



**National Centre for Family Business
Postdoctoral Researcher in Family Business
Level on Framework: Level 1
Fixed Term Contract up to 12 months**

Dublin City University

Dublin City University (DCU) 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', DCU is a values-based institution, committed to the delivery of impact for the public good. DCU was named Sunday Times Irish University of the Year 2021.

DCU is based on three academic campuses in the Glasnevin-Drumcondra region of north Dublin. More than 18,000 students are 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 delivering a transformative student experience, and its positive social and economic impact. The university continues to develop innovative programmes in collaboration with industry, such as the DCU Futures suite of degrees, which are designed to equip graduates with the skills and knowledge required in a rapidly evolving economy.

DCU's pursuit of excellence has led to its current ranking among the top 2% of universities globally. It is also one of the world's Top Young Universities (QS Top 100 Under 50, Times Higher Top 150 Under 100). In the Times Higher Education University Impact Rankings 2021, DCU ranked 23rd in the world for its approach to widening participation in higher education and its ongoing commitment to eradicating poverty, while it ranks 38th globally for its work in reducing inequality and 89th globally for gender equality.

The university is ranked 23rd in the world and first in Ireland for its graduate employment rate, according to the 2020 QS Graduate Employability Rankings. Over the past decade, DCU has 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

Reporting to Dr Eric Clinton (Director of the NCFB), and working with Professor Colm O’Gorman and Dr Catherine Faherty, and based in the DCU National Centre for Family Business, the Postdoctoral Researcher will:

- Conduct a specified programme of research under the supervision and direction of the Principal Investigators (Dr Eric Clinton; Professor Colm O’Gorman; and Dr Catherine Faherty).
- Where appropriate, engage in research projects affiliated with DCU Business School and international academics;
- Engage in research dissemination activities with the support of, and under, the supervision of the Principal Investigators;
- Contribute to the writing of academic articles, conference papers, industry white papers and other publications;
- Carry out administrative work associated with the programme of research and the NCFB as necessary; and maintain accurate project records and project confidentiality.

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 communication 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.

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](#)