TEAGASC PhD WALSH SCHOLARSHIP OPPORTUNITY
“Creating dairy farms that are great workplaces”

Walsh Scholarship Ref Number: 2020203

Background
The Irish dairy industry continues to undergo major structural change with a shift to larger herds and changing from traditional family farms to small business structures. As herd sizes increase, there are associated increases in both part-time and full-time employees. Hiring staff outside the family is a new challenge for many farmers which makes them employers with resultant responsibilities. There is a requirement for dairy farmers to be excellent people managers to sustain a workforce interested in working in dairy farming. Essential to this is the application of high-performance work systems to maximise organisations’ competitive advantage. High-performance work systems refer to a group of separate but interconnected human resource practices (e.g. training and development, incentivised pay) which are designed to enhance individual competencies, and increase employee and organisational performance. Using both qualitative and quantitative methods this project will investigate the human resource practices that differentiate superior performance on Irish dairy farms.

Requirements: Applicants should have a good primary degree (First or Upper Second Class Honours) and preferably an M.Sc. in an appropriate discipline (Agriculture, Human Resource Management, Labour Economics, Management, Psychology, or other relevant degree). The successful candidate should be highly self-motivated. A full EU driving licence is required.

If English is not your first language you will need to satisfy the English language requirement:
IELTS: 6.5 - with no individual section lower than 5.5
TOEFL: 90 - with minimum scores as follows: Listening - 17; Reading - 18; Speaking - 20; Writing - 17

Award: The PhD Scholarship is a joint research project between Teagasc, Moorepark and University College Cork (UCC). The student will be based, in the first instance, at UCC. The student will work under the supervision of Prof. Anthony McDonnell and Dr. Ronan Carbery at UCC, Dr. Marion Beecher, Mr. Paidi Kelly and Dr. Emma Dillon at Teagasc. The student will be based initially at Cork University Business School, UCC Cork but periods of work will be undertaken at Teagasc Moorepark, Co. Cork. The scholarship will start as soon as possible after October 1st 2020 when the most suitable candidate is appointed.

The scholarship funding is €22,000 per annum and includes University fees of up to a maximum of €6,000 per annum and is tenable for 4 years. The successful applicant will receive a laptop for the duration of the scholarship, be provided with appropriate desk space as well as being able to access funding to support registration and travel costs for appropriate conferences. Therefore, the successful applicant will be provided with learning and networking opportunities to attain the highest standards of research excellence. The successful applicant will also be offered the opportunity to gain lecturing experience during the scholarship.
Further Information/Applications
Please contact any of the following for more information and guidance regarding making an application for this scholarship:

Prof. Anthony McDonnell, Cork University Business School, Cork, University College Cork
Phone +353(0) 214903735  email: Anthony.McDonnell@ucc.ie

Dr. Ronan Carbery, Cork University Business School, Cork, University College Cork
Phone +353(0) 214902864  email: Ronan.Carbery@ucc.ie

Dr. Marion Beecher, Teagasc, Moorepark, Co. Cork, Ireland
Phone +353(0)2542361  email: marion.beecher@teagasc.ie

Application Procedure
Submit an electronic copy of the completed application form based on the background above, Curriculum Vitae (including the contact details of two referees) and a letter of interest simultaneously to:
Dr. Anthony McDonnell (Anthony.McDonnell@ucc.ie); Dr. Ronan Carbery (Ronan.Carbery@ucc.ie) and Dr. Marion Beecher (Marion.Beecher@teagasc.ie)

The successful scholarship awardee will then have to submit a formal application through the University applicant system where qualifications will need to be validated.

Closing date
15th May 2020.