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Post-doctorant

Chaire Résilience & Leader*Ship*

French Navale Academy – University of Western Brittany (UBO) – University of Rennes 1

In partnership with the companies Naxicap, Safran et la Banque Française Mutualiste

***Duration :*** post-doctoral contract from Septembre 2019 - Septembre 2020

***Primary place of work:*** the French Naval Academy (Lanvéoc-Bretagne 29) – it will also be possible to work at the UBO and/ or the University of Rennes 1.

**Key words:** HRO – organizational resilience - leadership - reliability – complexity and/ or extreme contexts.

**Research Background Information :**

The selected candidate will work in the research chair ‘Résilience & Leader*Ship’* in association with the French Naval Academy, the University of Western Brittany (UBO), the University of Rennes 1. The chair is supported by three industrial partners; Naxicap, Safran and the Banque Française Mutualiste. The project is funded for three years (budget of the project - 680 K€) and may receive additional financing.

Within the research team at the French Naval Academy, the University of Western Brittany (UBO) and the University of Rennes 1, the work undertaken by the candidate will adhere to the principal research areas of the chair which comprise:

* The identification of critical resilience capacities in extreme situations and the associated leadership profiles,
* The differentiation of different levels at which resilience capacities may be governed,
* The proposition of a tool to evaluate the capacity of organizational resilience
* The research will be conducted in an organization characterized by a high degree of reliability (the Navy, the medical domain) and at the partner sites. Consideration of the study of resilience linked to the problematics of leadership is also of interest.

**Objectives:**

The objective is to work on the problematic of distributed leadership in extreme or complex situations The selected candidate should in particular undertake a literature review, develop interview guides/ questionnaires, conduct interviews and complete analysis of the data collected. Summary documents pertaining to this work must also be completed.

The selected candidate’s work will be linked to the other actors in the chair via complementary activities. In this respect, the selected candidate is expected to participate in working groups and project coordination (particularly recording minutes for project governance meetings). In addition, he/she will contribute to the organization of a scientific conference in 2020 and workshops at partner sites further to the requirements of the research chair and its partners. He/she may also contribute to obtaining additional funds for the chair.

He/she will contribute to scientific communications and publications with respect to the work undertaken (for example: communications, publication in journals or conferences, participation in the organization of scientific conferences, etc…).

**Profile Sought**: a PhD in management sciences or other disciplines interested in leadership processes

Competent in qualitative and/ or quantitative analytical methods

Excellent level of written and spoken English and French

Good relationship skills

**Contacts:**

Chair holder: MCF Sophie Le Bris : [sophie.le\_bris@ecole-navale.fr](mailto:sophie.le_bris@ecole-navale.fr)

Co-holder of the chair: Pr Dominique Martin : dominique.martin@univ-rennes1.fr

Human resources at the French Naval Academy : Josiane Keraudren, tel 02 98 23 41 05

Send a detailed CV, motivation letter and two recommendation letters by email to: josiane.keraudren@ecole-navale.fr

Closing date for applications: 20 juin 2019

Start date : September 2019