



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

THE FACULTY OF ARTS,
HUMANITIES AND SOCIAL SCIENCES
INAUGURAL LECTURE

**TOWARDS SUSTAINABLE
WORK & EMPLOYMENT:
NAVIGATING THE PARADOXES OF
JOB DECONSTRUCTION**

Professor **David Collings**

Professor of Sustainable Business (2021)
BBS, MBS, PhD (Limerick), MRIA, FAcSS

2024

MARCH 12



Welcome

It is the tradition in Trinity College Dublin that newly appointed Professors are invited to give an inaugural lecture.

The lecture provides an opportunity to showcase their achievements in research, innovation, engagement and teaching activities before members of the University community, invited stakeholders and the general public. An inaugural lecture is a significant event in an academic staff member's career.

The Faculty of Arts, Humanities and Social Sciences is proud to present the inaugural lecture of Professor David Collings.



About me

David Collings was appointed to the Chair of Sustainable Business at Trinity Business School, Trinity College Dublin in 2023. He previously held faculty positions at Dublin City University, the University of Sheffield and University of Galway and visiting positions at King's College London, Nanyang Business School in Singapore and Cornell University as a Fulbright Scholar. David is an elected Member of the Royal Irish Academy and Fellow of the Academy of Social Sciences and Chartered Institute of Personnel and Development. He is a former Chair of the HR Division of the Academy of Management.

He is a leading international expert on talent management, global mobility and sustainable work. His work has been published in leading international outlets including Academy of Management Journal, Organization Science, Journal of Management and Personnel Psychology, practitioner outlets such as Harvard Business Review and MIT Sloan Management Review and he has edited 12 books including the Oxford Handbook of Talent Management.

He is an Associate Editor at the Journal of Management and Academy of Management Perspectives and former Editor-in-Chief of the Journal of World Business, Human Resource Management Journal, and the Irish Journal of Management. He sits or has sat on the editorial boards of multiple journals including Academy of Management Review, Journal of International Business Studies, Journal of Management and Journal of Management Studies.



Professor

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The Trinity MBA Surges 21 Places in the Financial Times' 2024 Global MBA Ranking

Financial Times MBA Rankings 2024

Abstract

Work and employment are core to individual and societal wellbeing. However, over recent decades, both have been under considerable pressure, and we have seen the general erosion of worker rights for the benefit of shareholders. Furthermore, employees' current skills are at risk of becoming redundant, as the pace of change in skills means that many employees will require significant reskilling in the coming decade, creating further uncertainty for employees. These and other challenges raise important questions around sustainable work and employment. I will consider the example of job deconstruction as a growing trend within organisations and explore the paradoxes it creates for sustainable work and employment. I offer some suggestions for managing these paradoxes and developing more sustainable employment for individuals and organisations alike.



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Trinity Business School

Business is a long established discipline in Trinity College and Trinity Business School will celebrate its centenary in 2025. In 2016, the School embarked on a high growth and development strategy and since then it has undertaken huge innovation across all of its activities.

The mission of the School's 2016 strategy aimed to build upon Trinity Business School's niche high quality education offering and develop a full portfolio of activities commensurate with a leading international business school. This encompassed an internationalisation strategy where the School defined its DNA (comprising values, ambition and expertise) and embedded that in all of its growth activities. In 2022 the School launched its "Transforming Business for Good: Horizon 2030".

Building on its DNA the School enhanced its ambition to make a greater impact on ethical leadership, eco-sustainability and supporting more students from disadvantaged backgrounds to study successfully at Trinity (particularly through its Pathways to Business Programme).

Since 2016, Trinity Business School has grown to nearly three times its size, secured Triple Accreditation (AACSB, AMBA and EQUIS) placing it in the top 1% of business schools in the world, moved into the top tier of the FT rankings and independently financed a new €80 million eco-friendly building. The School also secured Athena SWAN accreditation and ranked as the 4th best business school in the world by The Economist for gender diversity.

Top **1** %
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