



Leibniz-Institut für Resilienzforschung

The Leibniz Institute for Resilience Research (LIR) gGmbH is a non-university research institute with the aim of researching the phenomenon of resilience, i.e. the maintenance or rapid recovery of mental health during or after acute or chronic stressful life circumstances. It investigates the mechanisms that mediate resilience, develops interventions that promote resilience and implements effective interventions in healthcare in companies, schools and universities.

Together with you, we are developing a doctoral project to investigate resilience in the work context. Our working group is concerned with investigating the perception of stress factors, resources and stress management processes in the context of daily and cumulative workloads. In order to model dynamic developmental processes, we aim to conduct studies at different temporal resolutions. In addition to individual aspects of resilience, social (e.g. team interaction, leadership), societal (labor laws, crises) and structural (workplace, industry) contextual factors can also be addressed. We are looking forward to start the position at 01.05.2024,

Doctoral candidate (m/f/d) (65% job scope, currently 25 hours/week)

Initially limited until 31.12.2027.

Your tasks include:

- Literature research
- Development of research designs and creation of corresponding materials
- Conducting studies (includes acquiring participants by email and telephone, providing questionnaires to participants, dealing with queries)
- Evaluating the results of the studies for feedback to participants
- Presenting research results at national and international conferences
- Preparation of scientific publications

Our Profile:

- Completed academic university degree (diploma, master's degree) in psychology
- Interest in research in the field of work and organizational psychology
- Sound methodological knowledge
- Knowledge of project management
- Very good written and oral communication skills, also in English
- Ability to work in an interdisciplinary team
- Ability to present content and results to specific target groups
- Ability to work under pressure and flexibility

What we offer:

- a challenging, highly dynamic and science-driven working environment with flat hierarchies, responsibility and a great deal of creative freedom
- flexible working hours and mobile working
- a wide range of training and development opportunities, e.g. via the Haufe Academy
- an employer-financed pension scheme for non-civil servants in the public sector (VBL)

The salary is up to EG 13 TV-UM (collective agreement of the University Medical Center Mainz).

All technical questions will be answered by Prof. Dr. Thomas Rigotti, by e-mail thomas.rigotti@lir-mainz.de.

Have we appealed to you? Then please send us your detailed application by **30.04.2024**, by e-mail only and in one coherent PDF file, stating your earliest possible start date, to: recruiting@lir-mainz.de. Please quote the reference number **LIR_90** in the subject line.

Women are given preferential consideration for recruitment in the case of equivalent suitability, qualifications and professional performance, insofar and as long as there is an under-representation. This does not apply if there are such serious reasons in the person of an applicant that they outweigh the requirement for equal opportunities for women. Severely disabled applicants with equal qualifications will be given preference (proof required).

www.lir-mainz.de

Notes on data protection

Your personal data contained in the application documents or, if applicable, obtained in the interview will be processed exclusively for the purpose of the selection procedure for this advertised position.

The legal basis for data processing in the application process and as part of the personnel file is Section 26 (1) sentence 1 BDSG and Art. 6 (1) (b) GDPR and, if you have given your consent, for example by sending information that is not necessary for the application process, Art. 6 (1) (a) GDPR. The legal basis for data processing after a rejection is Art. 6 (1) (f) GDPR. The legal basis for storage under budgetary and tax law is Art. 6 para. 1 lit. c GDPR in conjunction with § SECTION 147 AO. Legitimate interest in processing on the basis of Art. 6 para. 1 lit. (f) GDPR is the defense against legal claims.

As a rule, we do not require any special categories of personal data within the meaning of Art. 9 GDPR for the application process. We ask you not to send us any such information from the outset. If such information is exceptionally relevant to the application process, we will process it together with your other applicant data. This may, for example, concern information about a severe disability, which you can provide to us voluntarily and which we then have to process in order to fulfill our special obligations with regard to severely disabled persons. In these cases, the processing serves the exercise of rights or the fulfillment of legal obligations arising from labor law, social security law and social protection. The legal basis for data processing is then Art. 9 para. 2 lit. b GDPR, §§ 26 para. 3 BDSG, 164 SGB IX. In exceptional cases, it may be necessary to obtain information about your health or a disability or information from the Federal Central Criminal Register, i.e. about previous convictions, in order to assess your suitability for the intended job. The legal basis for this is § 26 BDSG.

The person responsible for the application procedure is the addressee of the application specified below in this call for applications.

As part of the application process within the Leibniz Institute for Resilience Research (LIR), your personal data will be passed on to Members of the selection committee, the personnel administration, the equal opportunities officer, the representative for severely disabled persons and, if applicable, the works council within the scope of their organizational or legal responsibilities.

Your personal data will be deleted no later than six months after completion of the selection process. According to the GDPR, you have the following rights vis-à-vis the addressee of the application if the relevant legal requirements are met: right of access (Art. 15 GDPR), right to rectification of inaccurate personal data (Art. 16 GDPR); data erasure (Art. 17 GDPR), restriction of processing (Art. 18 GDPR) and objection to processing (Art. 21 GDPR).

If you have any questions, you can contact the LIR data protection officer (datenschutzbeauftragte@lir-mainz.de). You also have the right to lodge a complaint with the Rhineland-Palatinate Data Protection Officer.

Link to the privacy policy of LIR gGmbH: <https://lir-mainz.de/datenschutz>