



School of Health and Human Performance

Exit Entry Project

Research Assistant or Postdoctoral Researcher in Organisational Psychology

Postdoctoral Researcher

Fixed Term Contract up to 12 months

Background - DCU

Dublin City University (DCU) is one of the largest universities in Ireland. Its student population is approximately 17,000, including 500 research postgraduates and over 1,800 taught postgraduate students, plus around 3,000 distance education students. DCU is a research-led university which has developed its own research specialists, established internationally recognized centres of excellence that have substantive collaborative links with leading universities and industrial partners.

DCU has a strong track record in attracting both Irish and European Union research funding under Horizon 2020 (and all previous Framework Programmes), Marie Curie Actions and Erasmus. We offer a dynamic and internationally-focused environment in which to advance your academic career

Exit Entry Overview

The rapid and constant changes in the global market have caused disruption not only to companies' business models but also to the labour markets. Over the next 5 years, enormous modifications are predicted in the skill sets needed to thrive in this new landscape. In the face of increasing automation, soft skills are the key differentiator to cope with these seismic economic shifts. Current recruitment processes focus on academic ability. We propose a software platform that showcases and measures student's key soft skills, has a live video pitch for students and connects them directly with multinationals and corporations for job opportunities. We match student's soft skills with job soft skills. We are building a software platform that measures and showcases student's soft skills and connects them to employers. This product once built will be launched directly onto the market. We are looking for someone with a passion that loves innovative solutions to global problems. The idea is to be part of a diverse team that is developing a software tool that provides global opportunities for students. You can sense that Exit Entry is all about human skills and how these are influenced by environments, organisations and diverse groups. This is a chance to be part of something that will have an impact and drive changes for students. In a nutshell, we are a team of Psychologists, Technologists, Business leaders and Designers and we are looking to expand our team to help us create our Global vision.

Duties and Responsibilities

The duties and responsibilities of the position include, but are not restricted to the following activities:

- Data analysis using statistical methods and applications, in order to evaluate the outcomes and effectiveness of the new tools (questionnaires and videos) developed in Exit Entry
- Experience in Questionnaire development and validation
- Have a thorough understanding of, and experience with, analysing job requirements and content in order to establish criteria for classification, selection in adherence with Exit Entry Development.
- Conduct research studies of physical work environments, organisational structures, group interactions to test and further validate Exit Entry product.
- Demonstrate a deep understanding on psychological tests used to assess skills, abilities, competencies and interests for the purpose of employee selection.
- Study consumers' reactions to new products, using surveys, interviews and tests.

Desirable Skills

- Proven ability to prioritise workload and work to exacting deadlines
- Flexible and adaptable in responding to manager and market needs
- Strong team player who is able to take responsibility to contribute to the overall success of the team
- Enthusiastic and structured approach to research and development
- Excellent problem solving abilities
- Desire to learn about new, technologies and keep abreast of new product, technical and research developments

Qualifications

- M.Sc or Ph.D in work and/or organisational psychology (essential).
- Candidates are expected to present a portfolio of relevant Work Experience
- Excellent knowledge of SPSS, R or any other statistical Packages.
- Excellent proficiency in academic writing skills.
- Excellent oral proficiency in English, good communication and interpersonal skills
- Experience in questionnaires' development, analysis and validation.

Salary Scale: *

Research Assistant: €30,393 - €34,612 (point 12 – 17 IUA Research Assistant Salary scale)

Postdoctoral Researcher: €39,529 – €43,029 (point 3-6 – IUA Postdoctoral Researcher Scale)

**Appointment will be commensurate with qualifications and experience, and will be made on the appropriate point of the relevant salary scale in line with current Government pay policy*

Closing Date: 12th April 2019

Informal enquiries to:

Informal enquiries may be addressed to Dr Johann Issartel, Assistant Professor, School of Health & Human Performance, Dublin City University, Dublin 9, Ireland. E-mail: johann.issartel@dcu.ie Tel: +353 (0)1 7007461

Please do not send applications to this email address, instead apply as described below.

Application procedure:

Application forms are available from the DCU Current Vacancies (Open Competitions) website at <http://www4.dcu.ie/hr/vacancies/current.shtml> and also from the Human Resources Department, Dublin City University, Dublin 9. Tel: +353 (0)1 700 5149; Fax +353 (0)1 700 5500 Email: hr.applications@dcu.ie. **Along with the application form, please submit a CV and cover letter.**

Please clearly state the role that you are applying for in your application and email subject line:

Job Reference #1194 Research Assistant/Postdoctoral Researcher in Organisational Psychology, Exit Entry Future Leaders Project – DCU School of Health & Human Performance

Applications should be submitted by e-mail to hr.applications@dcu.ie or by Fax: +353 (0)1 700 5500 or by post to the Human Resources Department, Dublin City University, Dublin 9. With your completed application form, you may also send a Cover Letter and a CV (maximum 2-3 pages).

Dublin City University is an equal opportunities employer