

Doctoral Researcher 100%: Managing the Recruitment Crisis

Introduction

Are you passionate about improving HR management in healthcare? Do you enjoy engaging in research and want to become part of an international research community? Are you interested in how the healthcare sector can successfully manage the recruitment crises in the field of nursing and international healthcare professionals? If you answered these questions with “yes”, then this job is for you!

At the KPM Center for Public Management of the University of Bern, we have an exciting opening for a doctoral position. The position is part of an international project dealing with the recruitment crisis in the healthcare sector, which is led by the King Frederik Center for Public Leadership at Arhus University/Denmark. In this project the KPM of the University of Bern collaborates with an international network of researchers on the topical area of recruitment, selection, and retention of international workforce. The network serves as a platform for exchange of knowledge and experiences regarding sustainable international workforce policies with focus on the healthcare context. You will be attached to the research unit directed by Prof. Dr. Adrian Ritz at KPM with a modern, and autonomous working culture.

Job information

Expected start-date: Fall 2024 or to be agreed

Contract length: 4 years max.

Activity rate: 100%

Workplace: KPM Unibe in Bern

Salary: SNF salary scale of University of Bern

Your responsibilities

The doctoral researcher is expected to carry out research in collaboration with and adding to the the international team and manage one sub-project relating to effective onboarding, integration, and retainment of international employees. The main goal of the position is to write the doctoral dissertation (Dr. admin. publ.).

The empirical part of the project relates to a field experiment, using quantitative data and methods to investigate multiple research questions related to the international recruitment of healthcare professionals in Switzerland.

Your qualifications

- Master degree, or near completion, in public management, management, political science or related disciplines.
- Skilled in quantitative (and qualitative) methods, and willingness to refine your methodological skills.
- Knowledge of the Swiss health sector is an asset.
- Passionate about learning and reliable, creative, take-charge personality.
- Able to work autonomously and deliver results on time.
- German skills are necessary.
- Advanced English skills.

What the position offers you

- Excellent work conditions in a strategic center at the University of Bern and in midst of the city center of the Swiss capital Bern.
- Multicultural and diverse work environment in a team spanning Swiss and international universities.
- Access to national and international training programs and conference visits.

Contact for further information

For more information, contact Prof. Dr. Adrian Ritz: adrian.ritz@unibe.ch

Your application

Please send a motivation letter, CV, and a writing sample (e.g. master thesis) and your master's diploma in one pdf-file to adrian.ritz@unibe.ch. Applications will be reviewed until the position is filled.