**Job posting**

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**Title**
The Marie Skłodowska-Curie Actions Innovative Training Network (ITN) funded under H2020-MSCA-ITN-2017 is recruiting an early stage researcher (f/ m/ d), fully funded (100%)

**Institution**
Positioned at the University of Bamberg in Germany

**Position**
Topic No.: Early Stage Researcher 1  
Project Title: Creating motivation for international mobility  
Host institute: University of Bamberg, Germany  
Supervisors: Prof. Dr. Maike Andresen (University of Bamberg, DE), Prof. Dr. Mette Zølner (Copenhagen Business School, DK).  
Starting date: 1st of July 2020 or later  
Duration: Initially, the position is for 16 months (funded by GLOMO) with the intent to extend the position as research associate (funded by U. of Bamberg) for a doctorate degree.

**Responsibilities**
The objective of this empirical project is to examine the primary reasons and motives for individuals' willingness to move internationally for work reasons. Relevant sub-questions are:
How do individuals perceive value of international work experience for their career, life style etc.? What are the motivational mechanisms and which factors determine the individual decision-making process to relocate internationally? How can employers make use of these results to motivate their employees to accept an assignment abroad (assigned expatriates) or to motivate new recruits to move to their country (self-initiated expatriates)? The project shall be based on empirical data (either qualitative or quantitative) to be collected in the countries participating in GLOMO.

**Expected Results:**
1. Develop a holistic perspective on individual motivation for expatriation, thereby considering both the acceptance of the organizational international mobility assignments and self-initiated expatriation.
2. Advance knowledge about individual and organizational motives and mechanisms underlying individual willingness to move internationally.
3. Provide organizations with knowledge and starting points for developing relevant policies and practices based on the findings about motivation for expatriation from an individual and organizational perspectives.

**Requirements**
A candidate having a relevant university degree (master's degree or equivalent) in Business Administration with a focus on Human Resource Management or International Management, Business Psychology, Economic Geography, Sociology, Business Pedagogics or related fields.

**Application procedure (deadline etc.)**
https://glomo.eu/applications/

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https://glomo.eu/
https://www.uni-bamberg.de/en/bwl-personal/