

Centre for Transformative Work Design Early Career Visiting Award 2024-25

The Centre for Transformative Work Design (CTWD) is pleased to be offering the CTWD Early Career Visiting Award to support collaborative research projects between CTWD researchers and international work design researchers.

Purpose of award

- to promote links between CTWD and high-flying/ promising early career researchers that can help further CTWD networks and international reputation in the short-term and long-term future
- to further strengthen the research culture of CTWD through the presence of (additional) dynamic, enthusiastic, and well-trained early career researchers
- to promote CTWD's reputation as an international research institution
- to provide networking opportunities and mentoring to CTWD PhD students
- to learn about practices of other research institutions and business schools that might be relevant to CTWD

Topic for 2024/2025 visits

We welcome research proposals on topics related to **work design** and its subsequent relationship with **artificial intelligence (AI)** and the **future of work**. Example topics are outlined in the following paper:

Parker, S.K. and Grote, G. (2020) 'Automation, algorithms, and beyond: Why work design matters more than ever in a Digital World', *Applied Psychology*, 71(4), pp. 1171–1204.

<https://doi.org/10.1111/apps.12241>.

Eligibility criteria

1. The CTWD Early Career Visiting Award is open to international applicants (i.e., outside of Australia). Successful applicants must meet the visa and entry requirements as set by the Australian Department of Home Affairs, and are responsible for organising their own visa.
2. High potential/ outstanding post-doctorates/ early career researchers with interest in conducting and advancing research in the field of work design.

3. Ideally completed PhD or almost completed PhD, and less than 6 years post PhD (Approval must be provided by the applicant's institution via a letter of support from the applicant's supervisor as part of the application).
4. Applicants must have an institutional affiliation to a university. Independent scholars are not eligible to apply.
5. Applicants will be assessed based on the quality, fit, and feasibility of the proposed research topic during the visit.

Award level

Each travel award is valued at up to AUD \$15,000. For the 2024-25 round, two (2) awards will be funded.

This will take the form of a grant and is intended to cover major costs associated with:

- Return economy flight to and from Perth, Australia and accommodation within the awarded funds not exceeding AUD \$14,500.
- Small allocation within the awarded funds of up to AUD \$3000 towards additional research expenses such as RA support or purchasing data bases.
- The total of the above two elements should not exceed AUD \$15,000. Funding does not cover salary support, living allowance, and/or visa costs.

How to apply

- Applicants should submit (in a PDF format):
 - **A current CV**
 - **A letter of support**
 - **A 5-6 page proposal outlining their intended topic.** Applicants should propose:
 - **Topic and key aims:** What research they would like to do on the topic of work design during their visit
 - **Major activities:** How the candidate intends to do the research and the activities involved over the course of the visit. Note that it is expected that the applicant will work with a member of CTWD on at least one collaborative project or paper.
 - **Expected research outputs:** Key output. (Maximum one A4 page)
 - **Timeframe:** Proposed start and end dates of the visit, and when major activities will occur
 - **Proposed budget:** An indicative budget, including quoted costs for travel and proposed accommodation.
- Upon successful application:
 - CTWD will arrange travel and accommodation for successful applicants in line with their proposed budgets.
 - Successful applicants will need to arrange their own visa for travelling to Australia. It is essential for applicants to start this process as soon as possible.

Duration

Most visits should last **a minimum of 30 days and a maximum of 60 days**, and usually should occur within 12 months of being advised of successfully being awarded funding. Applicants who

are unable able to undertake a visit of this duration (due to work or family commitments etc.) may negotiate a shorter visit.

Submission

Applications should be made via email by Friday 31 May 2024 to ctwd@curtin.edu.au. Please use the subject line 'Application for CTWD Visiting Award'.

Timeline

- Submission of applications by Friday 31 May 2024 (5pm AWST)
- Successful applicants notified by Monday 1 July 2024
- Successful applicants should carry out the planned visits during July 2024 – July 2025

Please avoid planning visits between these periods, as most staff members will be on leave:

- 23 December 2024 to 31 January 2025 (Christmas)
 - o Note Curtin University will be closed from Monday 23 December 2024 to 3 January 2025 and will be reopening on Monday 6 January 2025.
- 18 April 2025 to 25 April 2025 (Easter and ANZAC Day)

Expectations during visit

- Collaborate on at least one paper/ project on work design, working with at least one CTWD member as a co-author.
- Give a research seminar whilst at CTWD
- Being part of the every-day life of the Centre e.g., regular attendance at research seminars & research discussions
- Providing informal mentoring to PhD students (e.g., informally discuss their research with them)

Further information

For any questions about the Award and travel arrangements, please contact us via email at ctwd@curtin.edu.au.

For any questions about topics, please contact us via email at ctwd@curtin.edu.au or one of the CTWD postdoctoral researchers. [More information can be found here.](#)

Note about self-funded visits

If you are unsuccessful in obtaining a visiting scholarship, or prefer to come under a different arrangement, we welcome visitors to CTWD and are keen to host them so long as:

- There is a good fit with the research domain of the visitor and CTWD research goals
- There is a nominated person at CTWD willing to host the visitor during their stay. This person takes responsibility for ensuring the welfare of the visitor as well as the research fit
- Appropriate visa arrangements are in place
- There is sufficient desk/ office space
- The visitor is willing to provide a short testimonial about their stay.