

## Expression of Interest



### Contact Person/Scientist in Charge

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### Universitat Jaume I de Castellón (UJI)

#### Department / Institute / Centre

- **Name:** Department of Developmental, Educational and Social Psychology and Methodology / Universitat Jaume I de Castelló (UJI)
- **Address:** Av. de Vicent Sos Baynat, s/n 12006
- **Province:** Castellón

#### Research Area

- Social Sciences and Humanities (SOC)

### Brief description of the institution:

Universitat Jaume I de Castellón (UJI), is the public university in the north of the Valencian Community, created on 1991. It has obtained the 500+ Golden Seal of European Excellence by the Excellence in Management Club.

The UJI offers 31 undergraduate degrees, 19 postgraduate studies, 43 official postgraduate master's degrees, 15 UJI-specific master's degrees and has 14,000 students. It counts on about 1000 researchers distributed in 27 university departments and 12 research institutes.

The UJI is the third University and fifth entity of the Valencian Community, including companies and other research institutes, which have obtained more money from the European Research and Innovation Framework Programmes. Currently it is involved in 26 ongoing European research actions, including several European programmes (such as H2020, FP7, Interreg, SUDOE, LIFE, etc.).

The UJI offers modern research facilities among which stand out the different scientific structures that support research, such as the Central Scientific Instrumentation Service, the Animal Experimentation Service (SEA) or its prestigious Library.

A specific program for newcomers helps researchers with the administrative procedures in order to become familiar with the facilities and standard practices, as well as an accurate integration. Moreover researchers can access additional services such as Sports Service, The University Residence, the Language Learning Centre (CAL) that offers an annual program of languages for foreigner researchers and the health centre available to the University community.

**Brief description of the Centre/Research Group (including URL if applicable):**

WANT research team has experience of 20 years in research on prevention, improvement and promotion of psychosocial health of people and organizations. Some relevant achievements of WANT Research team are 25 research grants, where stands out projects such as “PSICOLOGIA POSITIVA Y SALUD OCUPACIONAL EN EL TRABAJO Y EN LAS ORGANIZACIONES” funded by Generalitat Valenciana and another project “SALUD Y BIENESTAR PSICOSOCIAL EN LAS ORGANIZACIONES: EFICACIA DE LAS INTERVENCIONES POSITIVAS PARA MEJORAR LA VIDA LABORAL DESDE LA PSICOLOGÍA POSITIVA” funded by Ministerio De Economía y Competitividad. And also 90 international and 92 national articles published (Salanova, M., Llorens, S., Cifre, E., & Martinez, I. M., 2012. We Need a Hero! Toward a Validation of the Healthy and Resilient Organization (HERO) Model. *Group & Organization Management*, 37(6), 785–822). Moreover, there are 16 (national and international) books authored and almost 300 presentations in international and national conference. 10 PhD in on Psychology of Work, Organizations and Human Resources were defended whereas 9 PhD are currently in development. WANT team had also 31 I+D+I project in collaboration with public and private organization located in Spain. Finally, WANT team organizes and runs the University Master on Psychology of Work, Organizations and Human Resources at Jaume I University.

For more information on UJI please visit our [WANT website](#).

**Project description:**

From the Occupational Health Psychology, we consider that changes adapted to the real needs should be directed to the pursuit of excellence; innovation and organizational quality mark differences between companies, and allow adaptation the current labor market that is increasingly dynamic. But besides looking great results, organizations strive to maintain the psychosocial health of their workers and seek to increase the positive psychological capital. In this way, we face Healthy and Resilient Organizations (HERO, Salanova, 2008, 2009; Salanova, Llorens, Cifre and Martinez, 2012). How can we contribute to the development and promotion of organizations, teams and individuals? What can we do in situations of economic and financial crisis? How can we contribute from our investigation to the diffusion and dissemination strategies of psychosocial and organizational improvement? Our interests are related to:

- Establish which are the success factors and best practices of healthy and resilient organizations. To determine the organizational, social and personal factors that lead 2 organizations to be more resilient and strengthened to crises and continuous changes.
- Design, implementation and evaluation of the effectiveness of group and organizational interventions from Positive Psychology.
- Focus on improving occupational health and quality of life work from gender perspective and taking into account demographic change by the aging of the population (positive aging).
- Study the antecedents of positive employees and students' well-being, as well as design of programs to increase well-being and quality of life (optimization).

### **Applications**

At the deadline for the submission of proposals, researchers (\*):

- Shall be in possession of a doctoral degree or have at least four years of full-time equivalent research experience.
- Must not have resided or carried out their main activities in the country of Spain for more than 12 months in the 3 years immediately prior to the abovementioned deadline.
- Shall be in possession of PhD in Psychology
- Should have a good level of Spanish (at least B1)
- Should have interest in research related to Occupational Health Psychology

Please also submit the next documentation:

- Complete CV
- Copy of doctoral degree in Psychology
- Letter of Motivation in Spanish
- Brief description of Research Project interests

Deadline: 30/06/2016