

## PhD Research Fellow in Psychology at the Faculty of Health and Sports Sciences

### About the Position

A 100 % position is available at the University of Agder, Faculty of Health and Sports Sciences as a PhD Research Fellow in Psychology, affiliated to the Department of Sport Science and Physical Education, for a period of three years, or four years with 25 % required duties (teaching/departmental support component). The position is located, at the present, at Campus Kristiansand. The starting date is negotiable with the faculty, with a target point November/December 2024.

The Faculty of Health and Sport Sciences has four departments: Department of Health and Nursing Science, Department of Nutrition and Public Health, Department of Sports Science and Physical Education and Department of Psychosocial Health. In addition, the faculty has established an academic group for psychology. It takes care of the university's efforts to develop research and educational activities directly relevant to psychology as a field and profession, as well as to develop its own educational program in psychology.

The successful candidate will be welcomed into the research group [SPADE](#) (Sport Performance & Athlete Development Environments). The main supervisor for the PhD fellowship will be [Professor Tommy Haugen](#). Co-supervisors will be [Professor Stefan Krumm](#), Department of Education and Psychology, Freie Universität Berlin and [Professor Joachim Hüffmeier](#), Department of Social, Industrial, and Organizational Psychology, TU Dortmund University.

### The Research Topic

The study of individual motivation within teams has a rich history, and in the domain of sport and exercise, effort gains and effort losses during collective tasks have been studied extensively. Despite the knowledge about which task-related, contextual, and situational constraints may predict effort gains and effort losses in teamwork, less is known about personality traits that may moderate the motivating and demotivating effect of teamwork on effort expenditure. Thus, the purpose of the present research project is to investigate relevant personality traits in relation to effort expenditure in team tasks. More specifically, the research project will focus on the personality dimension honesty-humility in relation to individual motivation within teams.

To achieve the overall objective of the research project, three studies are planned:

Study 1. Adapt and validate a brief Norwegian assessment of the personality dimension honesty-humility

Study 2. Provide a systematic review on the role of personality traits as moderating factors of effort gains and effort losses in teamwork

Study 3. Testing the role of the personality dimension honesty-humility in effort losses and effort gains in team tasks

A brief description of the project's background is available and can be obtained upon request. This description forms the basis for the position. Potential applicants must consider and incorporate this basis into their application. It is expected that applicants develop a brief project description in which they present and discuss possible research questions, methodological approaches, and a project timeline. The project description should have a maximum length of 3 pages, including the bibliography.

The PhD-position is part of the university's investment in psychology, and it is important that the candidate will also be part of the professional environment that is developed around the professional education of psychology.

### **Required Qualifications**

The applicants must qualify for admission to the PhD-programme in the Faculty of Health and Sport Sciences and have a master's degree in psychology with a documented average grade of A or B.

The candidate must demonstrate good English communication skills orally and in writing. These qualifications should be demonstrated through the application, the project description, and in the interview.

Further provisions relating to the positions as PhD Research Fellow can be found in the Regulations Concerning Terms and Conditions of Employment for the post of Post-Doctoral Research Fellow, Research Fellow, Research Assistant and Resident.

Questions about the PhD program can be directed to [eli.andas@uia.no](mailto:eli.andas@uia.no)

### **Desired Qualifications**

- Experience with laboratory-based psychology research
- Experience with quantitative research methods and psychometric testing
- Experience with personality psychology research

### **Personal qualities**

- Proactive, adaptive, and open-minded
- Excellent communication (both written and oral) and teamwork skills
- Ability and confidence to work independently and critically engage with both supervisors and the research literature.

Personal qualities and suitability for the position will be emphasized.

### **We offer**

- Professional development in a large, exciting and socially influential organisation
- A positive, inclusive and diverse working environment
- Modern facilities and a comprehensive set of welfare offers
- Membership of the Norwegian Public Service Pension Fund

### More about working at UiA.

The position is remunerated according to the State Salary Scale, salary plan 17.515, code 1017 PhD Research Fellow, NOK 532 200 gross salary per year. A compulsory pension contribution to the Norwegian Public Service Pension Fund is deducted from the pay according to current statutory provisions.

## General information

UiA is an open and inclusive university. We believe that diversity enriches the workplace and makes us better. We, therefore, encourage qualified candidates to apply for the position independent of gender, age, cultural background, disability or an incomplete CV.

The successful applicant will have rights and obligations in accordance with the current regulations for the position, and organizational changes and changes in the duties and responsibilities of the position must be expected. Appointment is made by the University of Agder's Appointments Committee for Teaching and Research Positions.

Short-listed applicants will be invited for interview. With the applicant's permission, UiA will also conduct a reference check before appointment. Read more about the [employment process](#).

In accordance with the Freedom of Information Act § 25 (2), applicants may request that they are not identified in the open list of applicants. The University, however, reserves the right to publish the names of applicants. Applicants will be advised of the University's intention to exercise this right.

## Application

The application and any necessary information about education and experience (including diplomas and certificates) are to be sent electronically. Use the link "Apply for the job".

The following documentation must be uploaded electronically:

- CV
- Diplomas and certificates
- A brief project description including possible research questions, methodological approaches, and a project timeline (maximum of 3 pages including references).
- Academic works - published or under review - that you would like to be considered in the assessment (up to five items)

The applicant is fully responsible for submitting complete digital documentation before the closing date. All documentation must be available in a Scandinavian language or English.

Application deadline: 31.08.2024

## Contact information

For questions about the position and the research theme to be pursued in this fellowship can be directed to:

- Professor Tommy Haugen, tel. +47 38 14 23 27, mob. +47 902 07 709, e-mail [tommy.haugen@uia.no](mailto:tommy.haugen@uia.no)
- Professor and Head of Department Sveinung Berntsen Stølevik, tel. +47 38 14 10 45, mob. +47 909 89 765, e-mail [sveinung.berntsen@uia.no](mailto:sveinung.berntsen@uia.no)

For questions about the application process:

- Senior Adviser Turid Årdal Ervik, tel. +47 37 23 37 71, mob. +47 909 43 527, e-mail [turid.a.ervik@uia.no](mailto:turid.a.ervik@uia.no)