

Doctoral Position (85%, four years) in Work and Organizational Psychology

University of Neuchâtel, Switzerland

The research group of Prof. Dr. Maïke Debus at the Institute of Work and Organizational Psychology (IPTO; www.unine.ch/ipto) invites applications for a doctoral position. The preferred start date is **September 1, 2026** (or upon agreement). The group conducts research on economic stressors (particularly job insecurity and overqualification), employee well-being, health and recovery, as well as impression management at work.

Your future tasks:

- Writing a doctoral dissertation in one of the research areas mentioned above
- Designing, conducting, analyzing, presenting, and publishing research studies
- Supporting teaching activities (e.g., seminars)
- Supervising student work
- Contributing to administrative tasks at the institute

Your profile:

- Strong interest in research in work and organizational psychology
- Above-average master's degree in psychology or a related field
- Interest in and motivation for teaching in work and organizational psychology
- Excellent command of English (written and spoken)
- Strong methodological and statistical skills and/or the ability and willingness to further develop advanced methodological expertise
- High level of organizational skills, conscientiousness, initiative, receptiveness to feedback, strong interpersonal skills, and presentation skills
- The University of Neuchâtel is in the French-speaking part of Switzerland. Knowledge of French is an asset but not required.

What we offer:

- Salary and employment conditions in accordance with the regulations of the University of Neuchâtel
- An excellent working environment with modern infrastructure and an attractive academic setting
- Close supervision and mentoring throughout your doctoral studies
- A constructive, collaborative, and high-performing research team



- Extensive training opportunities (e.g., advanced methods and statistics, research and academic writing skills, teaching development)
- Neuchâtel and Switzerland as attractive places to live, offering a high quality of life and diverse leisure opportunities (<https://www.myswitzerland.com/en-ch/destinations/neuchatel/>)

About the University of Neuchâtel

The University of Neuchâtel has approximately 4,500 students who benefit from high-quality academic programs and close supervision. It is one of the most international universities in Switzerland, with around 100 nationalities represented and approximately one quarter of students coming from abroad. Ideally located between Geneva and Zurich, in the heart of Europe, the university offers an excellent research environment in a unique lake-and-mountain setting.

For further information or if you have any questions, please do not hesitate to contact Prof. Dr. Maike Debus (see email address below). Please submit your application documents as a **single PDF file** to maike.debus@unine.ch.

The application should include:

1. A letter of motivation
2. A curriculum vitae
3. Copies of diplomas and university transcripts
4. A copy of your master's thesis (or your thesis proposal, if the thesis is not yet completed)
5. A one-page summary of your master's thesis (or thesis proposal) in English
6. Names and contact details of two academic referees who may be contacted for references

The submission deadline is **April 15, 2026**. We look forward to receiving your application!

