

In the Department of Business Psychology at University of Trier, has an immediate vacancy for a

**Post-Doc Position (f/m/d, full time, fixed term until 31.12.2023)
in the project«Flexi-Teams»**

Payment follows E 13 TV-L.

Background and tasks in the Interdisciplinary project „Flexi-Teams“

In pandemic situations, such as the current COVID-19 pandemic, organizations in the health sector and other business sectors must adapt their work processes and teams flexibly and dynamically to the changing conditions. The specific requirements for a redesigning work constantly change due to evolving knowledge about environmental factors and risks during the pandemic. Thus, adaptation requires an agile change of direction associated with great effort and uncertainty for the employees involved. Therefore, new digital instruments can be designed to support the flexible reorganization of work teams using the data available in organizations (personnel and financial resources, organizational processes) combined with knowledge of cognitive science and work psychology, also taking into account experience from previous crises. Methods of artificial intelligence (AI) are in the core element in *Flexi-Teams*. AI-based applications can generate and transparently explain alternative options for decision-making and evaluate them both prospectively and retrospectively.

Your task in Flexi-Teams concerns the psychological perspective on the user group of an AI-based support system developed in the project. Your goal is to describe, evaluate, and change cognitive/emotional states and team processes in the decision-making team (e.g., system trust), AI acceptance, and relevant learning processes (e.g., team reflection, feedback processes) after implementation of an AI-supported reorganization. The design of hybrid learning processes is intended to improve future decision-making, for example, by feeding back experiences and evaluations from the user to the AI system. In the context of the project, you will work in an interdisciplinary team from the fields of human-computer interaction (HCI), AI, and psychology. It should contribute to and further develop your research topics.

Potential for Development in the Project and at University of Trier

- Collaboration and qualification in an interdisciplinary research project with references to socio-digital teamwork (human-digital teaming), usability, team diagnosis, and team development
- Collaboration with engineers, computer scientists, and industrial and organizational psychologists
- Joint publications in the field of HCI, AI, and industrial and organizational psychology
- Cooperation and exchange in projects of the Department of Business Psychology (e.g., autonomous robotics in inspection teams, adaptive process and role design in socio-digital teams)
- Possibility to use departmental infrastructures and currently ongoing projects (AI team simulation, experimental labs, VR, eye movement measurement)
- Conception and implementation of own project ideas for scientific qualification

Requirements and Application.

In addition to a completed university degree, you have finished your Ph.D. in the field of psychology, human factors, or related research fields. Your research interests focus on industrial and organizational psychology in particular on team research and digitalization. You have excellent proficiency in English and an active interest in publishing in English-language journals and participating in scientific conferences. You are expected to design and implement interdisciplinary studies along the themes described above and have a methodological interest in quantitative and qualitative research approaches (e.g., field surveys, experimental scenarios). You can prepare, communicate and implement research questions in a structured manner. You are highly socially competent, committed, and have a self-dependent and team-oriented working style.

Applicants with severe disabilities will be given priority if correspondingly qualified (please enclose proof of disability). The University of Trier strives to increase its female scientists and strongly encourages women to apply.

Please send your application with the standard documents (CV, letter of motivation, references) in electronic form by **30.6.2021** to Prof. Dr. Thomas Ellwart (ellwart@uni-trier.de), Business Psychology. Please integrate all documents in one pdf-file. A separate mailing is not desired. If you have any questions, please contact Prof. Dr. Thomas Ellwart (ellwart@uni-trier.de).