

Position Title: Research Fellow
Position Classification: Level B
Position Number: 316407
Faculty/Office: Faculty of Science
School/Division: School of Psychological Science
Centre/Section: Industrial and Organisational Psychology
Supervisor Title: Senior Lecturer
Supervisor Position Number: 312659

Your work area

The School of Psychological Science at UWA has a proud record of graduating world class scientists and practitioners. UWA received the top ranking of 5 ('well above world standard') for its research in Psychology in all three rounds (2010, 2012, 2015) of the Commonwealth Excellence in Research for Australia (ERA), with only one other Australian university matching this consistently high rating for Psychology. UWA Psychology provides advanced postgraduate training through many programs, including the Master and the combined Master and PhD program in Industrial and Organisational psychology. The School has strong links with the UWA Business School and Energy and Minerals Institute, with collaborations including the Accelerated Learning Laboratory and Centre for Safety.

The successful applicant will be part of a highly skilled research team with various specialisations within I/O Psychology and Organisational Behaviour. Moreover, (s)he will be connected to the Organisational Behaviour (OB) group, which links the School of Psychology and the UWA Business School. The OB group has world-class scholars (e.g., Sharon Parker, Mark Griffin, Marylene Gagne, Gillian Yeo, and Cristina Gibson) and offers an outstanding environment in which to shape and develop a research career.

Reporting Structure

Reports to: Senior Lecturer and team of principal investigators

If a leadership/ supervisory role:

Direct Reports: Research Assistants

Your role

We are seeking a Research Fellow with a track record of academic excellence and a passion for applied social and organisational research. The appointee will be working on a project, entitled "Enabling Sustainable Volunteering", which is funded by the Bushfire and Natural Hazards Collaborative Research Centre (BNHCRC) and led by Drs Patrick Dunlop, Alex Luksyte, Djurre Holtrop, and Professor Marylène Gagné. The goal of the project is to conduct research with emergency services organisations in Australia that assists them in improving their volunteer management practices.

Applicants must possess a relevant doctoral qualification such as a PhD in Industrial/Organisational psychology, organisational behaviour, social psychology, or a related discipline. Individuals with an understanding of recruitment, person-organisation fit, engagement, and diversity research, with a range of research methods, and with a strong statistical background are strongly encouraged to apply, though these areas of expertise are not essential. The appointee will, under limited direction, be responsible for helping to design, execute, and disseminate high quality research on the topic of volunteer attraction, placement, and engagement. Additionally the appointee will be the prime contact for research partners (emergency services organisations) and thus requires strong interpersonal skills and experience in client/partner relationship management.

Key responsibilities

- Provide input into the planning and design of the research.
- Conduct reviews of academic and practitioner-oriented literature to develop theoretical propositions.
- Design research materials (e.g., interview schedules, surveys, interventions).
- Undertake data collection activities (such as interviewing, administering surveys, providing training, running Subject Matter Expert workshops).
- Proactively direct and support the research team and drive the research project forward.
- Liaise with stakeholders from partner organisations during data collection and follow-up.
- Liaise with stakeholders from partner organisations to ensure project delivery meets their needs as well as those of the research team.
- Disseminate knowledge to partner organisations through reports and workshops.
- Lead and contribute to reports to partner organisations or other industry.
- Lead and contribute to international quality academic papers.
- Present results to end users from within the partner organisation and at academic conferences.
- Analyse results using advanced statistical techniques (e.g., SEM, longitudinal data analysis).
- An opportunity to teach a unit and supervise student theses.
- Other duties as directed.

Your specific work capabilities (selection criteria)

Essential

- Relevant PhD qualification in industrial/organisational psychology, organisational behaviour, social psychology, or a related discipline.
- Experience conducting applied organisational or other field-based research.
- Highly developed written and verbal communication skills including evidence of high quality written work (journal articles, company reports), high quality teaching or facilitation.
- Skills in multivariate statistical analyses including structural modelling and multilevel analysis.
- Track record of demonstrating initiative and working collaboratively.
- Ability to communicate effectively with practitioners and translate academic research outcomes into practitioners' terms.
- Ability to build relationships with diverse stakeholders including industry partners and to work in a research team.
- Willingness and ability to teach and supervise Honours and Masters students in organisational psychology and/or organizational behaviour.

Desirable

- Experience in a range of field research methods such as designing, conducting and interpreting interviews, surveys, and workshops.
- Experience conducting assessments within organisations, such as job analysis, training needs analysis, and psychological assessments.
- Knowledge of topics such as recruitment, person-organisation fit, engagement, individual differences and diversity research.
- Evidence of academic productivity (e.g., peer-reviewed publications).

Special Requirements

Willingness to travel regularly within Australia

Compliance

Workplace Health and Safety

All supervising staff are required to undertake effective measures to ensure compliance with the Occupational Safety and Health Act 1984 and related University requirements (including Safety, Health and Wellbeing Objectives and Targets).

All staff must comply with requirements of the Occupational Safety and Health Act and all reasonable directives given in relation to health and safety at work, to ensure compliance with University and Legislative health and safety requirements.

Details of the safety obligations can be accessed at <http://www.safety.uwa.edu.au>

Equity and Diversity

All staff members are required to comply with the University's Code of Ethics and Code of Conduct and Equity and Diversity principles. Details of the University policies on these can be accessed at http://www.hr.uwa.edu.au/publications/code_of_ethics, <http://www.equity.uwa.edu.au>