

## **Introduction**

UNIL is a leading international teaching and research institution, with over 5,000 employees and 17,000 students split between its Dorigny campus, CHUV and Epalinges. As an employer, UNIL encourages excellence, individual recognition and responsibility.

## **Presentation**

The Department of Organizational Behavior is seeking to fill a **PhD position** in the field of Work and Organizational Psychology / Organizational Behavior

## **Job information**

Starting date: September 1, 2023, or by agreement.

Contract length : 1 year, renewable 2 x 2 years, maximum 5 years

Activity rate : 100%

Workplace : University of Lausanne

Supervisor: Professor Franciska Krings

## **Your profile**

- A master's degree in Psychology, Management or Economics or an equivalent University degree
- A passion for research.
- An interest in workplace diversity, selection processes and biases, and/or impression management, and a strong motivation to do the PhD in these domains
- Being comfortable with quantitative empirical research methods and statistics.
- Being comfortable with experimental methods.
- Fluency in English and French.

## **The position**

The position is related to an ongoing research project on discrimination at employment, funded by the Swiss National Science Foundation (grant recipient: Franciska Krings). The project examines processes involved hiring discrimination against minority applicants, and the effectiveness of strategies to reduce this type of discrimination. You will join the team and develop research in this or a related area, using experimental and field studies, for your thesis. You will also dedicate a part of your time to participating and completing the doctoral school (see below).

During the first year, you will primarily work on your thesis research. During the second and following years, you will be implicated in teaching and assume the responsibilities of a teaching and research assistant (max 50%), while continuing work on your thesis (min 50%).

## **Your work environment**

The Department of Organizational Behavior provides a stimulating, interdisciplinary research environment. We value the diversity of background and expertise of the members of the department, and offer a dynamic, collegial and motivating work atmosphere. The successful applicant will also participate in our doctoral school which offers an excellent range of courses, and has the opportunity to gain further experiences and training, by attending international

workshops or conferences. The successful applicant will therefore also apply to the PhD Program in Management (see <https://www.unil.ch/hec-phd/en/home.html>).

### **Contact for further information**

Please contact [Prof. Franciska Krings](#) for further inquiries about the position.

### **Your application**

Deadline : 31.07.2023, or until the position is filled

Please submit the following documents through the UniL applications website (<https://www.unil.ch/carrieres/en/home/menuinst/emplois.html>):

- Motivation letter
- Curriculum Vitae
- The names and contact details of 2 referees
- A pdf copy of your MA thesis or other research-oriented outputs (e.g. publications)
- A pdf copy of your BSc and MSc grades

### **Additional information**

*UNIL is committed to equal opportunities and diversity.*  
[www.unil.ch/egalite](http://www.unil.ch/egalite)

*UNIL supports early career researchers.*  
[www.unil.ch/graduatecampus](http://www.unil.ch/graduatecampus)