

UNIVERSITY RESOURCE CENTRE - RESEARCH ANALYSIS AND DEVELOPMENT

Research Specialist – Organizational Development in Education

Location | Bangalore

Position ID: RSOE/URC-RAD

Principal Responsibilities

- Undertake primary (field based) and secondary research in the area of Organizational Development (OD) in education. The key responsibility are as following,
- To conceptualize, design and undertake research in the domain of Organizational development in education.
- Identify gaps in the current OD research in education practices and propose research on identified gap areas.
- Explore the Key research areas, issues with OD lens in educational Leadership and management.
- Explore the Changing paradigm of OD research in education
- Intensive use of research methodologies of Behavioural approach, Humanistic approach, Positive psychology.
- Explore the possibility of Application of Organizational theories- Motivational theories, leadership theories, Change management theories in education.
- Able to prepare OD diagnostic tools,
- Preparation of SWOT frameworks, Leadership assessment tools(Batteries),OD assessment tests and application to Education management.
- Develop frameworks and methodologies to assess Organizational climate, Organizational culture. Application of the same to
- Conduct research on a structured OD intervention
Conduct action research and work with field institutions with respect to OD interventions.

Attributes, Qualification and Experience

- Masters in social sciences , Management with five years of experience.
Or
 - M.Phil / PhD in Social sciences with two years of experience.
- Or
 - Two years of experience in INGO as researcher.

- Proven ability in publication, dissemination and contribution to the events-Conferences, seminars, workshops etc
- Strong theoretical understanding of application of OD methodologies in Education domain.
- Proficient with application Microsoft office- Word, Excel, Outlook
- Good organizational skills .
- interact and coordinate the field level research
- Proficient in English and one Indian language.
- Exceptional communication skills – both written and verbal. Ability to communicate technical information to nontechnical audiences
- Able to work effectively at different levels in research teams.
- Excellent active listening skills.
- Problem solving and root cause identification skills through OD researches
- Strong analytic and decision making abilities.
- Must be a team player and able to work with and through others.
- Ability to influence others and move toward a common research vision or goal.
- Experience with a reputed research institution.