

Founded in 1607, Justus Liebig University Giessen (JLU) is a research university rich in tradition. Inspired by curiosity about the unknown, we enable around 25,000 students and 5,800 employees to advance science for society. Join us in breaking new ground and writing success stories - your own and those of our university.

Support us from 01.03.2026 in part-time (75 %) as a

Doctoral Student (m/f/d) in the field of Management, Organizational Behavior, and Leadership

The position is part of the externally funded project "*Managing conflict in the workplace: The role of leader and employee age*" and is limited for the duration of three years at the Department of Organization & Human Resource Management at the Faculty of Business Studies & Economics (Prof. Frank Walter). The salary is in accordance with the collective labour agreement of the State of Hessen (E 13 TV-H). The project will be conducted in close cooperation with the Faculty of Behavioural and Social Sciences at the University of Groningen (Prof. Susanne Scheibe, Dr. Kyriaki Fousiani).

Your tasks at a glance

- The research project comprises a series of quantitative studies that examine the role of leaders' and employees' age for (a) the use of specific conflict management strategies and (b) the consequences of such strategies; Its goal is to promote a novel, comprehensive understanding of the management of leader-employee conflicts in an increasingly older and age-diverse workforce
- Your tasks cover all aspects of the research project, including (a) the development of research questions and conceptual models; (b) development and implementation of both experimental and field research designs for data collection; (c) statistical data analysis; (d) preparation and revision of manuscripts for presentation at academic conferences and publication in international academic journals; (e) provision of academic services according to §72 HessHG

Your qualifications and competences

- Completed Master's or equivalent university degree in Business Administration, Management, or Work/Organizational/Industrial/Social Psychology (with an emphasis on Organizational Behavior and/or Leadership), with very good performance
- Strong, demonstrable interest in research on organizational behavior (or work/organizational psychology), ideally with an emphasis on leadership and/or the role of employees' age in organizations
- Solid knowledge (and, ideally, initial experiences) regarding the development and implementation of quantitative-empirical research designs
- Very good knowledge of applied multivariate statistics (including relevant software)
- Excellent command of English (written and verbal); good command of German is desirable, but not mandatory
- Good general applied IT knowledge
- Strong motivation to publish in international academic journals
- Strong communication and teamwork abilities; self-organized and flexible working style
- International work or study experience in relevant fields is desirable

Our offer to you

- Cooperation and support within an international research team
- A varied job with flexible working hours
- Free use of local public transport (LandesTicket Hessen)
- More than 100 training seminars, workshops and e-learning opportunities per year for personal development, as well as a wide range of health and sports activities

- Remuneration according to TV-H, company pension scheme, child allowance and special payments
- Good compatibility of family and career (certificate "audit familiengerechte hochschule")

If you have any further questions, please contact Prof. Dr. Frank Walter by e-mail (frank.walter@wirtschaft.uni-giessen.de).

JLU welcomes qualified applications regardless of biological and social gender, disability, nationality, ethnic and social origin, religion, ideology, age as well as sexual orientation and identity. The JLU aims for a higher proportion of women in accordance with the women's promotion plan. We therefore particularly encourage qualified female candidates to apply. JLU is certified as a family-friendly university. Applications from disabled people of equal aptitude will be given preference.

You want to break new ground with us?

Apply via our [online form](#) by **December 11th, 2025**, indicating reference number 557/02. We look forward to receiving your application.