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**Research Associate for DFG project “Intergenerational Knowledge Transfer in Work Teams:  
A Social Network Perspective”  
Double PhD in Psychology VU Amsterdam & in Business Administration Jacobs University**

The WISE research group (WISE: Wisdom, Innovation, Strategy, Energy) and the WDN (WISE Demographic Network/ with founding companies Daimler, Deutsche Bahn, Deutsche Bank, EnBW, Lonza, Otto Group and Volkswagen) are searching for a research associate.

WISE is an interdisciplinary team with emphasis on psychology, studying topics such as the effects of demographic changes (e.g. an aging workforce and increasing diversity concerning age, gender, nationality, as well as cultural, functional, and educational background) on today's organizations and what can be done in the light of these changes to enable organizations to remain competitive. We maintain vivid collaborations and exchange with leading universities such as Harvard or Oxford. As a result of a successful dissertation process with high performance, the candidate can obtain both doctoral degrees in Psychology (Vrije Universiteit Amsterdam) and Business Administration (Jacobs University Bremen) and if aspired even including a triple PhD from the University of Sao Paulo,. Additionally, the candidate will have the opportunity to reside at international academic institutions for research projects and to attend international conferences. Candidates with strong interest in an academic career are particularly welcome.

The candidate should be interested and highly motivated to conduct research in the area of leadership, knowledge transfer and teams. The position is initially limited to one year with possibility of extension. The PhD is supposed to be finished within three years.

Start of the full-time PhD project would be **November 1, 2013**.

**Qualifications:**

- Excellent Master degree (MA, MBA, or Diploma) in Psychology (or Business Administration with background in Organizational Psychology or Human Resource Management)
- Excellent written and spoken English language skills
- Strong interest in the pursuit of influential applied research for publication purposes in top-tier journals
- High competence in quantitative methods (willingness to work with multi-variant analyses, structural equation modeling, multi-level and/or meta-analysis)

**Project description:**

- The dissertation project entails studies in the field of leadership, knowledge transfer and teams related to the DFG project “Intergenerational Knowledge Transfer in Work Teams: A Social Network Perspective”
- Emphasis will be placed on further data collection for expanding the multi-level team data set and existing leadership & team surveys and/ or experiments. And its analysis or meta-analysis for publication in high impact journals
- Europe's largest social science laboratory located at Jacobs University Bremen will be at the candidate's disposal to conduct further studies as well as facilities at VU University
- This position is purely focused on research

**Application:**

Candidates should submit a complete application – including a CV as well as all certificates, degrees, and transcripts – no later than **October 11<sup>th</sup>, 2013**. Please submit your application only electronically to [voelpel@jacobs-university.de](mailto:voelpel@jacobs-university.de)

For further information, please view [www.jacobs-university.de/shss/svoelpel](http://www.jacobs-university.de/shss/svoelpel) and [www.wdn-online.de](http://www.wdn-online.de).  
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