Note that there are 2 job descriptions included in this document

1. Post-doctoral Research Fellow Level 1
   a. The PD1 position is intended for early stage researchers, either just after completion of a PhD or for someone entering a new area for the first time. If you have already completed your PD1 stage in UCD or will soon complete a PD1, or you are an external applicant whose total Postdoctoral experience, inclusive of the duration of the advertised post, would exceed 4 years, you should not apply and should refer to PD2 posts instead.

2. Post-doctoral Research Fellow Level 2
   a. The PD2 post is intended for researchers that have completed PD1. As with the PD1, if you have already completed your PD2 stage in UCD or will soon complete a PD2, or your total Postdoctoral experience, inclusive of the duration of the advertised post, would exceed 6 years, you should not apply and should refer to Research Fellow posts instead.

Please note, there is only one job, and the salary offered will be dependent on the qualifications and experience of the applicant.
Position Summary

VIGILANT is a 36 month, €4m project with 17 partners that will equip European Police Authorities with advanced technologies from academia to detect and analyse misinformation and disinformation that leads to criminal activities. The project was the winning submission to the Horizon Europe topic HORIZON-CL3-2021-FCT-01-03 Disinformation and fake news are combated and trust in the digital world is raised.

This role will suit an early career Post-Doctoral Researcher whose work is at the intersection of technology and social science. It is an ‘all-rounder’ position that would be ideal for someone who is interested in design and technology, who has good interpersonal skills, and who wants to work with leading experts in each of these areas on a variety of tasks. The successful candidate will conduct research into methods and technologies to combat misinformation and assist in the design, development and evaluation of VIGILANT.

This is an academic research role, where you will conduct a specified programme of research supported by research training and development under the supervision and direction of a Principal Investigator.

The primary purpose of the role is to further develop your research skills and competences, including the processes of publication in peer-reviewed academic publications, the development of funding proposals, the mentorship of graduate students along with the opportunity to develop your skills in research led teaching.

In addition to the Principal Duties and Responsibilities listed below, the successful candidate will also carry out the following duties specific to this project:

- Assist in the delivery of co-design workshops with clients and partners to define functional and non-functional requirements
- Assist in the development of prototype designs
- Evaluate solutions created by the development teams
- Assist in the development of training material and assist in the delivery of training

Salary: €39,522 - €45,610 per annum
Appointment on the above range will be dependent on qualifications and experience
• Conduct a specified programme of research and scholarship under the supervision and direction of your Principal Investigator.
• Engage in appropriate training and professional development opportunities as required by your Principal Investigator, your School or Institute, or the University.
• Engage in the dissemination of the results of the research in which you are engaged as directed by and with the support of and under the supervision of your Principal Investigator.
• Engage in the wider research and scholarly activities of your research group, School and Institute.
• Mentor and assist, as appropriate and as directed, the research graduate students in your School and Institute.
• Carry out administrative work associated with your programme of research.

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
• PhD in Computer Science, Information Science, Design, Communications or other relevant field
• Experience of working with software development teams or working with clients on requirements analysis would be beneficial.
• Basic knowledge of programming or software development
• Willingness to learn and work with and across multiple teams on different aspects of a project
• A demonstrated commitment to research and publications
• An understanding of the operational requirements for a successful research project
• Evidence of research activity (publications, conference presentations, awards) and future scholarly output (working papers, research proposals, and ability to outline a research project).
• Evidence of research activity (publications, conference presentations, awards) and future scholarly output (working papers, research proposals, and experience of writing a funding application).
• Excellent Communication Skills (Oral, Written, Presentation etc)
• Excellent Organisational and Administrative skills including a proven ability to work to deadlines
• Candidates must demonstrate an awareness of equality, diversity and inclusion agenda.

The PD1 position is intended for early stage researchers, either just after completion of a PhD or for someone entering a new area for the first time. If you have already completed your PD1 stage in UCD or will soon complete a PD1, or you are an external applicant whose total Postdoctoral experience, inclusive of the duration of the advertised post, would exceed 4 years, you should not apply and should refer to PD2 posts instead.

Desirable
• Experience of research into misinformation and disinformation or experience of other related domains (e.g., hate speech, radicalisation, incel, extremist, violent separatist, nationalist, paramilitary, terrorist) would be beneficial, but not required.
• Experience in deploying computer/information systems and other technologies would be beneficial, but not required.
• Experience of writing technical reports, documentation and training material would be beneficial, but not required.
• Experience in setting own research agenda
Further Information for Candidates:
The successful candidate will have the opportunity to join the ADAPT Centre, a Science Foundation Ireland National Research Centre which is co-located in eight Irish higher education institutions including UCD. They will be able to avail of the significant supports the centre offers to members including access to leading experts, training, network building, access to research supports including software, computer clusters and hosting, and the support of experts in research funding, intellectual property, and commercialisation.

Detailed Description of the Role:
The following describes in detail the various aspects of the role. It is not expected that the successful candidate will have experience of everything below, but it is important that they are willing to embrace new challenges and learn.

Design
- Assist in undertaking requirements analysis co-design workshops with Police Authorities (clients) to inform the design of the VIGILANT platform.
- Assist in knowledge elicitation and co-design workshops to map out the practices, processes and procedures of Police Officers investigations of criminal acts relating to misinformation and disinformation.
- Assist in the conversion of the requirements analysis into testable functional and non-functional design specifications.

Ethics
- Contribute to the development of an Ethics Assessment Framework (lead by another consortium partner) to ensure that VIGILANT adheres to the highest standard of ethical oversight.
- Work with the Ethics Work Package leader on the development of ethics guidance for PAs who adopt VIGILANT.

Evaluation and Testing
- Assist in the testing and evaluation of individual misinformation and disinformation detection and analysis components.
- Assist in the testing and evaluation the VIGILANT platform against the functional and non-functional design specifications. Identify any shortcomings or issues and prioritise them for remedial action.

Training
- Assist in the development of training material for VIGILANT and assist in the delivery of training to Police Authorities on misinformation and disinformation.
- Assist in the writing of a disinformation response manual to provide guidance to Police Authorities on how best to investigate and respond to multiple forms of misinformation and disinformation taking into account factors such as topic, form, medium, cause, purpose etc.

Communication and Organisation
- Assist in the writing of EU Deliverables and write reports on specific aspects of the VIGILANT project as required by the Grant Agreement.
- Assist in Open Science initiatives such as ADAPT Citizen Think-Ins during the project to engage with the public.

Publishing
- Publish ground breaking research papers and datasets related to the VIGILANT project and on related topics at leading international conferences and journals.
- Conduct and publish research on the effectiveness of VIGILANT technologies to detect and analyse misinformation and disinformation.
Career Development:

UCD and ADAPT offer excellent opportunities for career development. The successful candidate will be encouraged to:

- Publish results in leading international conferences and journals.
- Develop their network through collaborative research within and outside the VIGILANT consortium.
- Attend career development and training events.
- Develop new projects on misinformation, disinformation or other related domains.
- Submit independent funding applications for Irish, UK and European research grants.
- Co-supervise students.
- Contribute to other related projects.

One of the primary ancillary objectives of the VIGILANT project is the setting up of a new research lab focused on misinformation, disinformation and other related problematic content such as hate-speech, radicalisation, incel, extremist, violent separatist, nationalist, and conspiracy theory content. As such, the successful candidate will be encouraged to join a growing community of researchers in this domain. In particular they will be encouraged to:

- Develop new project ideas focused on misinformation, disinformation and other related domains.
- Submit funding proposals (independently or as a team) for prestigious Irish and European grants.

Why UCD and ADAPT?

- **Contribute** to the ADAPT research agenda that pioneers and combines research in AI driven technologies: Natural Language Processing, Video/Text/Image/Speech processing, digital engagement & HCI, semantic modelling, personalisation, privacy & data governance.
- **Work** with our interdisciplinary team of leading experts from the complementary fields of, Social Sciences, Communications, Commerce/Fintech, Ethics, Law, Health, Environment and Sustainability.
- **Leverage our success.** ADAPT’s researchers have signed 43 collaborative research projects, 52 licence agreements and oversee 16 active commercialisation funds and 52 commercialisation awards. ADAPT has won 40+ competitive EU research projects and obtained €18.5 million in non-exchequer non-commercial funding. Additionally, six spinout companies have been formed. ADAPT’s researchers have produced over 1,500 journal and conference publications and nearly 100 PhD students have been trained.

As an UCD ADAPT researcher you will have access to a network of 85 global experts and over 250 staff as well as a wide multi-disciplinary ecosystem across 8 leading Irish universities. We can influence and inform your work, share our networks and collaborate with you to increase your impact, and accelerate your career opportunities. Specifically we offer:

- Exposure and free access within a multi-disciplinary ecosystem across 8 leading Irish universities.
- Opportunity to build your profile at international conferences and global events.
- Fast-track your career through formalised training & development, expert one-on-one supervision and exposure to top AI specialists.

Application Process

- A Cover Letter detailing your motivation, personal qualities which you believe will help you make a success of the role, and long term research goals;
- Detailed Curriculum Vitae, including links to relevant publications (Google Scholar, ORCID) GitHub repositories (if applicable);

Equality, Diversity and Inclusion:

Equality, Diversity, and Inclusion (EDI) at UCD

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. Diversity is highlighted in the university's strategic plan as one of the core values of UCD, and its EDI commitment is further demonstrated through the strategic objective relating to the attraction, retention, and development of an excellent and diverse cohort of students, faculty and staff. 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. The university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult UCD’s equality, diversity and inclusion policies here https://www.ucd.ie/equality/.

UCD’s Equality, Diversity and Inclusion Strategy 2018-2020-2025 sets out the University's objectives aligned to UCD’s ten equality grounds. Link

UCD’s Vice President for Equality, Diversity and Inclusion chairs the University EDI Group which works across UCD’s ten equality grounds in collaboration with College Vice Principals for EDI and EDI School Representatives. UCD’s Equality, Diversity and Inclusion Unit supports the mainstreaming of EDI through the EDI Group and these roles and leads on the delivery of the EDI Strategy through a range of initiatives including policy development, awareness raising and training, internal and external relationship building, collation and analysing of data, establishing peer support groups and networks, attainment of accreditations such as Athena SWAN and supporting and promoting an environment of mental health and wellbeing and dignity and respect.

UCD has EDI staff networks which are a great opportunity to meet colleagues, network and engage with equality, diversity, and inclusion initiatives in UCD. UCD’s EDI Staff Networks include:

- UCD staff disability network
- UCD LGBTI staff network
- UCD Women@STEM
- Multicultural Employee Network UCD (MENU)

You can join UCD’s EDI Staff Networks here: https://www.ucd.ie/equality/groups/edinetworks/
UCD is also engaged with the following initiatives:

Athena SWAN at UCD
University College Dublin has received its second Athena SWAN Bronze institutional award in recognition of the university’s work towards gender equality. To achieve this accreditation, an institution must demonstrate that it has undertaken a thorough self-assessment of gender equality challenges and has developed a detailed action plan to tackle them. The UCD Gender Equality Action Plan 2020-2024 was prepared by the Gender Equality Action Group and its Working Groups, in a process that involved external benchmarking, an EDI employee survey, focus groups and consultation across the university. It includes actions relating to recruitment, promotions, leadership, work practices, organisation and culture. The implementation of the Plan is already underway and includes mechanisms to track progress on each of the actions. This action plan includes the actions that arose from the review of the university’s policy and procedures on Dignity and Respect.

Age-Friendly University
University College Dublin is proud of its designation as an Age-Friendly University as part of the AFU Global Network. The principles of an Age-Friendly University are: To encourage the participation of older adults in all the core activities of the university, including educational and research programmes.

University of Sanctuary
UCD was awarded University of Sanctuary status in 2018, (UoS) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Open Doors Initiative
UCD has joined a group of over 95 companies and NGOs, who work with government to create pathways to employment for marginalised people. These can be internships, scholarships, training courses, aiding entrepreneurs or full/part time employment, from a range of backgrounds and abilities. These can be developed out on a bespoke basis with organisations to include specific projects. This group works with refugees, asylum seekers and migrants, people with disabilities and disadvantaged youth (including those from a traveller background, LGBTIQ+ etc).
They offer online training, mentorships, assisted learning, seminars, inhouse training for existing employees on a range of subjects and can assist with funding for training courses you run. They have ongoing meet ups with other companies and supporting partners who are working to create diversity and inclusion within their organisations. More details are available on our website here: www.opendoorsinitiative.ie

Supplementary information

<table>
<thead>
<tr>
<th>The University:</th>
<th><a href="https://www.ucd.ie/">https://www.ucd.ie/</a></th>
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</thead>
<tbody>
<tr>
<td>The College/Management Unit:</td>
<td>College of Social Sciences and Law</td>
</tr>
<tr>
<td>The School/Programme Office/Unit:</td>
<td>School of Information and Communication Studies</td>
</tr>
<tr>
<td>Other (Please specify):</td>
<td>The ADAPT Centre</td>
</tr>
</tbody>
</table>

UCD offers a comprehensive Research Careers Framework in line with the Advisory Science Council Report ‘Towards a Framework for Researcher Careers’. This model provides a structured and supportive Career and Skills Development system designed to ensure that Post-docs in UCD are able to plan their careers and prepare for future opportunities in academia, industry or the public sector. For more information, please click here.

Relocation Expenses:
- Will not apply
- Will be applied in accordance with the UCD Relocation Policy

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

Informal Enquiries ONLY to:

<table>
<thead>
<tr>
<th>Name:</th>
<th>Brendan Spillane</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>Email address:</td>
<td><a href="mailto:brendan.spillane@ucd.ie">brendan.spillane@ucd.ie</a></td>
</tr>
</tbody>
</table>

Particular to this position:

There is a lot of flexibility with this position. This includes
- Flexible hours
- Options to work from home part time.

This position might be ideal for someone who is returning to work or someone who has caring responsibilities at home and needs flexibility.
## Eligibility to compete and certain restrictions on eligibility

<table>
<thead>
<tr>
<th>Scheme/Agreement</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Incentivised Scheme for Early Retirement (ISER):</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Department of Health and Children Circular (7/2010):</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Collective Agreement - Redundancy Payments to Public Servants:</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Declarations:</strong></td>
<td>Applicants will be required to sign 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</td>
</tr>
</tbody>
</table>
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.

| Superannuation and Retirement: | 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 an appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”). Key provisions attaching to membership of the Single Scheme are as follows: |
Pensionable Age - The minimum age at which pension is payable is 66, in line with State Pension age changes.

Retirement Age - Scheme members must retire at the age of 70.

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 their 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.

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:

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.

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.
Position Summary

VIGILANT is a 36 month, €4m project with 17 partners that will equip European Police Authorities with advanced technologies from academia to detect and analyse misinformation and disinformation that leads to criminal activities. The project was the winning submission to the Horizon Europe topic [HORIZON-CL3-2021-FCT-01-03](#). Disinformation and fake news are combated and trust in the digital world is raised.

This role will suit a Post-Doctoral Researcher whose work is at the intersection of technology and social science. It is an ‘all-rounder’ position that would be ideal for someone with good design, technology, theory and interpersonal skills who wants to work with leading experts in each of these areas on a variety of tasks. The successful candidate will conduct research into methods and technologies to combat misinformation and assist in the design, development and evaluation of VIGILANT.

This is an advanced academic research role, building on your prior experience as a post-doctoral fellow, where you will conduct a specified programme of research supported by research training under the supervision and direction of a Principal Investigator.

The primary purpose of the role is to develop new or advanced research skills and competences, on the processes of publication in peer-reviewed academic publications and scholarly dissemination, the development of funding proposals, and the supervision and mentorship of graduate students along with the opportunity to develop your skills in research led teaching.

In addition to the Principal Duties and Responsibilities listed below, the successful candidate will also carry out the following duties specific to this project:

- Lead co-design workshops with clients and partners to define functional and non-functional requirements
- Develop and evaluate prototype designs
- Work with core development teams to develop solutions and troubleshoot issues
- Test and evaluate the VIGILANT platform and its individual components
- Develop training material and assist in the delivery of training

**Salary:** €46,906 - €51,035 per annum
Appointment on the above range will be dependent on qualifications and experience

**Principal Duties and Responsibilities**

- Conduct a specified programme of research and scholarship under the supervision and direction of your Principal Investigator.
- Engage in appropriate training and professional development opportunities as required by your Principal Investigator, your School or Institute, or the University.
- Support your Principal Investigator and research group in the design and development of the research programme.
- Support if required, the development of proposals for research funding.
- Engage in the dissemination of the results of the research in which you are engaged as directed by and with the support of and under the supervision of your Principal Investigator.
- Engage in the wider research and scholarly activities of your research group, School and Institute.
- Take responsibility as requested for day-to-day advice and support of graduate research students associated with your research group.
- Mentor and assist, as appropriate and as directed, the research graduate students in your School and Institute.
- Carry out administrative and management work associated with your programme of research.

**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**

- PhD in Computer Science, Information Science, Communications or other relevant field
- 2/3 years postdoctoral research experience
- In particular, experience of developing and testing software or working with clients on requirements analysis will be especially valued.
- Basic knowledge of programming, systems development, and or servers and hosting
- Ability to plan and initiate complex tasks and deliver results
- Proven track record of handling multiple work-streams concurrently
- Experience of publishing in leading conferences and journals
- Excellent writing and presentation skills
- Ability to work with and across multiple teams on different aspects of a project concurrently
- Demonstrated understanding of operational requirements for a successful research project and managing resources
- Knowledge and application of the principles underpinning successful grant application
- Proven ability to identify and fulfil the academic writing requirements for target publications
- Proven record of working with team members and PhD students to help build their research skill and knowledge and to support and guide their professional development
- Generates new ideas and links and builds upon existing ideas to generate unique concepts and solutions
- Candidates must demonstrate an awareness of equality, diversity and inclusion agenda.
Further Information for Candidates:
The successful candidate will have the opportunity to join the ADAPT Centre, a Science Foundation Ireland National Research Centre which is co-located in eight Irish higher education institutions including UCD. They will be able to avail of the significant supports the centre offers to members including access to leading experts, training, network building, access to research supports including software, computer clusters and hosting, and the support of experts in research funding, intellectual property, and commercialisation.

Detailed Description of the Role:
The following describes in detail the various aspects of the role. It is not expected that the successful candidate will have experience of everything below, but it is important that they are willing to embrace new challenges and learn.

Design
- Conduct detailed requirements analysis by leading co-design workshops with Police Authorities (clients) to inform the design of the VIGILANT platform.
- Lead knowledge elicitation and co-design workshops to map out the practices, processes and procedures of Police Officers investigations of criminal acts relating to misinformation and disinformation.
- Lead co-design workshops to understand and define Police Authorities information exploration and search needs for the VIGILANT Dashboard.
- Convert the requirements analysis into testable functional and non-functional design specifications.
- Work with other team members based in Dublin and across Europe to codify the functional and non-functional design specifications into a final system design.

Development
- Assist team members based in Dublin on specific development tasks such as identifying appropriate datasets for training models or weighing in on functionality of the Dashboard interface.

Desirable
- Experience of research into misinformation and disinformation or experience of other related domains (e.g., hate speech, radicalisation, incel, extremist, violent separatist, nationalist, paramilitary, terrorist).
- Knowledge of software design philosophies, frameworks
- Experience in deploying computer/information systems and other technologies
- Programming, systems development and LAMP stacks
- Experience of working with multinational teams on technical and or social science projects
- Experience of presenting complex problems to a variety of audiences
- Experience of writing technical reports, documentation and training material
- Ability to recognise potential commercialisation opportunities
- Demonstrated understanding of the value of academic and commercial information e.g. Non-disclosure agreements
- Knowledge of IP and copyright processes and knows how to protect findings

The PD2 post is intended for researchers that have completed PD1. As with the PD1, if you have already completed your PD2 stage in UCD or will soon complete a PD2, or your total Postdoctoral experience, inclusive of the duration of the advertised post, would exceed 6 years, you should not apply and should refer to Research Fellow posts instead.

Desirable
• Identify misinformation and disinformation identification and analysis technologies from other academic projects which could also be integrated into VIGILANT.

Ethics
• Contribute to the development of an Ethics Assessment Framework (lead by another consortium partner) to ensure that VIGILANT adheres to the highest standard of ethical oversight.
• Work with the Ethics Work Package leader on the development of ethics guidance for PAs who adopt VIGILANT.

Evaluation and Testing
• Test and evaluate individual misinformation and disinformation detection and analysis components.
• Test and evaluate the VIGILANT platform against the functional and non-functional design specifications. Identify any shortcomings or issues and prioritise them for remedial action.
• Conduct research into other technologies and their ability to detect and analyse misinformation and disinformation.

Cultural and Social
• Work with leading European experts to define the cultural and social drivers behind misinformation and disinformation and assist in the development of models including an impact analysis tool to communicate this information to Police Authority partners.
• Conduct research into the technical responses to the cultural and social drivers behind misinformation and disinformation.

Training
• Develop training material for VIGILANT and assist in the delivery of training to Police Authorities on misinformation and disinformation.
• Assist in the setting up of a sustainable support network for Police Authority units tasked with investigating misinformation and disinformation that leads to criminal acts.
• Assist in the writing of a disinformation response manual to provide guidance to Police Authorities on how best to investigate and respond to multiple forms of misinformation and disinformation taking into account factors such as topic, form, medium, cause, purpose etc.

Communication and Organisation
• Complete official EU Deliverables and write reports on specific aspects of the VIGILANT project as required by the Grant Agreement.
• Act as a central node and information conduit between the Police Authority clients, the technical development partners, the SSH and training partners, and the Project Manager, Principal Investigator and Scientific Coordinator.
• Organise and lead Open Science initiatives such as ADAPT Citizen Think-Ins during the project to engage with the public.
• Contribute to the Dissemination, Communication and Exploitation (DC&E) of VIGILANT and its technologies.
• Work with ADAPT’s Marketing, Community Engagement, Intellectual Property, Commercialisation and Research Development teams to maximise VIGILANT’s research and results.
• Assist in the recruitment of additional European Police Authorities to the VIGILANT project.

Publishing
• Publish ground breaking research papers and datasets related to the VIGILANT project and on related topics at leading international conferences and journals.
Present project findings at national and international events such as conferences and European Disinformation Hubs (e.g. EDMO, CEDMO).

Conduct and publish research on the effectiveness of VIGILANT technologies to detect and analyse misinformation and disinformation.

Compare and contract other misinformation and disinformation detection and analysis technologies and publish findings.

**Career Development:**

UCD and ADAPT offer excellent opportunities for career development. The successful candidate will be encouraged to:

- Publish results in leading international conferences and journals.
- Develop their network through collaborative research within and outside the VIGILANT consortium.
- Attend career development and training events.
- Develop new projects on misinformation, disinformation or other related domains.
- Submit independent funding applications for Irish, UK and European research grants.
- Co-supervise students.
- Contribute to other related projects.

One of the primary ancillary objectives of the VIGILANT project is the setting up of a new research lab focused on misinformation, disinformation and other related problematic content such as hate-speech, radicalisation, incel, extremist, violent separatist, nationalist, and conspiracy theory content. As such, the successful candidate will be encouraged to join a growing community of researchers in this domain. In particular they will be encouraged to:

- Develop new project ideas focused on misinformation, disinformation and other related domains.
- Submit funding proposals (independently or as a team) for prestigious Irish and European grants.

**Why UCD and ADAPT?**

- **Contribute** to the ADAPT research agenda that pioneers and combines research in AI driven technologies: Natural Language Processing, Video/Text/Image/Speech processing, digital engagement & HCI, semantic modelling, personalisation, privacy & data governance.
- **Work** with our interdisciplinary team of leading experts from the complementary fields of, Social Sciences, Communications, Commerce/Fintech, Ethics, Law, Health, Environment and Sustainability.
- **Leverage our success.** ADAPT’s researchers have signed 43 collaborative research projects, 52 licence agreements and oversee 16 active commercialisation funds and 52 commercialisation awards. ADAPT has won 40 competitive EU research projects and obtained €18.5 million in non-exchequer non-commercial funding. Additionally, six spinout companies have been formed. ADAPT’s researchers have produced over 1,500 journal and conference publications and nearly 100 PhD students have been trained.

As an UCD ADAPT researcher you will have access to a network of 85 global experts and over 250 staff as well as a wide multi-disciplinary ecosystem across 8 leading Irish universities. We can influence and inform your work, share our networks and collaborate with you to increase your impact, and accelerate your career opportunities. Specifically we offer:

- Exposure and free access within a multi-disciplinary ecosystem across 8 leading Irish universities
- Opportunity to build your profile at international conferences and global events
• Fast-track your career through formalised training & development, expert one-on-one supervision and exposure to top AI specialists

Application Process
• A Cover Letter detailing your motivation, personal qualities which you believe will help you make a success of the role, and long term research goals;
• Detailed Curriculum Vitae, including links to relevant publications (Google Scholar, ORCID) GitHub repositories (if applicable);

Equality, Diversity and Inclusion:

Equality, Diversity, and Inclusion (EDI) at UCD

UCD is committed to creating an inclusive environment where diversity is celebrated, and everyone is afforded equality of opportunity. Diversity is highlighted in the university’s strategic plan as one of the core values of UCD, and its EDI commitment is further demonstrated through the strategic objective relating to the attraction, retention, and development of an excellent and diverse cohort of students, faculty and staff. 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. The university adheres to a range of equality, diversity and inclusion policies. We encourage applicants to consult UCD’s equality, diversity and inclusion policies here https://www.ucd.ie/equality/.

UCD’s Equality, Diversity and Inclusion Strategy 2018-2020-2025 sets out the University’s objectives aligned to UCD’s ten equality grounds. Link

UCD’s Vice President for Equality, Diversity and Inclusion chairs the University EDI Group which works across UCD’s ten equality grounds in collaboration with College Vice Principals for EDI and EDI School Representatives. UCD’s Equality, Diversity and Inclusion Unit supports the mainstreaming of EDI through the EDI Group and these roles and leads on the delivery of the EDI Strategy through a range of initiatives including policy development, awareness raising and training, internal and external relationship building, collation and analysing of data, establishing peer support groups and networks, attainment of accreditations such as Athena SWAN and supporting and promoting an environment of mental health and wellbeing and dignity and respect.

UCD has EDI staff networks which are a great opportunity to meet colleagues, network and engage with equality, diversity, and inclusion initiatives in UCD.
UCD’s EDI Staff Networks include:
• UCD staff disability network
• UCD LGBTI staff network
• UCD Women@STEM
• Multicultural Employee Network UCD (MENU)

You can join UCD's EDI Staff Networks here: https://www.ucd.ie/equality/groups/edinetworks/

UCD is also engaged with the following initiatives:

Athena SWAN at UCD
University College Dublin has received its second Athena SWAN Bronze institutional award in recognition of the university’s work towards gender equality. To achieve this accreditation, an institution must demonstrate that it has undertaken a thorough self-assessment of gender equality challenges and has developed a detailed action plan to tackle them. The UCD Gender Equality Action Plan 2020-2024 was prepared by the Gender Equality Action Group and its Working Groups, in a process that involved external benchmarking, an EDI employee survey, focus groups and consultation across the university. It includes actions relating to recruitment, promotions, leadership, work practices, organisation and culture. The implementation of the Plan is already underway and includes mechanisms to track progress on each of the actions. This action plan includes the actions that arose from the review of the university’s policy and procedures on Dignity and Respect.

Age-Friendly University
University College Dublin is proud of its designation as an Age-Friendly University as part of the AFU Global Network. The principles of an Age-Friendly University are: To encourage the participation of older adults in all the core activities of the university, including educational and research programmes.

University of Sanctuary
UCD was awarded University of Sanctuary status in 2018, (UoSi) is an Irish initiative to encourage and celebrate the good practice of universities, colleges and other education institutes welcoming refugees, asylum seekers and other migrants into their university communities and fostering a culture of welcome and inclusion for all those seeking sanctuary.

Open Doors Initiative
UCD has joined a group of over 95 companies and NGOs, who work with government to create pathways to employment for marginalised people. These can be internships, scholarships, training courses, aiding entrepreneurs or full/part time employment, from a range of backgrounds and abilities.

These can be developed out on a bespoke basis with organisations to include specific projects. This group work with refugees, asylum seekers and migrants, people with disabilities and disadvantaged youth (including those from a traveller background, LGBTIQ+ etc).

They offer online training, mentorships, assisted learning, seminars, inhouse training for existing employees on a range of subjects and can assist with funding for training courses you run. They have ongoing meet ups with other companies and supporting partners who are working to create diversity and inclusion within their organisations.

More details are available on our website here: [www.opendoorsinitiative.ie](http://www.opendoorsinitiative.ie)

### Supplementary information

<table>
<thead>
<tr>
<th>The University:</th>
<th><a href="https://www.ucd.ie/">https://www.ucd.ie/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>The College/Management Unit:</td>
<td>College of Social Sciences and Law</td>
</tr>
<tr>
<td>The School/Programme Office/Unit:</td>
<td>School of Information and Communication Studies</td>
</tr>
<tr>
<td>Other (Please specify):</td>
<td>The ADAPT Centre</td>
</tr>
</tbody>
</table>

UCD offers a comprehensive [Research Careers Framework](https://www.ucd.ie/) in line with the Advisory Science Council Report ‘Towards a Framework for Researcher Careers’. This model provides a structured and supportive [Career and Skills Development](https://www.ucd.ie/) system designed to ensure that Post-docs in UCD are able to plan their careers and prepare for future opportunities in academia, industry or the public sector. For more information, please [click here](https://www.ucd.ie/).

### Relocation Expenses:
- ☒ Will not apply
- ☐ Will be applied in accordance with the [UCD Relocation Policy](https://www.ucd.ie/)

### 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](https://www.ucd.ie/)

### Informal Enquiries ONLY to:

<table>
<thead>
<tr>
<th>Name:</th>
<th>Brendan Spillane</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title:</td>
<td>Assistant Professor</td>
</tr>
<tr>
<td>Email address:</td>
<td><a href="mailto:brendan.spillane@ucd.ie">brendan.spillane@ucd.ie</a></td>
</tr>
</tbody>
</table>

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Job Description 015069

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Engaging Content
Engaging People
**Particular to this position:**

There is a lot of flexibility with this position. This includes
- Flexible hours
- Options to work from home part time.

This position might be ideal for someone who is returning to work or someone who has caring responsibilities at home and needs flexibility.

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**Eligibility to compete and certain restrictions on eligibility**

<table>
<thead>
<tr>
<th>Scheme/Agreement</th>
<th>Details</th>
</tr>
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<tbody>
<tr>
<td><strong>Incentivised Scheme for Early Retirement (ISER):</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Department of Health and Children Circular (7/2010):</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Collective Agreement - Redundancy Payments to Public Servants:</strong></td>
<td>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</td>
</tr>
<tr>
<td><strong>Declaration:</strong></td>
<td>Applicants will be required to sign 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.</td>
</tr>
<tr>
<td><strong>Superannuation and Retirement:</strong></td>
<td>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 an appointment based on membership of the Single Public Service Pension Scheme (“Single Scheme”). Key provisions attaching to membership of the Single Scheme are as follows:</td>
</tr>
<tr>
<td>a. <strong>Pensionable Age</strong></td>
<td>- The minimum age at which pension is payable is 66 in line with State Pension age changes.</td>
</tr>
<tr>
<td>b. <strong>Retirement Age</strong></td>
<td>- Scheme members must retire at the age of 70.</td>
</tr>
<tr>
<td>c. <strong>Pension Abatement:</strong></td>
<td>- 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.</td>
</tr>
<tr>
<td>- Department of Education and Skills Early Retirement Scheme for Teachers Circular 102/2007</td>
<td>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</td>
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</table>
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](http://www.per.gov.ie/pensions).