



**Postdoctoral Researcher in Leadership
NAOS Lab for Leadership, HEC Paris**

Department: Management & Human Resources / NAOS Lab for Leadership

Duration: 24 months

Remuneration & working conditions: In line with HEC Paris standards, with gross salary competitive with postdoctoral positions at leading academic research institutions in Europe.

Location: HEC Paris, Jouy-en-Josas, France (Metropolitan Paris area). This is primarily an in-person position, with the possibility of hybrid work consistent with academic research roles and institutional policies.

Start date: The position is intended to begin in January 2027, with some flexibility possible for particularly strong candidates. Applicants available to start in August/September 2027 are encouraged to apply.

About the Position: HEC Paris invites applications for a two-year postdoctoral researcher position within the NAOS Lab for Leadership. The NAOS Lab is a new multidisciplinary, research- and impact-oriented initiative within the newly created HEC Leadership Center that is dedicated to advancing knowledge on human-centered leadership in complex environments, including the changing role of leadership in the age of artificial intelligence. The Lab's research agenda focuses on the human qualities, judgments, and relational capacities that enable leaders to act with discernment and impact amid uncertainty, technological disruption, and organizational complexity. Core themes include, but are not limited to, intuition, empathy, courage, trust, decision-making, critical awareness, relationships, responsibility, and the future of leadership in AI-enabled organizations.

The position will be housed in the Management & Human Resources Department and will contribute to the Lab's broader multidisciplinary agenda, which draws on management, psychology, behavioral science, and related fields. The selected candidate is expected to collaborate with lab-affiliated faculty, the Lab's executive team, and external partners. As a member of the Management & Human Resources Department and HEC Paris more generally, the postdoctoral researcher will also have opportunities to collaborate with many talented faculty with a variety of vibrant research agendas.

This position is especially well-suited for candidates trained in management, organizational behavior, human resource management, industrial-organizational psychology, social psychology, behavioral decision-making, sociology, behavioral science, decision science, or related fields. We particularly welcome intellectually curious applicants with strong quantitative research skills and an interest in leadership, human judgment, scale development, experimental or field research, and the human implications of AI and organizational transformation. Because the NAOS Lab and the broader HEC Leadership Center are in their launch phases, the position offers some flexibility around timing, allowing the successful candidate to join at a moment that aligns with both the Lab's research agenda and the candidate's transition from doctoral studies or a prior research appointment.

The postdoctoral researcher will be expected to contribute to several core NAOS Lab deliverables, such as the development and validation of new measures related to human-centered leadership (e.g., intuition, empathy, courage); academic journal publications; white

papers and thought-leadership outputs; research seminars and events; and, where appropriate, teaching materials, cases, and practitioner-oriented publications.

Key Responsibilities: The position is structured to support both the candidate's independent research program and the Lab's collective research agenda. The successful candidate will be expected to contribute meaningfully to defined Lab priorities, including scale development and validation, while also developing independent and co-authored research projects. Main responsibilities include:

Research and publication

- Conduct high-quality theoretical and empirical research on leadership, organizational behavior, human-centered management, decision-making, and related topics.
- Develop and execute an independent program of peer-reviewed research in leadership, organizational behavior, decision-making, or related areas.
- Contribute to the development and validation of new measures related to human-centered leadership, including constructs such as intuition, empathy, courage, discernment, relational capacity, and leadership in complex environments.

Lab development and collaboration

- Collaborate with lab-affiliated faculty on research projects aligned with the Lab's mission and themes.
- Help structure and advance the Lab's research pipeline, including literature reviews, study design, data collection, data management, analysis, and manuscript development.
- Participate in NAOS Lab seminars, research meetings, and interdisciplinary exchanges with faculty, doctoral students, executives, and external partners.
- Support the development of a visible research identity for the NAOS Lab within the broader academic community.

Dissemination and impact

- Help translate academic research into accessible insights for executives, organizations, and public-facing audiences (e.g., white papers, practitioner-oriented summaries, and other thought leadership outputs).
- Support the development of research-based events, workshops, and conferences.
- When appropriate, collaborate professionally with internal and external stakeholders, including project partners such as Heart Leadership University and other organizations.

This is a research-focused position and teaching is not required. However, opportunities to teach or guest lecture may be available for candidates who wish to gain experience.

Expected Skills and Qualifications:

Required

- A Ph.D. completed by the start date of the appointment in management, human resources, organizational behavior, industrial-organizational psychology, social psychology, behavioral science, sociology, decision science, or a closely related field.
- A clear research interest in leadership and at least one of the following areas: human-centered leadership, organizational behavior, decision-making, empathy, intuition, courage, trust, relationships, judgment, human-AI collaboration, organizational transformation, or related topics.

- Strong training in quantitative empirical research.
- Demonstrated commitment to publishing in peer-reviewed academic journals, evidenced by prior publications, manuscripts under review, working papers, or a strong research pipeline.
- Strong writing skills and the ability to contribute to both academic publications and practitioner-oriented outputs.
- Excellent organizational skills, autonomy, reliability, and the ability to manage multiple research projects simultaneously.
- Ability to work collaboratively with faculty, doctoral students, research staff, executives, and external partners.
- Full professional fluency in English.

Preferred

- Experience with scale development and validation, psychometrics, construct measurement, or survey design
- Research experience on leadership, leader behavior, emotions, social perception, moral courage, voice, psychological safety, interpersonal relationships, decision-making, judgment, human factors, human-AI interaction, or human-AI collaboration.
- Experience with online data collection platforms such as Prolific, MTurk, Qualtrics, or equivalent platforms.
- Familiarity with open science practices, reproducible workflows, pre-registration, or transparent data management.
- Experience working with organizational samples, executive populations, or corporate research partners.
- Evidence of an emerging independent research identity and a strong pipeline.
- Knowledge of French is an advantage, but not required.

What the Position Offers: The position offers the opportunity to join a newly launched multidisciplinary research lab at HEC Paris and contribute to a visible agenda on the future of human-centered leadership. The successful candidate will benefit from:

- Close collaboration with faculty in the Management & Human Resources Department and the broader HEC Paris research community.
- The opportunity to help shape a new research lab at an early stage of development.
- A defined research agenda with clear deliverables, combined with room to develop independent and co-authored projects.
- Access to research support, academic seminars, international research networks, and potential organizational partners.
- Opportunities to produce both academic publications and high-visibility practitioner-facing outputs.
- A research-focused appointment with no required teaching.
- Location in the Paris metro area, with access to a leading European business school.

Application Procedure: Interested candidates are invited to submit their application to the NAOS Lab team at HEC Paris (naos-lab@hec.fr) with the subject line reading “Postdoc Position Application.”

Applications should include

- Cover letter (max 2 pages) describing the candidate’s research interests, methodological expertise, fit with the NAOS Lab agenda, and career goals.
- Curriculum vitae.

- Research statement, maximum two pages.
- Job market paper or representative writing sample.
- Unofficial transcript from the most recent degree.
- Names, affiliations, and email addresses of two academic referees. Letters of recommendation may be requested from shortlisted candidates (candidates will be notified beforehand).

Priority review of applications will begin on September 1, 2026. Applications received after this date will continue to be reviewed until the position is filled. ABD candidates completing their Ph.D. in 2026 or 2027 are encouraged to apply, provided the Ph.D. will be completed before the start of the appointment.

About HEC Paris: HEC Paris is one of Europe's leading business schools, specializing in management education and rigorous, relevant research. Founded in 1881, HEC Paris offers a full range of programs, including Master's degrees, MBA, Executive MBA, Ph.D., Executive Education programs, and the TRIUM Global Executive MBA. Located in Jouy-en-Josas, in the greater Paris area, HEC Paris brings together an international community of students, faculty, alumni, executives, and corporate partners. The school is consistently recognized among the top global institutions for management education and research, with strong connections to business, policy, entrepreneurship, and society.

For more information about HEC Paris: <https://www.hec.edu/en>.

About the NAOS Lab for Leadership: The NAOS Lab for Leadership was launched in 2026 at HEC Paris to advance multidisciplinary research on leadership models that foreground the human qualities needed to navigate complexity, technological disruption, and societal transformation. The lab is a part of the HEC Leadership Center, which also includes the "Purpose Lab" (focused on adjacent leadership topics).

The NAOS Lab was created to study leadership at the intersection of management and the social sciences and technology, with particular attention to the future of leadership in the age of artificial intelligence. Its research and educational initiatives address themes such as human-AI relations, decision-making, trust, intuition, empathy, courage, relationships, judgment, responsibility, reflexivity, foresight, and transformation. The Lab aims to produce rigorous academic research while also translating insights into actionable knowledge for leaders, organizations, educators, and society.

For more information about the NAOS Lab, see: <https://www.hec.edu/en/institutes-and-centers-expertise/naos-lab-leadership>.

Contract type: This position comes with a full-time French *contrat à durée déterminée* (CDD), which is a standard fixed-term employment contract with full French social benefits