



**University of  
Zurich** <sup>UZH</sup>

**Department of Business Administration**

Chair of HRM and Leadership  
Prof. Dr. Jochen Menges

Plattenstrasse 14  
8032 Zurich, Switzerland

[www.leadership.uzh.ch](http://www.leadership.uzh.ch)  
[www.leadthefuture.org](http://www.leadthefuture.org)

The Chair of Human Resource Management and Leadership,  
led by Prof. Dr. Jochen Menges at the University of Zurich, is inviting applications for a

**Post-Doctoral Research Associate  
with expertise in virtual/augmented reality and emotion psychology  
to establish and manage our  
Future of Work Virtual Reality Laboratory**

**Your primary tasks are...**

- to conduct original research using virtual/augmented reality (VR/AR) technology to study emotions, motivation, and/or leadership in organizations, in part collaboratively with members of the Chair
- to set up and provide oversight for the Chair's Future of Work Virtual Reality Laboratory, by leading and/or coordinating relevant research projects, procuring hardware and software as needed, and programming, analyzing, and publishing studies using VR/AR technology
- to be an active member of our research community, for example, by attending our weekly organizational behavior reading group and our research workshops
- to mentor and support Ph.D., master, and bachelor students in VR/AR-related theses
- to assist in the Chair's teaching program, in part by offering sessions on VR/AR and the Metaverse, as well as sessions using VR/AR technology

**Your qualifications include...**

- a completed or nearly completed PhD degree or its equivalent in Informatics (e.g., Human-Computer Interaction), Psychology, Business or neighboring fields, with a focus on VR/AR
- a proven research track record, as evident in top-tier publications in relevant journals or at relevant conferences, or potential as evident in working papers or papers under review
- excellent oral and written English language skills, as evidenced in a PhD dissertation written in English; German language skills are not needed
- an excellent understanding of VR/AR, combined with expertise in emotion psychology or related areas
- a very good understanding of quantitative methods, including relevant software packages, such as R, Mplus, and/or Stata
- good presentation skills, as evident in conference presentations; teaching experience (ideally with formal student evaluations) is a plus
- experience in laboratory management and/or related organizational endeavors is helpful
- the ability to work in a team, curiosity and discipline, self-reliance and initiative-taking, as well as integrity and creativity



## You have the opportunity...

- to advance your academic career at an internationally renowned research university and to partake in career development with the aim of obtaining an assistant professorship
- to work with leading scholars through collaborative research projects in one or more of the Chair's core research areas (leadership, emotion, motivation), particularly, in projects that relate these areas to challenges inherent in the future of work
- to take responsibility for establishing and managing the new Future of Work Metaverse Laboratory, advancing cutting edge research and teaching using VR/AR technology
- to be part of a dynamic team that is dedicated to top-tier research, inspirational teaching and impactful outreach while fostering a positive working atmosphere
- to live in a city where the quality of life is among the best in the world
- to receive a competitive salary, in line with the university's compensation scheme
- to hold a renewable annual contract
- to start as soon as possible, and ideally by September 1, 2022.

## About us:

The [Chair of Human Resource Management and Leadership](#) is part of the Department of Business Administration within the Faculty of Business, Economics and Information Technology at the University of Zurich. In our research, we focus on the dynamics between leaders and followers and on the role of emotions and motivation in organizational life. We employ primarily quantitative methods and conduct carefully controlled experiments as well as field and archival studies in organizations; we also have an interest in big data and expanding our expertise in computational psychology and people analytics.

The Chair runs the [Center for Leadership in the Future of Work](#). With the support of some of the world's most renowned businesses that provide both funding and access to data, we establish a vibrant people innovation ecosystem that prepares people and organizations for the future of work. The Center for Leadership in the Future of Work has been selected as a recipient of a grant from Digitalization Initiative of the Zurich Higher Education Institutions, a government initiative aimed at supporting the economy and society, to establish and manage the Future of Work Metaverse Laboratory. This lab is dedicated to exploring how the Metaverse can improve the world of work for people.

We give aspiring researchers an opportunity to grow their careers in a collaborative setting with a global outlook, and we foster a startup spirit that allows all members of the Chair to shape and contribute to the Chair's goal of developing a leading platform for rigorous research, inspirational teaching, effective outreach, and organizational and societal impact.



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### **About Zurich:**

Located in the heart of Europe, Zurich is an important economic, cultural, and social center. The image of the largest city in Switzerland is dominated by its beautiful location on Lake Zurich and the Limmat River, its stunning views of the Alps on the horizon, numerous local recreation areas, and urban diversity. Around 430,000 people from more than 175 different countries live in Zurich. Zurich offers something for everyone: culinary flights of fancy, limitless shopping, numerous cultural and sporting events, Switzerland's trendiest nightlife, over 50 museums and 100 galleries, to mention only a few – plus the amazing outdoors of Switzerland with world-class skiing slopes, hiking trails, and watersports opportunities are just steps away and often accessible with public transport.

### **How to apply:**

Please submit your application in English via e-mail to our office manager, Lissette Cabrera: [lissette.cabrera@business.uzh.ch](mailto:lissette.cabrera@business.uzh.ch).

Your application should consist of

- Cover letter, including a summary of research, teaching, and service activities, and your desired start date
- CV, including your contact data
- A 1-page plan for how you would go about establish and managing the Future of Work Metaverse Laboratory, including a rough timeline for your activities
- Copies of 2-3 research papers
- Contact information for 2-3 academic references
- If available, teaching evaluations
- Optionally, transcripts of grade reports and test scores

**Submission deadline:** rolling

### **Any questions?**

If you have questions, please do not hesitate to contact our Office Manger Lissette Cabrera at [lissette.cabrera@business.uzh.ch](mailto:lissette.cabrera@business.uzh.ch). She handles all queries relating to the position.

**We look forward to receiving your application!**