



Job Description

College/Management Unit	UCD College of Health Sciences and Agricultural Sciences
School/Unit	School of Public Health, Physiotherapy and Sports Science
Post Title & Subject Area (if relevant)	Biostatistician (Research Scientist)
Project	CSTAR (Centre for Support and Training in Analysis and Research)
Post Duration	Temporary 12 months with possibility to extend
Reports to	Principal Investigator: Mary Codd MD PHD
HR Reference No.	010947
HR Administrator	Laura Serrano

Position Summary

The aim of CSTAR is to strengthen research quality by providing advice, consultancy and education in research methodologies to health researchers. The remit of CSTAR includes the areas of study design, protocol development, statistical analysis plans, project management, data collection, statistical analysis and report writing. CSTAR is located in the School of Public Health, Physiotherapy and Sports Science on the Belfield campus of University College Dublin.

CSTAR now has a vacancy for a Biostatistician (Research Scientist). The post holder will be part of a core team which will fulfil the remit of the Centre. A special interest in the design and analysis of clinical trials would be welcome.

Salary: €32,700 - €40,600 per annum.

Appointment on the above range will be dependent upon qualifications and experience.

Principal Duties and Responsibilities

- Provision of assistance and advice to CSTAR's clients at all stages in their research from planning studies through to report write up and peer-reviewed publication
- Statistical analysis of clients' research data, and report writing
- Developing Statistical Analysis Plans as required
- Developing educational resources for use in courses and/or for dissemination through CSTAR's web site
- Provision of training courses on research methods
- Ensuring efficient delivery of all support services
- Carry out other duties as assigned by the Head of School and/or Project Leader

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

- Master's level qualification in statistics, epidemiology or research methodology or equivalent qualification incorporating a significant statistical component
- Previous data analysis experience, preferably in the health area (clinical, health service, or epidemiological)
- Broad range of quantitative analysis and interpretation skills
- Good working knowledge of statistical analysis packages (e.g. R, SAS, SPSS, Stata)
- Prior experience of statistical consultancy, preferably in the health and biomedical areas

- Willingness to engage with clients at levels appropriate to their skills and needs
- Excellent communication skills, particularly an ability to communicate statistical ideas to clients
- Demonstrated willingness to work as a team member
- Willingness to engage in project review meetings, multidisciplinary meetings as required
- Excellent organisational and administrative skills, including time management
- Demonstrated experience and expertise in data interpretation, results reporting and report writing skills
- Demonstrated ability to work independently

Desirable

- PhD in Biostatistics/Statistics/Epidemiological methods
- CStat accreditation from the Royal Statistical Society (or equivalent)
- Teaching experience, preferably at graduate level, in statistics/research methods & statistics
- Experience in distance teaching and web-based approaches
- Experience in the design and analysis of clinical trials
- Good working knowledge of qualitative and mixed methods including qualitative data analysis packages (e.g. NVivo) Previous research or data analysis experience in the health area (clinical, health service, or epidemiological)
- Project management experience
- Previous experience or knowledge of regulatory environment for clinical trials
- Previous experience of making oral presentations
- Working knowledge of administrative structures

Further Information for Candidates

Supplementary information

The University:	http://www.ucd.ie/aboutucd.htm
The College/Management Unit:	http://www.ucd.ie/chs/
The School/Programme Office/Unit:	http://www.ucd.ie/phpss/
The CSTAR:	http://www.cstar.ie

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:

Name:	Mary Codd
Title:	Mary Codd MD PHD Director and Chair of the Board of UCD CSTAR

	School of Public Health, Physiotherapy and Sports Science
Email address:	mary.codd@ucd.ie
Telephone:	+353 1 7163451

<i>Eligibility to compete and certain restrictions on eligibility</i>	
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
Department of Health and Children Circular (7/2010):	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.
Collective Agreement - Redundancy Payments to Public Servants:	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.
Declaration:	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

	<p>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> <p>b. Retirement Age - Scheme members must retire at the age of 70.</p> <p>c. Pension Abatement:</p> <ul style="list-style-type: none"> • 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 <p>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).</p> • Ill-Health-Retirement <p>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.</p> <p>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</p>	

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>.