

Post-Doctoral Scholar Position: Attention to Cybersecurity in Organizations

Position Title: One-year Post-Doctoral Scholar

Annual Salary: Up to \$75,000 plus benefits and vacation

Hours: Full-Time (35 hours/week)

Start and end dates: January 1, 2027 to December 31, 2027

Location: Waterloo, ON

Reports to: Dr. W. Alec Cram, Associate Professor

Department: School of Accounting & Finance, University of Waterloo

Education: Must hold a PhD by the appointment start date

Posting closes: Friday, October 30, 2026

Position Summary

The School of Accounting and Finance at the University of Waterloo is seeking one post-doctoral scholar to serve as a researcher in the National Cybersecurity Consortium-funded project focusing on attention to cybersecurity in organizations. The successful candidate will be affiliated with the University of Waterloo and based at the School of Accounting & Finance.

UW's School of Accounting and Finance is widely recognized for its research and academic programs. We value academic diversity and offer a collegial and stimulating environment that promotes collaboration, intellectual curiosity, and growth. The School offers eight different programs, including five bachelor degrees, two master degrees, and one Ph.D. degree. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. The campus is located in Waterloo, Ontario, Canada, a one-hour drive from Toronto, a multicultural metropolis and Canada's financial capital.

This position is open to qualified candidates who are already legally entitled to work in Canada.

The research project is focused on the managerial challenges of directing employee attention towards the fulfillment of day-to-day cybersecurity responsibilities. Rooted in a human-centric view of cybersecurity, we seek to understand how fluctuations in employee attention to cybersecurity responsibilities relate to (in)secure behaviour at work. The phase of the project that the successful candidate will focus on is a qualitative investigation of cybersecurity professionals (e.g., analysts, managers, incident responders) to investigate how the volume and complexity of cybersecurity responsibilities impact employee attention during crises (e.g., cyberattacks).

Job Responsibilities

The post-doctoral scholar will be responsible for the following activities and outputs:

- Helping to plan and oversee the project's research activities;
- Recruiting research participants;
- Conducting interviews with participants and other data collection activities;
- Contributing to scholarly and practitioner conference papers, journal articles, and teaching cases;
- Disseminating research findings to academic and practitioner audiences.

No teaching, teaching assistant, or service responsibilities are required for the position.

Accountabilities

- The post-doctoral scholar will work under the supervision of Dr. W. Alec Cram (<https://uwaterloo.ca/school-of-accounting-and-finance/profiles/w-alec-cram>)

Qualifications

- Candidates must have completed a PhD or equivalent degree in a relevant discipline (e.g., information systems, cybersecurity, computer science, management science) by the appointment start date, but not more than 5 years (60 months) prior to the start date.
- Strong understanding of behavioural cybersecurity concepts, including cybersecurity education/awareness/training, policy compliance, control, insider threats, culture, and governance are necessary.
- Experience with qualitative research methods, including interviews and the use of NVivo, will be considered advantageous.

If this position interests you, we encourage you to submit a cover letter, CV, names and contact information of three references, and one published or working paper *in one PDF file* to the W. Alec Cram at wacram@uwaterloo.ca with ‘Cybersecurity Post-Doc’ in the subject line by Friday, October 30, 2026.

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Office of Indigenous Relations (<https://uwaterloo.ca/indigenous/>).

The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

****Due to the anticipated number of applications we will receive, we will only be contacting those candidates selected for an interview. Please note that AI tools are not used in our application review process. To ensure a fair and authentic review, all submissions will be assessed by our hiring team****