



Maynooth University Ollscoil Mhá Nuad

School of Business

Details of the Scholarship Award

The School of Business and Innovation Value Institute at Maynooth University is pleased to announce that a PhD Scholarship will be available for a suitably qualified and successful applicant intending to commence their PhD studies in October 2025.

Funded by Lero Research Centre (Research Ireland) together with an industry partner. The project is dedicated to optimizing recruitment within Ireland's challenging healthcare sector, specifically addressing the critical demand and patient satisfaction. This initiative leverages advanced analytics and machine learning to create a sustainable framework for workforce management.

Value of PhD Scholarship Award

A fixed maintenance award of €25,000 per annum
Annual tuition fees support

Duration of PhD Scholarship Award

The scholarship is awarded for 4 years of study, subject to satisfactory annual academic progression

Role of the student

The PhD duties will involve:

- Conducting independent and original research to contribute substantially to the field of business research, developing new knowledge and providing empirical insights. This includes contributing to the project's core analytical work, such as:
- Developing Natural Language Processing (NLP) models for applicant analysis.
- Creating predictive models for offer acceptance rates, retention likelihood, and job performance.
- Integrating standardized personality assessments
- Working under the supervision of Dr. Alireza Keshavarz

Eligibility Criteria for Applicants

Full time research degree students who have a relevant first class or 2.1 honours in their primary degree, or have a relevant Master's degree, are eligible to apply.

Very strong quantitative background, specifically in statistical modelling and machine learning

Application and Selection Process

Please include the following in your application:

- Personal statement
- Curriculum Vitae
- Research proposal (max. 4,000 words)
- Relevant final academic transcripts
- Names and contact details of two referees

Applicants who are non-native speakers of the English language must provide written evidence of competency in the English language that satisfy the programme-specific requirements set out by the Maynooth University International Office. All scholarship Awards are conditional on approval for registration by the University

Informal queries can be sent to Alireza.keshavarz@mu.ie

All eligible candidates will be considered for open positions. Applicants may be shortlisted for interview and, if so, will be contacted directly by the Department. Late applications will not be considered.

Please apply by 5pm on Monday, 30 June, 2025

Please submit applications directly to: Alireza.keshavarz@mu.ie

