**Workforce Resilience and Sustainability in Dynamic and Uncertain Contexts**

***PhD Scholarship Opportunity***

**University of Western Australia Business School**

**Prof. Gillian Yeo, Dr. Joseph Carpini, Dr. Long He, Dr. Laura Fruhen**  
**Funded by the Australian Research Council (ARC)**

**Overview**

The University of Western Australia (UWA) Business School invites applications from exceptional domestic and international candidates for a fully funded PhD position in **Organisational Behaviour** with a focus on **workforce resilience and sustainability in dynamic and uncertain contexts**.

Specifically, we are seeking motivated, self-directed, and intellectually curious candidates who are interested in addressing issues related to workforce resilience and sustainability. We conceptualise workforce resilience and sustainability in the broadest of senses, meaning it includes (but is not limited to) work performance, mental health, physical health, engagement and burnout, motivation, and career progression at both the individual and team levels.

This opportunity is part of a prestigious, multi-institutional Australian Research Council (ARC) research hub dedicated to advancing fire safety technologies and regulations across Australia. Within this ARC research hub, the successful candidate will contribute to Theme 4: Fire Safety Training, Management and Culture, which examines how human and organisational factors influence workforce resilience and sustainability for the future.

The PhD opportunity will leverage the ARC research hub dedicated to fire safety technologies and regulations to build high-quality and impactful research. As such, fire safety will provide the dynamic, uncertain, and high-stake context in which this PhD research will be carried out. The PhD research itself will benefit from using the context of fire safety to elaborate rich theory that makes a meaningful contribution to our understanding of workforce resilience and sustainability whilst the ARC research hub will also offer the opportunity to collect a range of data in collaboration with industry partners.

**Project Scope**

This PhD project will take an organisational behaviour perspective to examine key psychological, behavioural, and/or cultural elements related to workforce resilience and sustainability, at a broad level. Some illustrative ideas are provided below. The list is not intended to be exhaustive, but rather as a starting point to help ground proposal ideas. Applicants are encouraged to consider how their areas of research interest and expertise may be applicable to workforce resilience and sustainability within the context of fire safety.

Research Topic Examples:

* Mental and physical health of employees working in extreme conditions. What is the impact of working in a highly uncertain and dynamic context on mental and physical health? What personal, organisational, and contextual factors may buffer or exacerbate the positive/negative effects?
* Teamwork and communication in emergency and high-risk environments. How do communication patterns differ as a function of environmental conditions and what interventions may support more effective and efficient communication? How do multiple teams, including those of different professions, communicate and coordinate?
* How do organisational Corporate Social Responsibility initiatives influence employees’ motivation and engagement? In what ways might the highly uncertain and dynamic context provide unique opportunities or challenges for fostering employee ethical and prosocial behaviours? How do organisational norms and culture shape the inclusion/exclusion of minority groups (e.g., women) within a predominantly male industry?
* Employee training, HR interventions, and leadership behaviours that enhance safety knowledge and compliance.

A PhD at UWA usually entails three distinct studies that collectively form a coherent contribution to the academic literature. Methodologically, the three studies are expected to integrate **multilevel and mixed-methods research**, such as longitudinal assessments, interviews, surveys, and field experiments. Also, given the extensive network of industry partners and peak bodies involved in this grant, there is potential to involve collaboration with diverse stakeholders such as fire services, disaster response teams, energy companies, and government regulators.

**Supervisory Team**

The candidate will be supervised by internationally recognised scholars in organisational behaviour and applied psychology:

* **[Professor Gillian Yeo](https://research-repository.uwa.edu.au/en/persons/gillian-yeo)**
* [**Dr Joseph Carpini**](https://research-repository.uwa.edu.au/en/persons/joseph-carpini)
* [**Dr Long He**](https://research-repository.uwa.edu.au/en/persons/long-he)
* [**Dr Laura Fruhen**](https://research-repository.uwa.edu.au/en/persons/laura-fruhen)

The candidate will be embedded within a supportive and high-performing research team at UWA’s Business School, collaborating closely with leading researchers from prestigious Australian Universities and national industry partners.

**Candidate Requirements**

To be eligible, applicants must:

1. Hold a bachelor's degree with honours or a master’s degree in Organisational Behaviour, Industrial/Organisational Psychology, Applied Psychology, or a related discipline.
2. Have completed a research thesis equivalent to at least 25% of their degree with a final grade on said thesis of at least 80%.
3. Achieve a Weighted Average Mark (WAM) of **80+** (or equivalent). Details on how to calculate your WAM are available through the UWA graduate research school website.
4. Meet English language proficiency requirements (IELTS 7.0+ in all components). English tests must have been completed within six months.
5. Demonstrate clear alignment between their research interests and the objectives of the supervisory team and Theme 4 of the ARC project.

**Funding and Support**

* **Tuition fees** waived for the duration of the PhD.
* **Stipend** in line with the Australian Government Research Training Program (RTP) Scholarship (~AUD $30,000–$35,000 per annum, tax-free).
* Additional funding for **fieldwork, conference travel**, and industry collaboration.
* Access to professional development and academic support services at UWA.

**How to Apply**

Interested candidates must:

1. Address each of the eligibility criteria in order.
2. Prepare a short research proposal (1–2 pages double spaced) outlining how their interests align with the project theme. Please be specific and demonstrate your own area of interest and how it aligns with the project theme and the supervisory team. The research proposal must make a clear link between the supervisory team and the theme.
3. Contact Dr Joseph Carpini ([Joseph.Carpini@uwa.edu.au](mailto:Joseph.Carpini@uwa.edu.au)) and include the following:
   * A cover email introducing yourself and your motivation to apply for this project. The cover letter *must* include your point-by-point responses to the eligibility criteria, in the order presented above. The following supporting documentation is required in the first instance:
     + A copy of your English proficiency scores. If the results are not in English, a valid translation is required.
     + A copy of your full academic transcriptions. If the results are not in English, a valid translation is required.
   * Your 1 – 2 pages (double spaced) short research proposal, as per above.

*Incomplete submissions will not be considered. Please verify you have included all the above elements prior to submission.*

**Rolling applications are accepted**, with a flexible and negotiable start date. Early expressions of interest are strongly encouraged.

**Further Information**

For more details about UWA’s PhD program and application process, visit:  
<https://www.uwa.edu.au/study/postgraduate-research>