

## PROJECT DETAILS

Project Title:

**The Next Evolution of Authentic Leadership**

Project Summary:

Authentic leadership understanding has evolved considerably in recent years with a new definition based on signalling theory. Significant avenues for new research arise from this latest development. Reframing authentic leadership as dynamic and context-sensitive signalling behaviour enables new insights into how leaders navigate competing demands and how authentic leadership is signalled, constructed, and experienced. Projects may investigate authentic leadership signalling as discrete behaviour across identities, role demands, digital contexts, and with diverse cohorts, as well as the associated cognitive, emotional, and social costs. Research proposals are invited that engage with and meaningfully extend this view. Qualitative or experimental research designs will be preferred.

Preferred Applicant Skillset:

Applicants should hold a completed Master's degree in a relevant social science field (e.g., management, psychology, sociology, organisational behaviour, public policy, etc.) with a strong research component. Successful candidates will demonstrate aptitude for independent research, critical thinking, and conceptual development. Preferred skills include:

- Experience with qualitative or experimental methodologies, academic writing, and capacity for engagement with leadership or organisational theory.
- Candidates should show potential to contribute original insights to emerging debates, particularly in authentic leadership, signalling theory, or identity and behaviour in leadership.
- Familiarity with relevant literature and a well-motivated research interest aligned with the project themes will be essential.

Primary Contact:

Dr Andrei Lux

+61 8 6304 2417

[a.lux@ecu.edu.au](mailto:a.lux@ecu.edu.au)