

Dr. Rob Austin at the Ivey Business School (Western University, London, Canada) is seeking to fill a postdoctoral position, primarily in the topic of Neurodiversity Employment, but there may also be broader work related to the evolution of work topic.

The successful candidate will support the activities of the Evolution of Work Chair. This research-practice initiative broadly explores how work is changing because of advancing technologies (e.g., generative AI), shifts in business models (e.g., from pipelines to platforms), the basis of competition (e.g., from industrial to innovation), and other factors. This position will play a key role in the Ivey Business School's Neurodiversity Employment Research Project (<https://www.ivey.uwo.ca/neurodiversity-employment-research-project/>) and will have an opportunity to work closely with companies that have pioneered neuro-inclusive employment, including EY, Microsoft, SAP, Specialisterne, and others. Many research groups around the world focus on neurodiversity, from a medical, psychological, policy and human rights, and technological standpoint; our focus is on the organizational arrangements that make neuro-inclusive practices sustainable and as effective as possible, so candidates for this position should be interested in this perspective.

The research team presently consists of faculty Rob Austin, as well as a variety of very capable Ph.D., Masters, Undergraduate students; faculty members Patricia Hein and Barnini Bhattacharyya are affiliated with the project and work with the team at times; other faculty members, including some outside the business school, might also become involved.

The ideal candidate would have the following characteristics:

- A Ph.D. in a management related field (although degrees from other social science or neurodiversity-related fields will be considered, especially if the candidate has experience related to neurodiversity research), and a willingness to move to London, Canada;
- An ability to conduct high quality (primarily, but not exclusively, qualitative and case-based) research on work, its design, execution, and evolution, focusing especially on neuro-inclusive employment (we appreciate a variety of theoretical approaches);
- Comfort and credibility writing for and communicating with corporate executives; and
- Strong organizational and interpersonal skills.

The candidate's activities will include designing research, collecting company-specific data, and writing articles targeting Financial Times 50 and other management and organizational research journals (to a greater extent than, say, medical or psychology journals). The candidate will enjoy working with a diverse, vibrant research team and be motivated to expand the boundaries of management knowledge while also having a positive impact on the world.

The candidate will join an active research community at the Ivey Business School. There are numerous faculty members engaged in equity, diversity, and inclusion research with whom we may collaborate at times.

Ideally, we are looking for a candidate to start September 1st, 2024. The term of the position is 5 years, with a 6-month probationary period and annual reviews.

If you are interested in the position, please send the following to **Rob Austin** (raustin@ivey.ca) by **May 31st, 2024**:

- a copy of your CV
- a cover letter that describes how you meet the criteria above.

We will start reviewing applications starting **June 1st, 2024** and will continue to do so until the position is filled.

Please visit the Postdoctoral Associate Benefits webpage for information:

https://www.uwo.ca/hr/benefits/your_benefits/pda/index.html.

We invite applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Accommodations are available for applicants with disabilities throughout the recruitment process.