



# Postdoctoral researcher

The Université Toulouse Capitole and Toulouse School of Management-Research are recruiting a Postdoctoral Researcher to work within the *Chair NETWORK*, a Junior Professor Research Chair (CPJ) funded by the [French National Research Agency](#), held by Dr. Véronique Robert, Assistant Professor in the Department of Human Resources and Organizational Behavior at TSM-Research. This research Chair focuses on the effects of new forms of work on leadership practices, workplace relationships, and employee well-being.

## PRESENTATION OF THE UNIVERSITY

Emerging from a long academic tradition, the Université Toulouse Capitole became an experimental public institution on January 1<sup>st</sup>, 2023. This new institution, home to 700 teaching staff, 600 administrative staff, and nearly 20,000 students, is comprised of the following components: *Faculty of Law and Political Science, Toulouse School of Management, Faculty of Administration and Communication, Faculty of Computer Science, IUT of Rodez*, alongside two component institutions: *Toulouse School of Economics* and *Sciences Po Toulouse*. Collectively, these components work together to achieve Université Toulouse Capitole's ambitions: creating a multidisciplinary and international research hub, developing local and international partnerships, promoting pedagogical innovation, and enhancing the attractiveness and visibility of the Toulouse university campus.

## PRESENTATION OF THE CHAIR HOLDER RESEARCH

*Véronique Robert* is an Assistant Professor at Toulouse School of Management (TSM), Université Toulouse Capitole, and a member of Toulouse School of Management Research (TSM-R, UMR5303). Her work uses quantitative methods and focuses on leadership practices - particularly that of *laissez-faire* leadership, through the examination of how employees interpret and experience leaders' inaction. She also investigates effects of remote and hybrid work on manager-employee relationships, employee well-being, and work experiences. Her research has been published in leading journals such as the *Journal of Business and Psychology*, the *Journal of Occupational and Organizational Psychology*, the *European Journal of Work and Organizational Psychology*, and the *International Journal of Human Resource Management*.

## MISSIONS

The postdoctoral researcher will have the opportunity to contribute to multiple stages of the research process, including; developing future research projects, designing studies and experiments, collecting and analyzing data, and disseminating findings through publications and conference presentations. The successful candidate will be encouraged to develop their own research agenda whilst also contributing to ongoing projects within the research team.

Applicants should hold a PhD in Management, Organizational Behavior, Human Resource Management, Psychology, or a related field. They should possess a strong background in quantitative methods, online data collection methodologies, and statistical analysis - proficiency in SPSS and Mplus is preferred. Excellent written and oral communication skills in English is required, as is the ability to work both independently and collaboratively within an international research environment.

Strong publication potential is also important within this role. As such, candidates with prior research interests or publications related to leadership theories and practices, workplace relationships, employee well-being, and/or contemporary work arrangements (e.g., remote and hybrid work) will be given special consideration.

## **MAIN ACTIVITIES**

- Contributing to the development and design of research projects
- Designing and conducting quantitative studies and experiments, including online data collection and survey-based research.
- Managing data collection processes and ensuring the quality and integrity of research data.
- Analyzing quantitative data using advanced statistical techniques, preferably with SPSS, Mplus and/or R.
- Participating in the preparation of research manuscripts for submission to leading international journals and academic conferences.
- Collaborating closely with the research Chair holder to the development of future grant proposals and research initiatives.
- Engaging with different audiences to disseminate research findings and their implications for management practices.

## **REQUIRED APTITUDES**

The ideal candidate should possess the following qualifications and competencies:

### **Knowledge**

- PhD in Management, Organizational Behavior, Human Resource Management, Psychology, or a related field.
- Mastery of quantitative research methodologies, including survey design, experimental methods, and online data collection.
- Strong understanding of advanced statistical techniques commonly used in organizational research (e.g., regression analysis, multilevel modeling, and structural equation modeling).

### **Skills**

- Ability to contribute to the development of research projects, grant applications, and scientific publications.
- Ability to communicate research findings effectively through publications, conference presentations, and interactions with practitioner audiences.
- Strong written and oral communication skills in English.
- Ability to work both independently and collaboratively in a research environment.
- Intellectual curiosity, initiative, and self-motivation.
- Commitment to scientific rigor, research ethics, and high-quality scholarship.

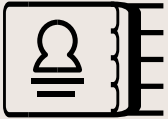
## HOW TO APPLY

Interested candidates should submit a one-page cover letter and a curriculum vitae to: [veronique.robert@tsm-education.fr](mailto:veronique.robert@tsm-education.fr), indicating the position title in the subject line. Review of applications will begin on June 30, 2026, and will continue until the position is filled.

**Scheduled Interview Date:** July 2026 and September 2026

**Remuneration:** The position is offered as a full-time fixed-term public-sector contract until August 31, 2027, renewable for one additional year subject to conditions. Remuneration will be based on qualifications and experience.

**Start Date:** September 1, 2026, or later



**Contact Information: For further information, please contact:**

**Name: Véronique Robert**

**Title: Assistant Professor, Junior Professor Research Chair (CPJ)**

**Email: [veronique.robert@tsm-education.fr](mailto:veronique.robert@tsm-education.fr)**