



UNIVERSITY *of* LIMERICK

OLLSCOIL LUIMNIGH

Contract Management: Research Posts

Approved by Governing Authority 25 January 2011

Contract Management: Research Posts

Contract Management for New Research Employees:

One Fixed Term Contract for a period of up to 5 years or a specific purpose contract will be issued to new entrant research employees, which **will not be renewable** under any circumstances. The recruitment process for these posts would take place within the relevant procedures.

Rationale for this approach:

- Issuing successive fixed term contracts or specific purpose contracts in relation to each project is unsatisfactory from a University perspective and a staff perspective as there is no certainty around the employment relationship.
- Fixed-term contracts provide flexibility for the Departments, as the employee is not employed to work on one specific project and is therefore free to work on numerous projects within the Department.
- An open recruitment competition offering a longer term post would attract a much higher calibre of candidate.
- This approach would reduce the amount of administration required for the Faculty/Department or Research Office/Research Institute.

Funding Consideration:

Each Department/Institute will ensure that adequate funds are in place to support research posts for the contract period. In the event that funding becomes unavailable or other unforeseen circumstances arise, the contract may be terminated early as per the terms of the employment contract.

Contract Options: Standard Options for New Hires

Role	Research Assistant	Post Doctoral Researcher	Research Fellow	Senior Research Fellow
Definition	Entry Level Role to Area of Research	Advanced Research training role	Independent researcher with own funding	Independent researcher with own funding
Contract Options	i) Specific purpose ii) Fixed Term Contract of up to 5 years	i) Specific purpose ii) Fixed Term Contract of up to 5 years	i) Specific purpose ii) Fixed Term Contract of up to 5 years	i) Specific purpose ii) Fixed Term Contract of up to 5 years
Objective Grounds	Related to completion of research programme	Related to completion of research programme	Related to completion of research programme	Related to completion of research programme