

[The Competence Centre for Diversity & Inclusion](#) at the University of St. Gallen is inviting applications for positions within a new group focused on diversity and leadership, funded by the Swiss National Science Foundation, to be led by Dr. Jamie L. Gloor, PhD:

## PhD in Management

(fully funded, including employment as a research associate, no teaching requirements)

### Your primary tasks:

- to conduct research and publish in top-tier journals in areas of organizational behavior, social/work psychology, micro-/behavioral/personnel economics, with a special focus on diversity and leadership
- to assist the PI with the research proposed within the funded project
- to develop your own, original research within the scope of diversity, leadership, and the future of work/leadership as part of your PhD
- to assist with outreach and dissemination activities (e.g., presentations at international conferences)
- to complete your PhD coursework including cutting-edge methods courses in [a high-caliber, integrated program](#) including world-class experts (e.g., Prof. Dr. Andrew Hayes)

### Your qualifications:

- an excellent Masters degree or equivalent in organizational behavior, social/work psychology, micro-/behavioral/personnel economics (or neighboring fields)
- excellent oral and written English, as evidenced via native language skills or in relevant test scores (e.g., TOEFL), stays abroad, a Masters thesis written in English
- a very good understanding of quantitative methods, including study design and statistical analyses, and a very good command of relevant software packages, such as R, Mplus, Stata, and/or SPSS
- good technical skills (e.g., Microsoft Office); coding skills are a plus
- a strong interest in research and relevant research experience (e.g., as a research assistant)
- curious, disciplined, self-reliant, ambitious, and creative

### What we offer:

- the opportunity to complete a PhD at an internationally renowned university
- full funding/employment with a full research focus and no teaching requirements (4 years, with possible extension)
- to work with leading scholars through collaborative research projects on some of the most pressing issues of our times: diversity, leadership, and the future of work and leadership
- generous salary and benefits, amounting up to approximately 60,000/year, depending on experience and employment percentage, according to the salary structure (e.g., see [here](#))
- to be part of a dynamic team dedicated to top-tier research and impactful outreach while fostering an energizing working atmosphere
- to partake in extensive career development; that includes, for example, frequent and intense mentoring, regular feedback, relevant courses, extensive networking opportunities, support for summer schools and conferences
- to develop a broad skill set by gaining training and consulting experience (if desired)
- to live in a country with quality of life ranked among the best in the world
- to relatively flexibly choose your start date (i.e., within 2021)
- flexible employment (50-70%), to allow for 30-50% for family/studies/etc.

### About us:

- Financial Times Ranking “Top European Business School” 4th place (in Europe)
- Financial Times Ranking “Masters in Management: 1st place” (Business Universities Worldwide)
- the first EQUIS and AACSB accredited university program in German-speaking in Europe

### **How to apply:**

- Prepare your application, combined into a single PDF, including:
  1. A 2-page cover letter describing your motivation and research interests, including your contact data and potential start date
  2. Your current CV, including any research-relevant experiences, publications, research presentations
  3. Names and contact data (e.g., email and phone number) for 2 potential referees
- Then, click [here](#) to submit your application in English.
- Deadline is October 13, 2020; applications will be reviewed on a rolling basis.

### **Any questions?**

- For formal questions related to requirements for the PhD program, pay, and/or benefits, contact Arbana Nuhiji ([arbana.nuhiji@unisg.ch](mailto:arbana.nuhiji@unisg.ch) or +41 71 224 35 36).
- For project- and/or research-related questions, contact the Principle Investigator, Dr. Jamie L. Gloor ([Jamie.Gloor@business.uzh.ch](mailto:Jamie.Gloor@business.uzh.ch)).

**Looking forward to your application!**