

Post Description
BTM-Traj Project
University Grenoble Alpes
Post-doctoral Researcher

SECTOR: Higher Education Institution

INSTITUTION: Univ. Grenoble Alpes, University of Innovation

LOCATION: France, Grenoble

MANDATORY REFERENCES:

ANR PROJECT TITLE: BTM-Traj Beginning Teachers' Motivation Trajectory: a developmental approach to understand its evolution during the transition from initial training to the first years in the profession.

JOB PROFILE : Post-Doctoral Researcher

SCIENTIFIC HOSTING DEPARTMENT : LaRAC Laboratoire de Recherche sur les Apprentissages en Contexte

SUPERVISER'S NAME: Nadia Leroy

CONTACT: Nadia.Leroy@univ-grenoble-alpes.fr

RESEARCH FIELD: Educational Sciences / Psychology of Education

RESEARCHER PROFILE: *Recognized researcher (PhD holder not yet fully independent)*

Job Profile

Context

The LaRAC Research Laboratoire de Recherche sur les Apprentissages en Contexte (<https://larac.univ-grenoble-alpes.fr/>) is looking for a post-doctoral fellow as part of a research project funded by the ANR.

The project is supported by the LaRAC in collaboration with the SENS laboratory (<https://laboratoire-sens.univ-grenoble-alpes.fr/le-sens-team>) of the Grenoble Alpes University as well as the Department of Foundations and Practices in Education of the Faculty of Education (<https://www.fse.ulaval.ca/research/>) of LAVAL University in Quebec.

The general objective of BTM-Traj project is to identify the different motivational trajectories of teachers' early career to investigate whether there are categories of novice teachers who are less likely to adjust to environmental demands and who are more at risk of leaving the profession earlier than others. BTM-Traj project addresses one main question: Do Beginning Teachers' Motivation Trajectories (BTM-Traj) matter and to what extent do they have meaningful consequences? There are three sub-objectives: 1) To better understand how the motivation of Beginning Teachers (BT) evolves during their early years and how these different trajectories jointly evolve with their job satisfaction and their professional development trajectories. 2) To shed light on the environmental (i.e., perceived pressure vs. supportive working conditions) and individual factors (i.e. value, expectation and self-efficacy) involved in explaining belonging to different motivational and career trajectories in order to identify the factors which lead to early resignation and to retention in the profession. 3) To study how developmental trajectories of BTM explain the effectiveness of teaching practices (e.g., supportive vs. controlling motivational climate) in terms of students' motivation (e.g., motivational regulations, personal goals).

Missions

the postdoctoral researcher will be responsible for conducting a research, under the direction of Nadia Leroy MCF in education sciences, in partnership with the actors of the BTM-Traj project (researchers and research engineer of the SENS laboratory and researcher of the Faculty of Education at Laval University in Quebec City).

He will develop and lead the methods of exploitation, collection and analysis of data collected during the longitudinal study that he will pilot, and will ensure the valorization (publications, conferences, seminars, scientific reports.) He will take part in the related tasks necessary to carry out the research, as well as to the scientific activities of the laboratory of membership, and will guarantee the quality and validity of the data produced and the treatments carried out.

- Mission 1 ==> plan and conduct longitudinal studies: Contribute to the development of original research hypotheses, define appropriate protocols for research questions and audiences that will be defined; lead and pilot the collection and analysis of the data collected; Organize, supervise and carry out data collection in collaboration with research collaborators

and field partners; Recruitment ; Participate in analysis under the supervision of the project manager; Ensure compliance with deadlines and the planned schedule

• **Mission 2** ==> ensure a scientific information watch: ensure an information watch in the main scientific databases related to the development of the motivation of beginning teachers; ensure an informational watch on conferences, seminars, conferences, related to the theme of the BTM-Traj Project »

• **Mission 3** ==> pilot the valorization of the obtained results: to value the data collected through publications, conferences or national or international symposia; Organize study days (one per year) to disseminate and promote the results of the research; communicate the results to non-specialist audiences (seminars, "mass-audience" conferences); Write the final report to the funders and participate in writing the interim reports by task; Contribute to the writing of scientific articles (mainly in English; Ensure the transfer of knowledge to the partners in the field.

Expected Profile of Candidate and Job-Related Competencies

Holds a PhD in Social Psychology or Education Sciences.

• **Knowledge :**

- o Possess basic knowledge of motivation theories attested by a PhD in psychology directly related to this field (social psychology, educational sciences)
- o Possess the knowledge related to the conduct of longitudinal quantitative study in psychology or educational sciences (methodology, establishment of protocols)
- o Possess knowledge related to the collection and statistical processing of data in psychology and more specifically in longitudinal data analysis (hierarchical data modeling, trajectory analysis, group-based trajectory model, multilevel growth models)

• **Academic skills:**

- o Social psychology and / or educational psychology;
- o Good knowledge of statistical analysis software (R, SPSS, SAS, ...)
- o Good communication skills in English and French are important for the job
- o Real enthusiasm for both theoretical and empirical issues
- o Interest in scientific exchange through participation in scientific conferences

• **Operational skills**

- o have to know how to work as a team,
- o Being able to take initiatives in his field of activity
- o proven planning ability
- o quality of writing and communication
- o Know how to respect the deadlines
- o Lead and coordinate data collection studies

• **Social skills :**

- o Sense of organization
- o Adaptability
- o Social skills for teamwork

Required language: French

TYPE of CONTRACT: temporary, 24 months (with an option to renew for an additional 12-months period)

JOB STATUS : Full time

HOURS PER WEEK: 35

CONTRACT STARTING DATE: December 1st 2019

APPLICATION DEADLINE: October 30th 2019

Eligibility Criteria

Applicants must hold a PhD degree or have a University degree equivalent to a European PhD (8-year duration)

Applicants will have to send an application letter in English and attach:

- o Their last diploma (certificate of successful completion of the doctorate)
- o A summary of the thesis
- o A summary of research topics
- o Their CV
- o The contact of two reference persons
- o Letters of recommendation are welcome

Address to send their application to: Nadia.leroy@univ-grenoble-alpes.fr

Selection Procedure

Application deadline **October 15th 2019** at 12:00 (CET)

Applications will be evaluated through a three-step process:

1. Eligibility check of applications in **October 30th 2019**
2. 1st round of selection: the applications will be evaluated by a Review Board in **October 31th 2019**. Results will be given in **November 4th 2019**.
3. 2nd round of selection: shortlisted candidates will be invited for an interview session in Grenoble on **November 15th 2019**.

CO-FUNDING : co-funding from IDEX Grenoble (T-Mo-T Project) for an additional 12-months period.