Do you wish to become an actor in the economic and social transition of the enterprise? Do you like to do research, explore, and innovate with rigour?

The Université catholique de Louvain is looking for

Two researchers full time in Human Management

Work environment

The positions are part of the labor-H programme, a research and innovation centre on Human Management and the New Organization Forms at UCLouvain.

Labor-H is a research and innovation centre on Human Management and the new organization forms inside the Louvain Research Institute in Management and Organizations (LouRIM), animating and coordinating management science research and the College for Work Science (TRAV/ESPO), organizing the Master degree in HRM at UCLouvain. Labor-H produces and shares innovating knowledge in the field of Human and organization management with the aim of influencing HRM practices in the enterprises. In particular, it organizes seminars and carries out scientific research for professional and scientific communities. It is also in charge of a course in the framework of the HRM master degree. Funded by some ten private and public companies, labor-H is a unique reflection and action forum abiding by the rules of scientific research and in close relation with the society.

Missions

- Contribute to the activities of labor-H in its ambition of production and sharing of innovating knowledge in the field of Human Management, through the development of the research projects as defined by the mixed steering committee.
- Be an actor in a stimulating dynamic serving the research and promotion of a Human Management through the development of a PhD thesis in Management Sciences, among other things.

Activities

The researcher will be expected to:

- Carry out a PhD thesis on a subject corresponding to the labor-H research axes (new forms of organization; Human Management), in the field of Management Sciences;
- Develop research projects in collaboration with the other researchers and academics: this involves theoretic (e.g. state of the art) and empiric (collection of primary and secondary data) research tasks, following qualitative and quantitative methods, but also thought structuring and writing results (under various formats) following a yearly work plan;
- Write and present reports to scientific and professional audiences;
- Participate in a research dynamic involving scientific experts and Human Management professionals. This also includes the coordination with the labor-H members and certain tasks of internal coordination and organization of activities.
The researcher will be located in Louvain-la-Neuve and will work under the hierarchical responsibility of Prof. Laurent Taskin and the functional responsibility of Dr Michel Ajzen.

**Profile and skills**

Successful candidates will meet the following requirements:

- Hold a university training of at least 300 credits in management sciences, human resource management, business engineering or other social science field (sociology, psychology, political sciences, etc.), granted with mention;
- Master the methodologies for collecting and analysing quantitative (questionnaire surveys) and qualitative (interviews) data, or commit themselves to get trained;
- Show an interest in Human Management and research in this field of the management sciences;
- Be capable of autonomy and initiative to carry out their research;
- Be a collaborative team player in a multi-project mode;
- Be able to write scientific texts and communicate with professionals, in a clear, precise and rigorous language;
- Master usual research software tools;
- Master French and English, some knowledge of Dutch being an asset

**Type of contract**

Full time, 12-month research grant starting on 15 September, under the direct supervision of the Chair Holder. The grant is renewable three times maximum.

**Contact**

Your CV and motivation letter are to be sent to Prof. Laurent Taskin by **30 August 2020** at the latest ([laurent.taskin@uclouvain.be](mailto:laurent.taskin@uclouvain.be)). Any further information about these positions can also be requested at this address.

Short-listed candidates will be interviewed on **Friday, 4 September 2020** (they must thus ensure to be available on that day). They will receive precisions on the selection test by 1 September at the latest.