

## PhD-fellowship 'Inclusive Leadership' (Department of Management)

### **Let's shape the future - University of Antwerp**

The [University of Antwerp](#) is a dynamic, forward-thinking, European university. We offer an innovative academic education to more than 20000 students, conduct pioneering scientific research and play an important service-providing role in society. We are one of the largest, most international and most innovative employers in the region. With more than 6000 employees from 100 different countries, we are helping to build tomorrow's world every day. Through top scientific research, we push back boundaries and set a course for the future – a future that you can help to shape.

The Department of Management of the Faculty of Business and Economics is seeking a full-time (100%) doctoral fellow in the field of Inclusive Leadership (HRM/Organizational Behavior).

#### **Position**

- You will actively work on a doctoral dissertation in the field of Management, HRM, and Organizational Behavior focusing on the topic of inclusive leadership.
- You contribute to the four-year research project "ALL ON BOARD! But are they really? The paradoxical impact of inclusive leadership on employees' citizenship and withdrawal behavior," funded by the Research Foundation - Flanders (FWO) and led by Kim De Meulenaere (UA).
- You investigate the complexity of inclusive leadership in contemporary diverse work environments. This includes highlighting both the positive and potential negative effects of inclusive leadership, aimed at promoting a sense of belonging among employees while also respecting their unique identities. Crucial to this research are collaborations with organizations such as SDWorx and VDAB, where you take the lead in data collection.
- You will primarily conduct research at UA within the Department of Management, but for this project, international academic collaborations with leading researchers such as Lynn Shore (Colorado State University, US), Beth Chung (San Diego State University, US), and Astrid Homan (University of Amsterdam, NL) are crucial. This means that you will also be travelling to the Netherlands and the US for your research.
- You enhance your expertise through doctoral courses and additional training.
- You will participate in international scientific conferences and workshops.
- You will publish scientific articles related to the research project.
- You will carry out a limited number of teaching and research support tasks.

#### **Profile**

- You have obtained a Master degree in Applied Economic Sciences / Socio-Economic Sciences / Social Sciences / Business Sciences or equivalent.
- You can demonstrate excellent study results.
- Your teaching competences are in line with the University of Antwerp's [educational vision](#).
- Your research qualities are in line with the faculty and [university research policies](#).
- You approach tasks with a focus on quality, integrity, creativity, and collaboration.
- You enjoy working both independently and as part of a team.
- You demonstrate a strong sense of self-discipline, self-direction, and self-learning capability.
- You aspire to develop into an independent researcher.
- You are motivated to present your research at (international) conferences.
- You are willing and enthusiastic to participate in research stays abroad.
- Experience with quantitative research techniques is an asset.

### What we offer

- The project has a duration of 4 years. We offer a doctoral fellowship for a period of 1 year. Upon annual positive evaluation, the fellowship is extended by one year each time, until a total period of 4 years is reached.
- The planned start date is October 1, 2024, or as soon as possible thereafter.
- Your monthly scholarship amount is calculated according to the [scholarship amounts](#) for doctoral scholarship holders on the pay scales for Contract Research Staff (Dutch: *Bijzonder Academisch Personeel*, BAP).
- You will receive ecocheques, Internet-connectivity allowance, and a bicycle allowance or a full reimbursement of public transport costs for commuting.
- You will do most of your work at the City Campus in a dynamic and stimulating working environment.
- Find out more about working at the University of Antwerp [here](#).

### Want to apply?

- You can apply for this vacancy through the University of Antwerp's online job application platform up to and including **3 June 2024** (by midnight Brussels time). Click on the 'Apply' button and complete the online application form. Be sure to include the following attachments: a motivation letter and your academic CV.
- The selection committee reviews all applications as soon as possible after the application deadline. As soon as a decision is made, we will notify you. If you are still eligible after the pre-selection, you will be informed about the possible next step(s) in the selection procedure. Please make a note of these dates in your calendar: **June 17 (deadline for short writing assignment) and June 24 (selection interviews)**.
- If you have any questions about the online application form, please check the [frequently asked questions](#) or send an email to [jobs@uantwerpen.be](mailto:jobs@uantwerpen.be). If you have any questions about the job itself, please contact prof. Kim De Meulenaere ([kim.demeulenaere@uantwerpen.be](mailto:kim.demeulenaere@uantwerpen.be))

*The University of Antwerp received the European Commission's [HR Excellence in Research Award](#) for its HR policy. We are a sustainable, family-friendly organisation which invests in its employees' growth. We encourage [diversity](#) and attach great importance to an inclusive working environment and equal opportunities, regardless of gender identity, disability, race, ethnicity, religion or belief, sexual orientation or age. We encourage people from diverse backgrounds and with diverse characteristics to apply.*