



Job Reference:

FDP SAD1/ Chair

Post-doctoral position

Chair in Resilience & LeaderShip

Naval School - *University of Western Brittany*

In partnership with the University of Rennes 1 and the companies Naxicap, Safran, Banque Française Mutualiste

Job title: *Post-doctoral fellow in management sciences*

Duration: *24 months*

Location: *University of Western Brittany (LEGO laboratory). 3 Rue des Archives, 29238 Brest & French Naval Academy (Lanvéoc-Bretagne 29) Rue du Poulmic, 29160 Lanvéoc*

Keywords: *HRO - Organisational resilience - Leadership - Reliability*

Research unit(s): LEGO : Laboratoire d'Economie et de Gestion de l'Ouest (EA 2652)

General presentation of the research unit :

The LEGO laboratory (Laboratoire d'Economie et de Gestion de l'Ouest) is supervised by three higher education institutions: two universities (Université de Bretagne Occidentale, Université de Bretagne Sud) and an engineering school (Institut Mines-Telecom Atlantique). LEGO is one of the most important Breton laboratories in economics and management with more than 100 researchers, including about thirty PhD students. The topics of the laboratory's researchers cover multiple disciplines in management and economics. The majority of the laboratory's scientific work can nevertheless be represented according to four areas of expertise, each of which is supported by numerous publications, research contracts and ongoing projects or events: 1) Digital, networks, territories; 2) Responsible practices and food; 3) Health, well-being and ageing; 4) Governance and resilience of organisations.

It is in this particularly dynamic field of expertise, "Governance and resilience of organisations", that the successful candidate will carry out his/her work; more specifically, he/she will work within the Resilience & LeaderShip chair held by the Ecole navale - UBO in partnership with the University of Rennes 1 and its industrial partners Naxicap, Safran, Banque Française Mutualiste. This project corresponds to a global budget of about 680 K€ spread over 3 years and may benefit from additional funding.

The candidate's mission will be to contribute to the identification of resilient responses in collaboration with the other members of the Chair.

The work will focus more particularly on phase 1 (understanding the crisis) dealing with reliability issues with a possible approach based on the identification of weak signals that allow for a change in the register of



action. In particular, it will be necessary to specify which factors can act as brakes or facilitators in the identification of these weak signals.

The preferred field of study could be the merchant navy and in particular so-called "operating and working" vessels (e.g. seismic, oceanography, telecommunications, energy, offshore, etc.) or an organisation in another sector characterised by a high degree of reliability (e.g. the French Navy, the medical field) and that of the partners. A perspective on the study of resilience with issues related to leadership is desirable. The post-doctoral student's work will be complementary to that of the other members of the Chair.

The research carried out could contribute to the European project reSEArch-EU of which the UBO is a member. The successful candidate will also be called upon to co-facilitate working and coordination sessions of the project (in particular by ensuring the reporting of decisions taken during governance meetings); he/she will be required to participate in the organisation of scientific days and workshops planned as part of the Chair's programme. He/she may contribute to the search for additional funds for the Chair.

He/she will contribute to scientific communication and publications on the project's work (writing papers, publications in journals or conferences, participation in the organisation of scientific conferences, etc.).

Knowledge and skills required:

Ability to model and analyse qualitative and quantitative data.

Very good level of written and spoken English.

Good interpersonal skills.

Minimum degree required: PhD

Application open to European nationals.

Preferred training: PhD in management sciences

Eligibility criteria: 18 months abroad between 1 May 2016 and the start of the project

Contract duration: 12 months (renewable once)

Working hours : 100% Weekly working hours 35h00

Benefits - working conditions :

- 4.5 or 5 day week (if BIATSS) - 45 days annual leave / RTT. (if BIATSS staff, if researcher 25 working days/year)

Possibility to work from home up to 2 days per week - Indicative gross monthly salary: from €2,361.76 (depending on professional experience)

How to apply

- Application deadline: 3 June May 21

Application file: CV + letter of motivation + letters of recommendation (under reference FDPSAD1/Chair)

- Application address: sophie.le_bris@ecole-navale.fr and Martine.LeRoux@univ-brest.fr

- Provisional starting date: June July 2021

Contacts :

Chairholder: MCF Sophie Le Bris: sophie.le_bris@ecole-navale.fr

Human Resources Department: Ms Martine Le Roux, DRH UBO, martine.leroux@univ-brest.fr

Directorate of Research, Innovation and Economic Development Ms Marcelline Goarant, Director of the UBO DRIVE, marcelline.goarant@univ-brest.fr