

PhD position in work and organizational psychology – Vrije Universiteit Brussel

The Faculty of Psychology and Educational Sciences at the Vrije Universiteit Brussel, Belgium, seeks a highly motivated candidate to fill a PhD position working on the topic of the “Dynamics of burnout” (supervisor: Prof. Dr. Tim Vantilborgh; co-supervisor: Prof. Dr. Sara De Gieter).

Topic: Burnout can be defined as a psychological syndrome entailing three core dimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment. In line with recent advances in related fields, the central aim of this research topic will be to investigate burnout as a dynamic system, in which the core dimensions are interrelated and influence each other over time. We thus aim to advance burnout theory by introducing insights from dynamic systems theory and by using a psychological network approach to study burnout as a dynamic system. Studies will focus on how the core dimensions relate to each other and to environmental factors (e.g., job demands and resources) and outcomes (e.g., absenteeism) over time. This could be supplemented with computational models to develop formal theory on the development of burnout.

During the project, you will be able to collaborate, in addition to your supervisors, with various scholars with expertise in dynamic systems research. We also encourage PhD students to participate in a research stay abroad. Finally, we expect and support PhD students to follow open science practices in their research.

Environment: The PhD student will work in the Research Group of Work and Organizational Psychology under the supervision of Prof. Dr. Tim Vantilborgh and Prof. Dr. Sara De Gieter. Our research group is well-known for its research on dynamic processes at work and for its use of novel methods to study dynamic phenomena. The group offers an international, productive, collaborative, and interactive environment with 4 full-time and 2 part-time professors and about 10 graduate and postgraduate students. See <https://wops.research.vub.be/nl/homepagina> for more information.

Profile: The applicant must have a Master’s degree in Psychology (or

equivalent) and excellent English communication and writing skills. Experience with research on networks, dynamic systems, or organizational behavior is considered an asset, as well as good statistical skills. Students who are in their final year of Master's can also apply.

Terms of employment: We offer a competitive salary with various additional benefits (in terms of holidays, health insurance, transport costs), excellent research facilities, and a conference/travel budget. The position is for 4 years and is expected to result in the completion of a PhD. The start date is September 1st 2021 or as soon as possible thereafter (an earlier start date is negotiable).

Application procedure: Interested candidates can contact Prof. Dr. Tim Vantilborgh for more information. Applicants should send their motivation letter and full CV (including a detailed transcript of university study results) to tim.vantilborgh@vub.be at your earliest convenience and no later than May 28th 2021.