

**JD- Post Doctoral Researcher- CWIL**

<b>Position/Title:</b>	Post Doctoral Researcher	<b>Department:</b>	<b>Centre for Wisdom in Leadership (CWIL)</b>
<b>Reporting to:</b>	Executive Director - CWIL		
<b>Job Location:</b>	Mumbai		
<b>Job duties:</b>	<p>Inspired by SPJIMR's mission of value-based growth, <b>Centre for Wisdom in Leadership (CWIL)</b> looks to enhance conventional leadership development approaches currently employed by corporate learning and development professionals, with wisdom traditions drawn from the East and West. The Centre is part of an emerging global network of leadership and wisdom centres, scholars, and practitioners. CWIL co-creates and disseminates new perspectives through blog articles, podcasts, training modules, retreats, and conferences.</p> <p><b>Centre for Wisdom in Leadership (CWIL) at SPJIMR</b> is seeking a highly motivated <b>Post-Doctoral Researcher</b> to contribute to ongoing and new research initiatives in the domain of Wisdom. One of these initiatives is the Wise Judgment Consortium (WJC), a growing community that aims to create a more inclusive model for decision-making, which CWIL has joined recently. This research initiative led by Igor Grossmann, from the University of Waterloo, Canada, titled "<b>Wisdom Across Cultures Beyond Traditional Decision-Making Paradigms,</b>" seeks to explore and redefine the landscape of decision-making by integrating cultural diversity into models traditionally dominated by Western norms. This project is a multidisciplinary international collaboration involving 30 scholars from 12 countries, with SPJIMR overseeing its execution in India. It will span over 3 years and the research employs a range of methodologies, including surveys, natural language processing (NLP), psychometric studies, computational modelling, and culturally-grounded experiments, to investigate how different cultures and religious backgrounds approach complex, often ill-defined situations which current decision-making models fail to address adequately.</p> <p>This role is ideal for individuals passionate about academic research, publishing in top-tier journals, and contributing to the institute's research ecosystem.</p> <p>Post-Doctoral Researcher is expected to independently carry out cutting-edge research on topics/themes that align with the Centre's vision. They are expected to support in publishing high-quality peer-reviewed journal articles out of research conducted at CWIL and present the work at national and international conferences. They will work under the supervision of an Executive Director- CWIL but must be able to demonstrate independent thinking and be able to independently design and conduct original research.</p> <p><b>Key Responsibilities:</b></p> <p><b>Research &amp; Academic Contributions</b></p> <ul style="list-style-type: none"> <li>• Conduct high-quality <b>independent and collaborative research</b> in the domain of wisdom and standards of wise judgment, wisdom-based leadership development, etc.].</li> <li>• Develop <b>research papers and publish in peer-reviewed journals</b> and conferences.</li> <li>• Assist in designing and executing <b>empirical and theoretical research projects</b>.</li> <li>• Work with faculty members on <b>research grants, proposals, and industry collaborations</b>.</li> <li>• Engage in interdisciplinary research across different academic areas.</li> </ul> <p><b>Data Analysis &amp; Research Methodology</b></p>		

	<ul style="list-style-type: none"> <li>• <b>Collect, clean, and analyse data</b> using qualitative/quantitative research methods.</li> <li>• Use advanced analytical tools such as <b>Python, R, Stata, NVivo, etc.</b> (as applicable).</li> <li>• Interpret research findings and generate insights that contribute to academic and industry discussions.</li> </ul> <p><b>Faculty &amp; Student Engagement</b></p> <ul style="list-style-type: none"> <li>• Mentor and assist <b>doctoral and master’s students</b> in research projects.</li> <li>• Contribute to faculty research initiatives, including drafting reports and preparing presentations.</li> <li>• Participate in <b>academic conferences, workshops, and seminars</b> organised by SPJIMR.</li> </ul> <p><b>Administrative &amp; Institutional Support</b></p> <ul style="list-style-type: none"> <li>• Assist in organising <b>research events, faculty seminars, and academic workshops.</b></li> <li>• Contribute to <b>curriculum development</b> by integrating research insights into learning modules.</li> <li>• Support faculty in <b>reviewing research submissions and journal articles.</b></li> </ul>
<b>Education:</b>	<ul style="list-style-type: none"> <li>• <b>Education:</b> Ph.D. in the fields of Management, Economics, Finance, Behaviour, Organisational Psychology, Leadership and Organisational Development, Social Sciences, etc. from a reputed institution.</li> <li>• Strong publication record or <b>evidence of research potential</b> in top-tier journals.</li> <li>• Expertise in <b>qualitative and quantitative research methodologies/tools.</b></li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• <b>Experience:</b> At least <b>1-3 years of research experience</b> (including Ph.D. research work).</li> </ul>
<b>Skill set required:</b>	<ul style="list-style-type: none"> <li>• <b>Strong analytical and problem-solving skills.</b></li> <li>• <b>Excellent written and verbal communication</b> for academic writing and presentations.</li> <li>• Proficiency in <b>quantitative/qualitative research tools.</b></li> <li>• <b>Team player</b> with the ability to work in a cross-functional academic setting.</li> </ul>