

**Post-doctoral Fellow (Ref: 2600295)**  
**Department of Education Policy and Leadership**

**Project Title: Four Winds - A school leadership programme for future-ready and inclusive schools**  
**[Appointment Period: 20 months]**

The appointee(s) will assist in a project sponsored by The Hong Kong Jockey Club Charities Trust. The project aims to design and implement a comprehensive programme to support the sustainable development of school leaders (principals and other leaders) individually and collectively to lead future-ready, inclusive schools. The project will seed and energise different levels of supported learning networks and craft a rich, profound learning platform to nurture school leaders' capacity to lead future-ready and inclusive schools. The project is committed to making a positive, practical, and tangible difference in schools now and into the future.

The appointee(s) will be responsible for supporting and executing the project's 'future-ready school leadership' and 'leadership development and impact evaluation' research. The appointee(s) will conduct comprehensive literature reviews on related topics, coordinate and collaborate with project team members to produce related learning resources and academic papers; develop and validate research and evaluation instruments, including designing and carrying out research studies; conduct quantitative and qualitative analysis; evaluating the effectiveness of the project; oversee research procedures as study design, protocol development, data collection, data management, and data analysis. The appointment will be for a period of 36 months, with the possibility of renewal subject to mutual agreement.

Applicants should have a Doctoral Degree, preferably in Educational Leadership and Management, Educational Sciences, Organisational Studies, Artificial Intelligence, or related disciplines, preferably with several years of experience in conducting research. He/she should be able to use statistical programmes to conduct advanced qualitative and/or quantitative analyses, such as regression, ANOVAs, path analysis, social network analysis, and SEM. He/she should also have excellent writing skills in Chinese or English; be able to guide research assistants and student helpers in conducting quantitative and qualitative research; be able to accomplish tasks independently and collaboratively. A good track record of publications, experience in evaluating programme effectiveness and high proficiency in Cantonese and Putonghua are advantages.

For further enquiries about the post, please contact Dr Lu Jiafang at [lujf@eduhk.hk](mailto:lujf@eduhk.hk).

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Salary will be commensurate with qualifications and experience.

Initial appointment will be made on a fixed-term contract. Fringe benefits include contract-end gratuity, leave, medical and dental benefits.

The University only accepts and considers applications submitted online for this post. Applicants should complete the [online application form](#) and upload a full CV on or before **21 May 2026**. Applications which are incomplete or without the required documents may not be considered. Personal data provided by applicants will be used for recruitment and other employment-related purposes. For details of the Personal Information Collection Statement, please refer to <http://www.eduhk.hk/jobsopp/index.php?glang=en>.

All applications will be treated in strict confidence. Only those who are shortlisted will be contacted. The University reserves the right not to fill the position(s) advertised.

Further information about the University is available at <http://www.eduhk.hk>.

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