



**Research Centre:** National Centre for Family Business

**Post Title:** Postdoctoral Researcher in Family Business

**Level on Framework:** Level 1

**Post Duration:** Fixed Term Contract up to 12 months

### **Overview**

Dublin City University ([www.DCU.ie](http://www.DCU.ie)) is a young, ambitious and vibrant University, with a mission ‘to transform lives and societies through education, research, innovation and engagement’. Known as Ireland’s ‘University of Enterprise and Transformation’, it is committed to the development of talent, and the discovery and translation of knowledge that advances society and the economy. DCU is the Sunday Times Irish University of the Year 2021.

The University is based on three academic campuses in the Glasnevin-Drumcondra region of north Dublin. It currently has more than 18,000 students enrolled across five faculties – Science and Health, DCU Business School, Computing and Engineering, Humanities and Social Sciences and DCU Institute of Education. DCU is committed to excellence across all its activities. This is demonstrated by its world-class research initiatives, its cutting-edge approach to teaching and learning, its focus on creating a transformative student experience, and its positive social and economic impact. This exceptional commitment on the part of its staff and students has led to DCU’s ranking among the top 2% of universities globally. It also consistently features in the world’s Top 100 Young Universities (currently in QS Top 70 Under 50, Times Higher Top 150 Under 100).

DCU is placed 84th in the world, in the Times Higher Education University Impact Rankings – measuring higher education institutions’ contributions towards the UN Sustainable Development Goals. Over the past decade, DCU has also been the leading Irish university in the area of technology transfer, as reflected by licensing of intellectual property.

### **Research Career Framework**

As part of this role the researcher will be required to participate in the DCU Career Framework. This framework is designed to provide significant professional development opportunities to Researchers and offer the best opportunities in terms of a wider career path. The role may include teaching duties to assist with module delivery.

## **DCU Business School**

DCU Business School is an engaged, innovative internationally-focused school which prides itself on its excellent reputation for impacting students, the academic community, industry and wider society. From the outset, our guiding voices were those of industry and students and, as a result, we are today distinctive for our deep and responsive industry engagement and our close concern with the success of our students. From those beginnings in the 1980s, and particularly over the last ten years, DCU Business School has developed an excellent research profile characterised by its industry relevance and a strong international reach. The School is accredited by AACSB, AMBA and has been awarded the Small Business Charter from the Chartered Association of Business Schools. Additionally, our programmes have relevant professional accreditations.

## **The National Centre for Family Business**

The National Centre for Family Business (NCFB) at DCU is a leading international family business research centre. By translating world-class research into best practice insights, we empower family firms to embrace contemporary challenges and achieve continuity across generations. Family businesses across Ireland face significant challenges due to recent economic shocks, Brexit and more recently Covid-19. Now more than ever family businesses need to drastically rethink their business model to ensure long-term survival for future generations.

## **Role Profile**

The Postdoctoral Researcher will engage in research projects as part of the research programme of the NCFB. The ideal candidate will have research interests and experience in some aspects of business growth, strategy, management, organisational behaviour, internationalisation, or entrepreneurship, in the context of family businesses and/or small medium-sized enterprises.

## **Duties and Responsibilities**

Please refer to the job description for a full list of duties and responsibilities associated with this role.

## **Qualifications and Experience**

### **Minimum criteria**

Applicants should have completed a PhD in a business discipline, including entrepreneurship, organisational behaviour, strategic management or innovation.

In addition, it is desirable that the candidate has experience in the following:

- Evidence of (pending) publication of PhD research (in high impact peer-reviewed journals);
- Skilled in the design, management and conduct of high-quality research projects in a business discipline;
- Strong skills in qualitative and/or quantitative research methods;
- Academic and report writing skills;
- A high level of interpersonal skills;
- Enthusiasm, motivation and flexibility;
- Ability to work independently and as part of a team;
- Excellent time management and ability to work to deadlines;
- Interest and experience in family business research;

### **Essential Training**

The post holder will be required to undertake the following essential compliance training: Orientation, Health and Safety and Intellectual Property and Data Protection training. Other training may need to be undertaken when required.

### **Candidates will be assessed on the following competencies:**

**Discipline knowledge and Research skills** – Demonstrates knowledge of a research discipline and the ability to conduct a specific programme of research within that discipline.

**Understanding the Research Environment** – Demonstrates an awareness of the research environment (for example funding bodies) and the ability to contribute to grant applications.

**Communicating Research** – Demonstrates the ability to convey their research with their peers and the wider research community (for example presenting at conferences and publishing research in relevant journals) and the potential to teach and tutor students.

**Managing & Leadership skills** - Demonstrates the potential to manage a research project including the supervision of undergraduate students.

**Salary Scale:** Post-Doctoral Researcher IUA Scale\*€39,132 - €45,157.

*Appointments will be commensurate with qualifications and experience and will be made on the appropriate point of the salary scales, in line with current Government pay policy.*

**Closing Date:** 4<sup>th</sup> February 2022

**For more information on DCU and benefits please visit:** [Why work at DCU?](#)

### **Informal Enquiries in relation to this role should be directed to:**

Dr Eric Clinton, DCU Business School, Dublin City University.

Email: [eric.clinton@dcu.ie](mailto:eric.clinton@dcu.ie)

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 website at

<http://www.dcu.ie/vacancies/current.shtml>

Applications should be submitted by e-mail with your completed application form to [hr.applications@dcu.ie](mailto:hr.applications@dcu.ie)

**Please clearly state the role that you are applying for in your application and email subject line: Job Ref: #RF1607 Postdoctoral Researcher in Family Business**

*Dublin City University is an equal opportunities employer. In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes. The University's Athena SWAN Bronze Award*

*signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies aimed at creating a supportive and flexible work environment are available [in the DCU Policy Starter Packs](#)*