Full-time academic vacancy in the field of Group and Organisational Psychology

Start date: 1 September 2021

Description of the course load:

A full-time, indivisible position in the field of Group and Organisational Psychology within the Department of Psychology. This post includes teaching, research and services to the Community.

Teaching activities:
Teaching activities include the following courses:

- **Occupational and organisational psychology - Part 2**
  This course includes teaching on the theory of organisations and major related themes such as power, relationships and social relations, analysis of organisational configurations and communication in groups. It could also address new forms of employment and new forms of work organisation.

- **Group dynamics: methods and practices**
  This course deals with the concepts of “group” and “group dynamics”, the historical and theoretical origins of group dynamics, research methods and methods of action in groups. More specifically, the following topics are addressed: group bonding and cohesion, communication in groups, roles in groups, influence and leadership in groups, emotional and imaginary phenomena in groups, groups at work, group practices and the demands of professionalism. The objective is to acquire the theoretical bases for decoding major group phenomena, to become aware of the main methodological aspects of leading a group at work, to have the personal experience of integrating a small group in a “training laboratory” situation.

- **Psychosocial interventions in organisations: organisation-based strategies**
  This course addresses the concept of “change” in the organisational context. Consultancy and intervention processes are presented together with the ethical issues raised by consultancy practices. Different methods are presented: those based on quality management, training, group or team support, individual support, project management, organisational development.

- **Psychosocial interventions in organisations: group-based strategies**
  The course covers group social psychology and group dynamics as well as group interviewing and its diagnostic uses. The objective is to discover the different uses of groups and the methodologies associated with these uses from the perspective of change in the organisational environment. These methodologies include team-building or team development, team supervision and coaching, co-development, project groups and their uses, training/action groups, etc.

- **Psychology of mediation**
  This course aims to enable the student to acquire the theoretical bases of the mediation approach (crisis-conlict-breakdown and change, conflict systemics, definitions,
typologies, related processes such as conciliation, arbitration, negotiation), to enable students to situate mediation within social evolution, to enable them to acquire and implement the methodological and technical bases enabling them to manage a mediation process.

In addition to courses, the position involves the organisation and supervision of practical work and/or internships, as well as the supervision of theses.

**Research Activities:**
The successful applicant will have to develop a research programme in line with the teaching load.

**Activities for the benefit of the Community:**
The successful applicant will take into account the “services to the academic community” dimension in the way they plan their workload, on the one hand, and will develop a plan for services to civil society in line with their competences, on the other.

**Qualifications/Profile:**

- Hold a doctorate in psychological and educational sciences. Candidates with a doctorate in humanities and social sciences will also be considered;

- Have been the main author of at least three publications in international or national peer-reviewed and referenced scientific journals (e.g., ISI, Scopus, ERIH) or in books or chapters of scientific studies; research reports published by recognised national or international organisations and papers presented in an international scientific assembly will also be considered.

- Practical experience of providing consultancy/intervention or participation in/management of project(s) in organisation/company/institution in the relevant area.

**Selection procedure:**
The evaluation of the applicant will take into account teaching experience in a university setting, but such experience is not essential. Nevertheless, as part of the selection process, the applicant will have to prepare a public lecture (1/2 hour), open to academic and scientific members of the Faculty, in order to evaluate their teaching qualities.

**Applications:**
Applicants are requested to submit their applications electronically, to the following address: Postesacademiques@uliege.be with a copy to Ms. Cindy Minconetti C.Minconetti@uliege.be no later than 28 February 2021.

**Required documents:**
- An application with a curriculum vitae;
- A complete list of publications;
✓ A copy and a summary of the five most significant publications;
✓ A cover letter;
✓ The candidate will be required to demonstrate that they have sufficient practical experience to take on the teaching load in this area and to support interns and/or students preparing dissertations in their field (maximum one page);
✓ A description of the teaching plan (one page maximum);
✓ A description of the research objectives (one page maximum) demonstrating the ability to develop a research programme related to the teaching workload;
✓ A description of the direction that they intend to provide to their sector of activity in terms of cohesion and dynamisation of a network of professionals in the field who will be brought to work with them in applied research/research-action/expertise/interventions (one page maximum);

Conditions of recruitment:

The position shall be assigned either from the outset on a permanent basis or for a fixed term of four years, which may lead to the permanent appointment of the person concerned.

In the case of a four-year appointment, an evaluation of the person concerned will be carried out at the end of the third year.

- If the evaluation is negative, the person concerned will complete the four-year term but will not be able to extend it.
- If the assessment is positive, the person concerned shall be appointed on a permanent basis.

Our institutional policy is based on diversity and equal opportunities. We select candidates according to their qualities whatever their age, sexual orientation, origin, beliefs, disability or nationality.

Information:

Any further information can be obtained from the Faculty of Psychology, Speech Therapy and Educational Sciences, Mme Cindy Minconetti – tel.: +32 4 366 20 23 – C.Minconetti@uliege.be

Salary:

Salary scales and how they are applied are available from the human resources department of the University: Ms Ludvine Depas – tel.: +32 4 366 52 04 – Ludvine.Depas@uliege.be