



**PhD position “The impact of organizational policies on healthy aging at work:
a multilevel approach”**

The Netherlands Interdisciplinary Demographic Institute (NIDI-KNAW) in collaboration with the University Medical Center Groningen (UMCG) has a vacancy for a:

PhD candidate (1.0 fte)

Job description:

The aim of this PhD project is to study the impact of organizational policies on healthy aging at work. People in the Netherlands work longer, due to the closure of early exit routes and the rise of the statutory pension age. This PhD-project will link work contexts and organizational policies with individuals' late career health (subjective health, vitality at work, health problems at work) and decision making. In doing so, we will be able to examine empirically which types of organizational policies stimulate healthy aging at work and a more flexible transition from work to retirement.

This PhD project is part of the NWO-funded VICI project “Ageing workers in an ageing society: Labour force transitions and work in late life.” The PhD project is based at NIDI in The Hague and a part will be conducted at the UMCG, Department of Health Sciences, Groningen. The PhD candidate will write a dissertation, based on a set of research articles, publishable in international refereed journals.

Main tasks:

- Writing academic articles;
- Data analysis of the NIDI-Pension Panel Survey (NPPS);
- Contribution to the preparation of data sets;
- Contribution to the dissemination of research findings.

Requirements:

Candidates should have:

- Completed a Research Master in one of the social sciences, health sciences, or a comparable background;
- Solid knowledge of statistical methods for the analysis large-scale survey data;
- Knowledge of labor market, gerontology, organizational science literatures;
- Excellent knowledge of English;
- Good writing and social skills.

Conditions of employment:

The initial appointment will be for a period of one year. After a positive evaluation, the appointment will be extended for another two and a half years. A psychological assessment may be part of the selection procedure. The gross monthly salary will be between € 2,222 (year 1) and € 2,840 (year 4). Benefits include pension contribution, annual holiday premium of 8% and an end-of-year premium of 8.3%. Non-Dutch nationals may be eligible for a substantial tax break (30% ruling). Applicants should have the right to work in the Netherlands for the duration of the contract.

Employer:

The Netherlands Interdisciplinary Demographic Institute (NIDI) is a research institute of the Royal Netherlands Academy of Arts and Sciences (KNAW) and affiliated with Groningen University. It is located in the center of The Hague. The staff of the institute consists of about 50 persons, mostly researchers.

Place of work:

NIDI, Lange Houtstraat 19, 2511 CV, The Hague.

Additional information:

For additional information you may contact prof. dr. Kène Henkens (email: henkens@nidi.nl or phone: +31 703565235).

Application procedure:

Candidates are invited to submit their application in English or Dutch. Applications must include, in a single PDF file:

- A motivation letter;
- A full curriculum vitae, including list of publications;
- Names and contact details of two recommenders;
- For non-native English speakers and coming from a non-Dutch secondary education: A recent TOEFL or equivalent English comprehension test score (TOEFL: a minimum average of 6.5 for the total test and a minimum of 6.0 for each test component);
- Full grade list of the (research) Master and Bachelor programs of graduation.

The deadline for submitting your application is **23 September 2017**. Please send your application to the director of NIDI, prof. dr. L.J.G. van Wissen (hr@nidi.nl).

For more information on NIDI, please visit our website at <http://www.nidi.knaw.nl>

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