

## **Postdoctoral Researcher Position**

Principal Investigators Dr. Julien Clement and Dr. Jon Atwell of the Stanford Graduate School of Business seek to fill a position for a postdoctoral researcher. This researcher will collaborate with both Dr. Clement and Dr. Atwell on projects related to organizational structure and organizational adaptation. This is a two-year position assuming academic achievement and service at a level at or above expectations, with annual formal reviews.

The ideal candidate will have a PhD in a social science field, have a strong interest in organizational adaptation and design and have strong technical skills in empirical analysis and programming. They will have the opportunity to use a wide range of methodologies including formal modeling, large group experiments, and empirical analyses using both traditional statistical and machine learning techniques. Depending on the applicant's interests, the position may involve substantial input on the development of projects and co-authored work with the PIs. The role will also allow for a proportion of time dedicated to publishing the applicant's own ongoing research projects. It will also involve some work coordinating other research support.

The desired start date of the position is early summer and completion of the PhD degree is required before the appointment starts. If hired, the applicant will be a member of the Organizational Behavior group at Stanford GSB and will be able to participate in group seminars, workshops and informal knowledge sharing. The position comes with [health benefits and access to most Stanford resources](#).

Candidates that have accepted tenure-track positions at another institution with the ability to defer their start date will also be considered.

### **Qualifications:**

- PhD in a social science or other relevant field
- Strong programming skills
- Strong communication skills

### **Applications need to include:**

- A cover letter describing your interest in and qualifications for this position
- Up to three writing samples that demonstrate your expertise and fit for the position
- The names and contact information of up to three letter writers

### **Application Information**

Please upload a single PDF with the above application materials to [tinyurl.com/GSB-postdoc](https://tinyurl.com/GSB-postdoc). Please title the file with your first and last name (e.g. Sarah-Smith.pdf)

Applications will be considered upon submission but to ensure consideration applications must be submitted by February 15<sup>th</sup>.

## **Principal Investigators**

Dr. Clement studies how the design of an organization affects the way people collaborate. How does an organization's structure affect how its members form relationships and develop routines? How can it help them adapt these routines when environmental demands change? And when can organizations thrive without any formal structure? Dr. Clement has used a variety of analytical methods to answer these questions (network analysis, agent-based models, big-data analytics) in contexts including the television game-show industry, professional videogaming (e-Sports) and mobile healthcare in Africa. Most recently, he started studying how the deployment of artificial intelligence inside organizations may affect collaboration and learning among their members.

Dr. Atwell studies how groups of individuals communicate and consume social information. At the root of society is the creation of broadly-shared understandings of the relevant social context but many features of the modern social life present potential pitfalls for that creative process. Using simulations, large-group experiments, and natural language processing, Dr. Atwell analyzes how different dynamic social processes produce, distribute and aggregate the information necessary for large groups to create these essential shared understandings.