a test of practical skills.

URL Link to Area	https://www.scss.tcd.ie/joeran.beel/
	http://darwingoliath.com
URL Link to Human Resources	https://www.tcd.ie/hr/
	http://www.tt.ie

Trinity College Dublin, the University of Dublin

Trinity is Ireland's premier university, with a proud tradition of excellence stretching back to its foundation in 1592. The oldest university in Ireland, and one of the oldest in Europe, today Trinity sits at the intersection of the past and the future, and is ideally positioned as a major university in the European Union. Our 47-acre campus is located in the heart of Dublin city centre and is home to historic buildings dating from the University's establishment, as well as some of the most cutting-edge teaching and research facilities in Ireland. Students at Trinity benefit from a unique educational experience across a range of disciplines in our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences. 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 18 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. These internationally recognised themes include such diverse areas as Cancer, Immunology, Telecoms, Identities in Transformation, Nanoscience, Neuroscience, and Making Ireland. Researchers from across the University work together in innovative ways to develop new and exciting approaches to their research and explore the frontiers of knowledge in the 21st century. In creating these dedicated research themes, Trinity's researchers are able to become a more powerful force on the global stage, successfully competing for large-scale grants and attracting top students and faculty to the University. Trinity is home to Ireland's first purpose-built Nanoscience research institute, CRANN, which opened in January 2008. This state-of-the-art facility houses 150 scientists, technicians, and graduate students in specialised laboratories, fostering creative innovations that have seen Trinity's researchers make significant breakthroughs.

The Trinity Long Room Hub for Arts and Humanities Research Institute is the University's flagship institute for research in the Arts and Humanities, providing a world-class environment for cross-disciplinary collaborative projects. The Long Room Hub provides a central location through which the University's internationally respected Arts and Humanities research can

become more visible, demonstrating its relevance for contemporary and future societies. Researchers from across the University regularly participate in debates on topical issues facing the world today. As well as operating an International Visiting Research Fellowship programme, the Long Room Hub also hosts major EU-funded Digital Humanities projects.

One of the most instantly recognised parts of Trinity's campus is the famous Old Library, home to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps, and early printed material. Trinity's Library is the largest research library in Ireland and is an invaluable resource to Trinity's students and research community. Built up over the four centuries of the University's existence, the Library's collections have benefitted from its status as a Legal Deposit library for the past 200 years, granting Trinity the right to claim a copy of every book published in Ireland and the UK. At present, the Library's holdings span approximately 4.25 million books, 22,000 printed periodical titles, and access to 60,000 e-journals and 250,000 e-books.

Trinity attracts top students from Ireland and abroad and prides itself on the consistently high standard of student admitted to the University every year. These students are drawn to Trinity for the excellence of our research-led teaching and for the quality and prestige a degree from this University confers. Trinity has also pioneered accessibility to education in Ireland, becoming the first university in the country to reserve 15% of its undergraduate places for students from non-traditional learning groups. Trinity is the top-ranked European university for student entrepreneurship and Europe's only representative in the world's top-50 universities.

Our alumni have gone on to shape the history of Ireland and of Western Europe in a wide range of fields. These include such notable figures as Jonathan Swift, Oscar Wilde, William Rowan Hamilton, Edmund Burke, William Stokes, Denis Burkitt, Louise Richardson, Lenny Abrahamson, and Anne Enright. Three of Trinity's graduates have been awarded Nobel prizes: Ernest Walton for Physics in 1951; Samuel Beckett for Literature in 1968; and William Campbell for Physiology / Medicine in 2015. Trinity also counts the first female President of Ireland among its alumni in Mary Robinson, as well as other notable former Presidents Douglas Hyde and Mary McAleese. At Trinity we are justifiably proud of our tradition, and we strive to uphold this excellence as we face the demands of the 21st century.

Ranking Facts

Trinity is the top ranked university in Ireland. Using the QS methodology we are ranked 88th in the world and using the Times Higher Education World University Rankings methodology we are 117th [1]in the world.

No.1 Ireland's Premier University

No. 1 in Ireland for research impact, academic reputation, international students & faculty *QS 2018*

No. 1 in Ireland for research reputation, teaching reputation, international outlook, *THE 2018*

88th World *QS 2018*

117th World *THE 2018*

45th International Outlook *THE 2018*

21st best universities over 400 years old *THE 2016*

No. 1 in Europe for graduate entrepreneurship for third year in a row *Pitchbook 2016, 2017 & 2018*

LERU - Member of League of European Research Universities

29th International Outlook Europe *THE 2018*

Top 30 European Universities *QS 2018*

Top 50 Most Innovative European Universities *Reuters*

Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Overall

- Trinity is Ireland's No.1 University in the QS World University Ranking, THE World University Ranking and the Academic Ranking of World Universities (Shanghai).
- Trinity is ranked 88th in the World, and 29th in Europe, in the 2017/2018 QS World University Ranking.
- Trinity is ranked in the Top 100 for Graduate Employability in the QS 2017 Rankings.
- Trinity is in the Top 50 most innovative universities in Europe according to Reuters.[1]
- Between 2010 and 2015, Trinity was ranked the top university in Europe for entrepreneurship according to Pitchbook's independent analysis.[2]

---

[1] http://www.reuters.com/article/us-innovative-stories-europe-idUSKCN0Z00CT
[2] http://pitchbook.com/news/reports/2015-2016-pitchbook-universities-report

Internationalisation

- Trinity is ranked 52nd in the world in the THE World University Ranking for international outlook.

Research Performance

- Of the 981 institutions included in the THE World University Rankings for 2017, Trinity is in the top 15% internationally for research performance.

- Trinity is ranked in the top 15% internationally by QS for citations.

In the QS World University Rankings:

- Trinity featured in the world's elite (Top 200) institutions in 25 of the 28 subjects in which it was evaluated by the QS World University Rankings by Subject in 2015. Of these, Trinity ranked in the top 100 in the world in 14 subjects and in the top 50 in the world in 6 subjects: English Language and Literature; Nursing; Politics and International Studies; History; Biological Sciences; and Modern Languages.

- In three out of the last four years, Trinity has been consistently ranked in the Top 50 worldwide for the following areas: English Language and Literature; Nursing; Modern Languages; and Politics and International Studies.

- In the QS Faculty rankings, Trinity has been consistently ranked in the Top 100 globally for Arts and Humanities over the last four years.

Research Themes

Ageing
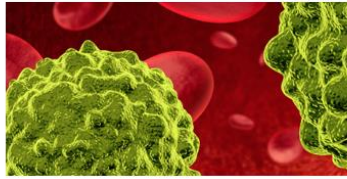
Cancer

Creative Arts Practice

Creative Technologies
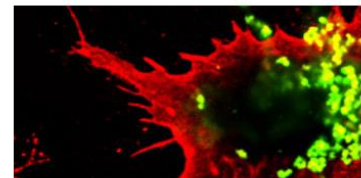

Digital Engagement

Digital Humanities

Genes & Society

Identities in Transformation

Immunology, Inflammation & Infection
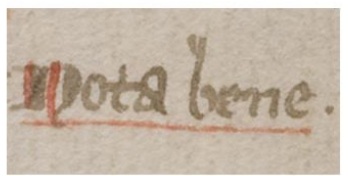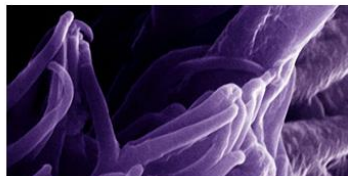

International Development

International Integration

Making Ireland

Manuscript, Book and Print Cultures

Nanoscience

Neuroscience

Telecommunications

Smart Sustainable Planet

Next Generation Medical Devices

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 Jobs, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations https://www.djei.ie/en/What-We-Do/Jobs-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://www.djei.ie/en/What-We-Do/Jobs-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

Applicants should submit a full Curriculum Vitae to include the names and contact details of 3 referees (including email addresses), together with a cover letter (1x A4 page) that specifically addresses the application procedure set out above.

APPLICATIONS WILL ONLY BE ACCEPTED BY E-RECRUITMENT:

http://jobs.tcd.ie

If you have any application queries, please contact:

Recruitment

Human Resources, House No. 4,

Trinity College Dublin, the University of Dublin

Tel: +353 1 896 3333

Email: recruit@tcd.ie