



UNIVERSITY OF MAURITIUS

VACANCY

Applications are invited from suitably qualified candidates for the post of **Research Assistant for a Task-Based Assignment** to work on the research project entitled “*Transforming Workplaces Through Diversity, Equity, Inclusion and Belonging (DEIB) and AI Innovation*”.

Qualifications Required

- A degree in Social Sciences/Education/Management, or any other related field.

Profile

Candidates must have:

- Research and communication skills;
- Analytical skills and adequate knowledge in the relevant field of Research;
- Experience in using SPSS (Statistical Package for the Social Sciences) or related software;
- Good report writing skills.

Two work packages have been identified. The tasks under each work package, along with the respective all-inclusive allowances, are as follows:

First Work Package: An Analysis of the impact of DEIB on organisational culture and performance, consisting of Tasks 1, 2 and 3

Task 1: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Conduct literature reviews to understand the relationship between DEIB and organisational culture;
- Assist Research Team in designing quantitative research instruments;
- Documentation and report writing;
- Carry out any other cognate duties, as required, related to quantitative research.

Task 2: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Assist Research Team in designing quantitative research instruments;
- Use surveys distributed to employees and leadership diverse industries and business sectors;
- Documentation and report writing;
- Carry out any other cognate duties, as required, related to quantitative research.

Task 3: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Use surveys distributed to employees and leadership diverse industries and business sectors
- Assist Research Team in analysing their perceptions of DEIB initiatives.
- Documentation and report writing
- Carry out any other cognate duties, as required, related to quantitative research.

Second Work Package: Investigate how conscious and unconscious biases influence workplace dynamics consisting of Tasks 4, 5 and 6

Task 4: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Assist Research Team in designing qualitative research instruments;
- Implement interviews to uncover biases at individual and group levels from industries and business sectors;
- Documentation and report writing;
- Carry out any other cognate duties, as required, related to quantitative research.

Task 5: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Assist Research Team in developing a bias-assessment framework to analyse linguistic and behavioural patterns;
- Conduct triangulation method, as required;
- Documentation and report writing;
- Carry out any other cognate duties, as required, related to qualitative research.

Task 6: Duration 1 Month, All-inclusive allowance of Rs 32,400/

- Assist Research Team in finalising the framework;
- Conduct triangulation method, as required;
- Documentation and report writing;
- Carry out any other cognate duties, as required, related to qualitative research.

Duration of Contract

Appointment will be offered for a contractual period of 6 (Six) months. The tentative starting date will be **17 November 2025**.

Mode of Application

Letter of application together with a detailed *Curriculum Vitae* and photocopies of qualifications, birth certificate, marriage certificate (if applicable), testimonials and equivalence of qualifications (where applicable) should reach the **Dean of the Faculty of Information, Communication and Digital Technologies (Attention: Associate Prof. (Dr) Sheeba Armoogum as Principal Investigator), University of Mauritius, Réduit**, OR **PREFERABLY BY** email to Principal Investigator on **s.armoogum@uom.ac.mu** and copied to Dean of Faculty on **deanfoicdt@uom.ac.mu** by **24 October 2025**, at latest.

The envelope should be clearly marked "Tasked-Based Assignment DEIB Project" on the top right hand corner. Alternatively, the email should have the subject: "Tasked-Based Assignment DEIB Project"

Applications received **after** the closing date will not be considered.

The University reserves the right:

- to call for interview only the most appropriately and best qualified applicants.
- not to make any appointment as a result of this advertisement.
- to conduct a written/apptitude test as and when required

Acting Dean, Faculty of Information, Communication and Digital Technologies
01/10/2025