

Postdoctoral Associate

Worker Dignity in the Age of AI — Ivey Business School, Western University

About Western

Western ranks as one of Canada's top research-intensive universities. From fundamental to applied discovery and other scholarly activities, its scholars advance knowledge that provides tangible benefits for the economic, social, health and cultural development of citizens in London, in Canada and around the world. Western Research supports scholars through collaboration, communication, and service. Western University and its affiliate colleges received more than \$267 million in research funding over the past year.

About the Role

Dr. Isam Faik (Digital Innovation and Sustainability), Dr. Yasser Rahrovani (Digital Innovation) and Dr. Janice Byrne (Entrepreneurship) at the Ivey Business School (Western University, London, Canada) are seeking a Postdoctoral Associate to join a research program, jointly funded by SSHRC and Ivey Business School) examining how Artificial Intelligence affects the dignity of workers on digital labor platforms.

The research program investigates how AI shapes workers' experiences of inherent and earned dignity, with a particular focus on vulnerable and marginalized workers on online labor platforms. Drawing on a multi-case interpretive design, the study examines platforms (such as Outlier AI, Upwork, and Fiverr) which represent distinct and complementary relationships between AI and worker dignity.

The successful candidate will contribute to all phases of the research: conducting semi-structured interviews with platform workers, analyzing online worker communities (Reddit, Discord, Glassdoor), collecting secondary data from platform documents and industry reports, and supporting the dissemination of findings through conference papers and journal publications. The candidate will also be expected to take initiative in independent aspects of the research program.

Position Details

- Supervisors: Dr. Isam Faik, Dr. Yasser Rahrovani, and Dr. Janice Byrne, Ivey Business School, Western University
- Location: London, ON, Canada
- Duration: 12-month appointment with the possibility of extending up to an additional year, contingent upon satisfactory performance and available funding
- Start Date: As soon as possible (target: Fall 2025 or Winter 2026)
- Salary: \$55,000 CAD per year plus benefits and a research allowance of \$5,000 CAD per year
- Benefits: Eligible for Western's Postdoctoral Associate benefits package. Details at www.uwo.ca/hr/benefits

Qualifications and Requirements

Required qualifications:

- A completed PhD in Information Systems, Management, Organization Studies, or a related social science field (the position is contingent upon completion of the PhD degree)
- Strong expertise in qualitative and interpretive research methods, including multi-case study design, semi-structured interviewing, and analysis of online communities or digital trace data
- Demonstrated interest in the ethical and social dimensions of AI, algorithmic management, platform work, or digital labor
- Written and oral communication skills, with evidence of scholarly writing (e.g., published papers, working papers, or dissertation chapters)
- Strong organizational skills and ability to work collaboratively within a multidisciplinary research team

Considered an asset:

- A background in sociology, anthropology, or related disciplines that provides a grounding in theories of worth, dignity, inequality, or social vulnerability — and the ability to connect these frameworks to the study of AI and platform work
- Familiarity with entrepreneurship research, particularly on self-employment, precarity, or gender and minority entrepreneurship
- Experience engaging with or researching vulnerable or marginalized communities

How to Apply

Interested candidates should send the following materials to Dr. Isam Faik (ifaik@ivey.ca), Dr. Yasser Rahrovani (yrahrovani@ivey.ca), and Dr. Janice Byrne (jbyrne@ivey.ca) with the subject line “Postdoctoral Application – Worker Dignity in the age of AI”:

- A cover letter describing your qualifications and research interests as they relate to this project
- A current curriculum vitae (CV)
- A brief research statement (up to two pages) outlining your experience and potential contributions to the research program
- One or two writing samples (e.g., published papers, working papers, or dissertation chapters)
- Contact information for two academic references

Application Deadline: Applications will be reviewed on a rolling basis until the position is filled. Early applications are strongly encouraged.

Western Values Diversity

The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Accommodations are available for applicants with disabilities throughout the recruitment process.