

PhD student position at the Institute IMO, Faculty of Economics at USI Università della Svizzera italiana

Università della Svizzera italiana (USI) is a young and lively university, a hub of opportunity open to the world where students are offered a quality interdisciplinary education in which they can be fully engaged and take center stage, and where our researchers can count on having the space to freely pursue their initiative.

Established in 1996, USI is in constant evolution, always taking on new challenges while remaining true to its three guiding principles: quality, openness and responsibility.

The Institute IMO is distinguished by various methodological approaches and for a perspective that focuses on the social context within which organisational behavior looms and takes shape. On the one hand, (more macro level) organisations are perceived as social actors that do not only react and act upon economic logics. On the other hand, (more micro level) organisations are understood as the result of internal social processes that influence the decisions of their members and sometimes those decisions are not following a pure profit maximization logic.

The Institute invites applications for a fully funded Ph.D. position in management for conducting research in the SNF project entitled Exploring the effects of audience-organization linguistic alignment on access to social benefits.

The project

The project aims to study the effects of linguistic alignment between an organization's employees and external stakeholders on organizational performance, using natural language processing on a corpus of over 400.000 emails exchanged between a French governmental agency in charge of distributing social benefits in France and its beneficiaries. The project further includes a field experiment in partnership with the French governmental agency to test the effect of different types of linguistic content on beneficiaries' response. The doctoral student will work on the SNF project with Prof. Paul Gouvard, the SNF project leader (<https://usi.to/6sk>).

The Ph.D. Position

The doctoral student will be enrolled in the PhD program in Management at USI. The successful candidate will be offered the possibility to work in a dynamic research team and in a multidisciplinary and international scientific environment.

The PhD candidate will collaborate to the development of the institute research agenda. He or she will have the task of setting up a collection of data for his or her dissertation, while at the same time participating in a variety of tasks related to the research streams in which he/she is involved.

On the teaching side, he/she will work as teaching assistant in courses at either bachelor or master level, helping in the preparation of teaching materials and tutoring students.

The PhD candidate is also asked to present papers at scientific conferences, and produce publications for scientific journals.

Candidates' profile

Ideal candidates should satisfy the following requirements:

- A Master (or equivalent title) in management, economics, sociology, psychology, or related disciplines
- High personal interest in organization theory, sustainability, and strategy, motivation to address important societal issues and a keen enthusiasm for quantitative empirical research
- Expertise in quantitative methods, computational social science, machine learning, natural language processing and/or knowledge of programming languages (e.g., Python) would be a plus
- Good skills in oral and written English (official language of the Ph.D. program)
- Good oral and writing skills in one (OR MORE) national Swiss languages (German, French, Italian, Romansh)
- Ability to work independently and to plan and direct own work
- Motivation to engage in the elaboration of a PhD dissertation. Ability to work in team and autonomy in scheduling research steps. Interest for teaching and tutoring students and availability to collaborate with colleagues (engage in scientific dialogue, listen and think critically) are required.

Contract terms

Admission to the Ph.D. program is highly competitive. Admission decisions are based on the candidate's background, interests, attitude and potential for academic achievement.

Successful enrolment in the Ph.D. program and the position as doctoral researcher are not compatible with a further professional activity.

The position is internally financed and the salary levels correspond to those set by the Swiss National Science Foundation for PhD researchers.

The successful candidates will work as research assistants at the Institute IMO, and will have the possibility to interact with an international network of collaborators.

Workplace is USI Università della Svizzera italiana, located in Lugano, Switzerland.

Availability to travel to other parts of Switzerland and abroad (for purposes of collaboration and research) is required.

Starting date is April 2024 (at the earliest). However, the position will be kept open until a suitable candidate has been found.

The Application

Applications should contain: (1) a letter in which the applicants describe their research interests and the motivation to apply, (2) a complete CV, (3) copies of relevant diplomas, certificates as well as the full transcript of records that prove the candidates' eligibility for doctoral studies in Management, (4) an electronic version of a research work (Master thesis or other scientific publication).

The latter must be accompanied by a short summary in English (1 page maximum). A support letter written by the Master thesis supervisor (or another Professor who knows the candidate well) is equally welcome.

Please send your application in electronic form or requests for further information to Paul Gouvard (gouvap@usi.ch).

Applications received before 01/01/2024, will be given priority. However, applications will be received until the position is filled.

USI strives to be an equal opportunity and family friendly employer and is further responsive to the needs of dual career couples. We guarantee that the selection process will give equal opportunities to female and male researchers.

As an institution that values diversity, USI particularly encourages applications from women and from all individuals from underrepresented groups.

Lugano, November 22nd, 2023