



Applications are invited from suitably qualified candidates for the following position:

**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 leading innovative European University. It is proud to be one of the world's leading Young Universities and is among the world's top 2% globally. DCU is known as Ireland's University of Impact, with a mission to 'transform lives and societies' and focuses on addressing global challenges in collaboration with key national and international partners and stakeholders.

DCU has over 20,000 students in five faculties spread across three academic campuses in the Glasnevin-Drumcondra area of North Dublin. Thanks to its innovative approach to teaching and learning, the University offers a 'transformative student experience' that helps to develop highly sought-after graduates. DCU is currently No. 1 in Ireland for Graduate Employment Rate, and for graduate income (CSO).

DCU is a research-intensive University and is home to a number of SFI-funded Research Centres. The University participates in a range of European and international research partnerships. DCU is also the leading Irish university in the area of technology transfer as reflected by licensing of intellectual property.

As a 'People First' institution, DCU is committed to Equality, Diversity and Inclusion - a University that helps staff and students to thrive. The University is a leader in terms of its work to increase access to education, and is placed in the world's Top 10 for reducing inequalities in the Times Higher Education Impact Rankings.

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.

Principal Duties and Responsibilities

Please see the Job Description for a full list of duties and responsibilities:

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;

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 communicate 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

Essential Training

The postholder will be required to undertake the following essential compliance training: Orientation, Health & Safety and Data Protection (GDPR). Other training may need to be undertaken when required.

Salary Scale:

IUA Postdoctoral Researcher Salary Scale - € 29,275.00 - € 39,158.00

Appointment will be commensurate with qualifications and experience and in line with current Government pay policy

Closing date: 3rd April 2023

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, Director of the DCU National Centre for Family Business, Dublin City University. Email: 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 <https://www.dcu.ie/hr/vacancies-current-vacancies-external-applicants>

Applications should be submitted by e-mail with your completed application form to hr.applications@dcu.ie

Please clearly state the role that you are applying for in your application and email subject line: Job Ref 1846 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