

J O B O F F E R N o . 2016/203

The University of Konstanz, with its Institutional Strategy to promote Top-Level Research, has been receiving continuous funding since 2007 within the framework of the Excellence Initiative by the German Federal and State Governments.

The “Organisational Studies” research group led by Prof. Florian Kunze at the Department of Politics and Public Administration is seeking applications for a

Postdoctoral Position in Organizational Behavior/Team Diversity Research (Salary Scale 13 TV-L / 100 %)

The position is part of the project “**Temporal Dynamics of Work Team Diversity**” funded through the **German Research Foundation (DFG)**.

The appointment is for a fixed term of **24 months**. The starting date is 1 December, 2016, or by agreement. The position does **not involve any teaching load**.

We are looking for:

- Candidates with a strong research background in management / organizational behavior research and a solid training in quantitative (longitudinal) methods.
- The postdoctoral researcher must have the ability to work independently, ideally in the area of team/diversity research with large data sets.
- Required qualifications include a doctoral degree in management, I/O psychology or a related area and most desirably first peer-reviewed publications in international journals or conferences.
- Skills in statistical software (SPSS, AMOS, R or STATA) are an asset.

We offer:

- Collaboration in an interdisciplinary, motivated, and successful research team
- Access to large scale longitudinal data sets for team/diversity research
- Cooperation with leading institutions/companies in Germany and Switzerland
- Participation at international research conferences

The University of Konstanz encourages applications from people with a disability. They will be given preference if appropriately qualified (contact +497531/88 – 4016 und 88-2834).

The University of Konstanz is an equal opportunity employer that tries to increase the number of women in research and teaching.

The University of Konstanz has been certified as a family-friendly institution by the Hertie Foundation and is committed to further the compatibility of work and family life.

The University of Konstanz offers a „Dual Career Couples Program“. Information can be obtained from: <http://www.familie.uni-konstanz.de/dual-career/>.

To apply, please send a letter of motivation that details your research interests, a CV, your two most important academic articles, and copies of the relevant degree certificates and grade transcripts (if applicable) as well as contact details of two reference **electronically** to Prof. Dr. Florian Kunze: florian.kunze@uni-konstanz.de. **The application deadline is 31 October 2016.**
Using the reference number 2016/203.

sgd. Martin Krauß