



**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.

### **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 assistance 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 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.