

## **Research Associate Position**

### **Guanghua Leadership Institute, Peking University**

We are recruiting two outstanding scholars who are recent doctoral graduates to work with the Research Director of the Guanghua Leadership Institute to conduct context-sensitive research on leadership of organizations within China. The Guanghua Leadership Institute (<http://www.guanghualeadershipinstitute.com>) is a new centre for leadership research and development, in partnership with CISCO, a highly successful and reputable Silicon Valley company, dedicated to cultivate the next generation of Chinese state and enterprise leaders. The institute fosters sustainable innovation, leadership and globalization. This unique joint initiative has three key goals:

- to cultivate thoughtful leadership through indigenous research and create a global knowledge exchange of replicable models and best practices;
- to leverage state-of-the-art technology to create a highly collaborative network environment that blends Chinese culture and Western ideas;
- to create a rich developmental environment that unlocks the full potential of individuals, enterprises and the state.

### **The Research Associate Role**

The research non-teaching post offers an exciting opportunity to develop early career experience in building a research program and supporting infrastructure. The Associate will support the Research Director in the design and implementation of the research program of the Institute.

The research tasks will include analysis of relevant literature, developing theoretical frameworks, designing and engaging in both quantitative and qualitative research, managing data collection and analysis, and writing research reports and scholarly articles. The Associate also will participate in the design and delivery of research workshops and symposia led and attended by leading international scholars. The post will offer considerable opportunity to develop academic research skills along with publication opportunities. The Associate will also contribute to building international networks with scholars, practitioners and organisations.

The post will be based in the Guanghua School of Management, Peking University, Beijing, China. It will be for two or three years in the beginning, but with the possibility of an extension, subject to availability of funding. Salary will be competitive depending upon experience.

### **Qualifications**

- Qualifications for interested applicants include a doctoral degree in social and behavioural sciences from schools of management, psychology, sociology, or economics.
- Degrees from either Chinese or overseas universities will be considered. Experience in research and publications, and knowledge of management/business in the Chinese and/or international context is expected.
- Excellent written and oral communication skills in English and Chinese are required.
- Ability to work independently and effectively in a team environment is necessary.
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### **Application Procedure**

Address applications to Prof. Anne S. Tsui, Research Direction, Guanghua Leadership Institute. Submit applications consisting of the following three items electronically to Research Director, GLI, co/o Ms. Sugar Tong, at [sugar.t@gsm.pku.edu.cn](mailto:sugar.t@gsm.pku.edu.cn):

- 1) a cover letter indicating how you fulfil the requirements of the post;
- 2) a detailed curriculum vitae; and
- 3) three references, forwarded directly to Ms. Sugar Tong from the referees.

Closing date for electronic applications: 30 August 2010 or until the positions are filled.

Applicants may arrange interviews at the Fourth IACMR International Conference on June 16 to 20, 2010, in Shanghai, China, or at the Academy of Management meeting on August 6 to 10, 2010, in Montreal, Canada. To request an interview or for further information about the post, the Institute, or the Guanghua School of Management, please email Ms. Sugar Tong ([sugar.t@gsm.pku.edu.cn](mailto:sugar.t@gsm.pku.edu.cn)).