Research Centre	DCU Business School
Post title	Postdoctoral Researcher: GENRE: Overcoming the Entrepreneurial Ecosystem Gender Divide: A Cross-Cultural Perspective
Level on Framework	Level 1
Post duration	Fixed Term Contract up to 16 months

Research Career framework

As part of this role the researcher will be required to participate in the DCU Research 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. 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.

Background & Role

The overarching objective is to investigate the extent to which entrepreneurship ecosystems support or hinder women's technology entrepreneurship.

Underlying most regional entrepreneurship and innovation ecosystem frameworks is the assumption that all entrepreneurs have equal access to resources, participation and support, as well as an equal chance of a successful outcome (venture start-up). However, women are underrepresented in successful entrepreneurial ecosystems and a persistent gender bias continues to exist in entrepreneurship discourse and practice. The UN SDG on Gender states that women suffer from "disadvantages in education [which] translate into lack of access to skills and limited opportunities in the labour market".

This three-year project aims to address this, by providing a nuanced comprehension of how gender is a decisive factor, i.e. how women and men are influenced by and, in turn, influence entrepreneurial ecosystems differently. In order to achieve this, the project will focus on a specific facet of gender in entrepreneurship: namely women's technology entrepreneurship and how this relates to accepted femininity and masculinity norms in different contexts. A cross-cultural comparison between Ireland, Sweden, Norway, and Israel will help to explain variations and similarities with regard to gender in technology entrepreneurship and innovation ecosystem frameworks and in so doing will inform policy development aimed at inclusivity and sustainability.

Principal Duties and Responsibilities

Reporting to his/her Principal Investigator the Postdoctoral Researcher will:

- Oversee all elements of GENRE's Dissemination Plan;
- Preparation of journal articles, reports, and presentations;
- Carve out pathways to impact beyond traditional academic routes;
- Organise and prepare interactive workshops and generative learning seminars;
- Engage with relevant stakeholders, interest organisations and researchers in each participating country;
- Ensure effective implementation of GENRE's Social Media Plan and website maintenance;
- Scope out future research directions, explore future research opportunities and prepare future grant applications;
- Carry out administrative work associated with GENRE's research program as necessary;
- Engage with other tasks relevant to successfully implementing the project's work and research programs.

Essential Criteria

Applicants should have a PhD in a business discipline, ideally entrepreneurship, gender or innovation.

Desirable Criteria

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);
- Design and implement platform-specific social media strategies;
- Strong skills in qualitative research methods;
- Academic and report writing skills;
- A high level of interpersonal skills;
- Enthusiasm, drive, motivation and flexibility;
- Demonstrated ability to work of own initiative and as part of a team;
- Excellent time management and ability to work to deadlines.
- Knowledge of academic literacies and academic contexts.

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

Mandatory Training

Post holders will be required to undertake the following mandatory training: Orientation, GDPR, and Compliance. Other training may need to be undertaken when required.