

# Postdoctoral Fellow (2 years)

Lee Kong Chian School of Business  
Singapore Management University



## The Postdoctoral Fellowship

Prof. [Michael Schaerer](#), in collaboration with Profs. [Chris du Plessis](#) (SMU) and [Eric Uhlmann](#) (INSEAD), seeks a full-time Postdoctoral Fellow at Singapore Management University's Lee Kong Chian School of Business starting August 2023. The postdoctoral fellowship is a two-year position and is based in Singapore. The postdoctoral fellow will join in the ongoing research of Profs. Schaerer, du Plessis, and Uhlmann on the theme of "Understanding and Closing Gender Gaps in Workplace Outcomes", but collaborations on additional topics (e.g., power, status, negotiations) are possible too.

## Job Description

- Involvement in ongoing academic research projects;
- Design, execution, and coordination of experiments, field studies, and multi-lab projects;
- Publishing in reputable academic journals and practitioner outlets;
- Although no teaching is required, the postdoctoral fellow may assist with teaching and case writing on related topics;
- A proportion of the time can be dedicated to the postdoctoral fellow's own research projects.

## Qualifications

- PhD completed on the starting date (candidates who have completed and submitted their dissertation may also be considered) in management (or closely related field such as organizational behavior, human resources management, social psychology, applied economics, etc.);
- Excellent research capability as evidenced by a strong publication record and/or research pipeline;
- Experimental design skills are required;
- Competence in advanced quantitative data analysis (SPSS, STATA, R, etc.);
- Interest and, ideally, some experience with crowdsourcing science, i.e. large projects involving numerous experimental manipulations or coordinating the contributions of a number of sub-teams;
- Ability to work both as part of a team and independently;
- Excellent oral and written communication in English;
- Programming skills are desirable but not required.

## How To Apply

To be considered for the position, please submit your CV, an outline of your research program, up to three published or working research papers, and up to three letters of recommendations to [schaerer@smu.edu.sg](mailto:schaerer@smu.edu.sg). The review will begin immediately, and applications will be considered until the position is filled.

## About Us

Singapore Management University is a place where high-level professionalism blends together with a healthy informality. The 'family-like' atmosphere among the SMU community fosters a culture where employees work, plan, organise and play together – building a strong collegiality and morale within the university. Our commitment to attract and retain talent is ongoing. We offer attractive benefits and welfare, competitive compensation packages, and generous professional development opportunities – all to meet the work-life needs of our staff. No wonder, then, that SMU continues to be given numerous awards and recognition for its human resource excellence.