

A woman with long dark hair is sitting on a stone ledge, looking down at a laptop on her lap. She is wearing a white sleeveless top and blue jeans. A dark bag is slung over her shoulder. The background is a wooden building with vertical planks.

# Are you REDI?

REDI is a PhD training program like no other: 40+ industry-supported positions, most awarded two PhDs, once-in-a-lifetime year in Melbourne, Australia, annual training weeks in Barcelona, Spain, excellent salaries, access to 60+ partners...



This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 101034328

[rediprogram.eu](https://rediprogram.eu)

## Position Description

### Group of research topics: Sustainable business management

<b>Position is funded by</b>	<ul style="list-style-type: none"> <li>- COFUND, Marie Skłodowska-Curie Actions (MSCA), Horizon 2020, European Union</li> <li>- Lappeenranta-Lahti University of Technology (LUT), Finland</li> <li>- RMIT University (RMIT), Australia</li> </ul>
<b>Research Host</b>	Lappeenranta-Lahti University of Technology (LUT), Finland
<b>PhD awarding institution/s:</b>	Dual PhD awarded by LUT and RMIT
<b>Locations</b>	<ul style="list-style-type: none"> <li>- Primary: Lappeenranta, Finland</li> <li>- Secondary: Melbourne, Australia</li> <li>- Annual workshops in Barcelona, Spain</li> </ul>
<b>Contract</b>	Full time, fixed term (12+36 months)
<b>Gross annual salary</b>	30.400 EUR (gross amount before employee's taxes and contributions)
<b>Preferred start date</b>	01/03/2022
<b>Deadline for applications</b>	30/11/2021 (Reference: LUT-DC3)

### Your choice of research topics (only one of these projects will be funded):

Project 1: Participation in circular economy platforms	Project 2: The business of sharing	Project 3: Collaborating towards sustainability standards
<p>Circular Economy is changing the way value is created within and between industries. Participating in CE initiatives that challenge the established industry structures may be challenging and require unlearning from old-ways, nudging, incentives or legitimating actions to convince industrial partners and/or consumers to embrace the circular system. The aim of this project is to investigate the why, how and which factors support the participation in circular ecosystems and platforms. <i>Further information may be obtained from the Supervisors.</i></p>	<p>Mechanisms allowing the re-use or sharing of products or materials without full recycling loop, such as deposit-based packaging systems, have already been implemented in many areas. These types of systems also hold a potential for broader application in the spirit of 'sharing economy' and resource efficiency. The aim of this project is to investigate why, how and under which conditions companies are willing to 'share' a resource, product or knowledge in order to achieve systemic benefits. <i>Further information may be obtained from the Supervisors.</i></p>	<p>Systemic changes often require regulation and standards. The voluntary collaboration within industries for things such as Bluetooth and Wi-Fi have brought together even competing companies. More recently, voluntary 'green deals' have been discussed as way forward in sustainability transitions. The aim of this project is to investigate how, why and under which condition companies collaborate to create industry standards, for example for re-usable packaging. <i>Further information may be obtained from the Supervisors.</i></p>
<b>Supervisors:</b> <u>Henri Hakala (LUT) and Anne-Laure Mention (RMIT)</u>		
<b>Research Fields:</b> International business, Business management, Entrepreneurship, Marketing, Supply chain and logistics		

## REDI

The REDI (RMIT European Doctoral Innovators) program is a unique opportunity offering excellent PhD conditions including enviable international experience, top-class research discipline and transversal skills training as well as networking with academic and industry leaders across 60+ supporting partners and 12 countries.

As a REDI researcher you will be:

- enrolled by two entities, with the chance to be awarded dual doctorates and gain alumni status from multiple institutions, including the Marie Curie Alumni Association.
- seeing the world and spending a year at RMIT University in Melbourne, Australia (ranked in the top 20 of universities under 50 years old in the world).
- part of a rich multidisciplinary network of researchers and supervisors who come together in annual, week-long training events in Barcelona.
- working closely with industry and gaining experience with the 40+ leading companies supporting the program.
- earning a salary with full social security benefits (with further support available for eligible researchers with additional needs).
- receiving support and guidance from two highest-calibre, experienced supervisors with high PhD completion rates.
- enhancing your career prospects through comprehensive technical and transversal skills training from leading institutions, intersectoral and international experience and mentoring.
- working on innovative and exciting projects of high commercial and societal value with up to four years to complete your research.

For more information visit: [rediprogram.eu](https://rediprogram.eu)

## Are you REDI? (Expected Profile)

**Your background and skills:** You should have a background or interest in Circular Economy, Sustainability Transitions, Management, and Coordination of Ecosystems, Interorganizational Networks or Business Relationships in general. Furthermore, skills in qualitative or quantitative research methods are appreciated. The passion and motivation in creating both academically rigorous and practically relevant research findings.

**Your work experience:** Professional experience from the related industry, sustainability, entrepreneurship or business in general is considered an asset but is not required.

**Your research experience:** Experience in research is considered as an asset but is not required.

## Employment Benefits and Conditions

In Finland, doctoral studies take 4 years. To cover the whole 48-month studies, we offer a 12+36-month full-time work contract, indicatively starting on 1st March 2022. The position will be based in Lappeenranta (Finland). As a precondition, the new researcher must obtain the right to pursue doctoral studies at LUT University prior the start of employment. The employment starts with a 12-month term, including a six-month trial period. The contract will be extended for 36 months provided that the studies progress satisfactorily. The annual workload for researchers is 1612 hours. In this position international travel is foreseen, including to Australia (up to 12 months) and Spain (one week per year).

The starting salary for a recently graduated MSc, in line with the General collective agreement for Finnish universities, will consist of a gross annual salary (gross amount before employee's taxes and contributions) of est. 30.400 EUR (excl. holiday bonus) with salary increases as the studies proceed. Of this amount, the estimated net salary\* to be perceived by the researcher is est. 1.900 EUR per month. However, the definite amount to be received is subject to national tax legislation. For more information on Finnish taxation visit [here https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/tax\\_card/tax-percentage-calculator/](https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/tax_card/tax-percentage-calculator/)

*\*Net salaries can fluctuate in accordance with an individual's personal circumstances (marital status, age, disability, family and dependents, etc. The above indicative net salaries offer an approximation of what a single person in their early 20s could expect to receive in their bank account after taxes.*



**Benefits include:**

- Occupational health care
- Paid holiday
- Paid sick leave for a limited period
- Holiday bonus
- 1,000€ yearly travel allowance to cover flights and accommodation to participate in the annual workshop at RMIT Europe in Barcelona (Spain)
- 10,000€ allowance to cover flights and living expenses for up to 12 months in Australia

For more details, please see General collective agreement for universities:

<https://www.sivista.fi/esittely/in-english/general-collective-agreement-for-universities/>

## REDI to apply? First a little more about us...

### LUT

LUT University Clean energy, water and air are life-giving resources for which we at LUT University seek new solutions with our expertise in technology and business. We help society and businesses in their sustainable renewal. Our international community consists of 6500 members. Watch the video of our strategy:

<https://youtu.be/PpFawdT8CDE>

LUT School of Business and Management, LBM Our mission is to educate research-based and responsible business professionals in an inspirational learning community rooted in a university of technology. Our vision is to be internationally recognised for our impact on sustainable business renewal – enabled by new technologies and entrepreneurial spirit. Our core strength is close collaboration with the business world combined with strong theoretical, analytical and methodological expertise. The LUT School of Business and Management is a strong research unit of more than 20 full professors and altogether 100 researchers.

LUT university offers to its Doctoral Students a wide range of benefits, including:

- **Mentoring program:** the candidate will have a scientific supervisor and organizational supervisor as well as quite regular peer group meetings
- **Courses and training opportunities:** LUT offers LBM research seminar series, visiting professors/ visitor presentations and individual courses/ trainings participation. There are courses available for doctoral candidates both in national network and at LUT university.
- **Language courses:** Finnish courses for foreigners from beginner level to intermediate level are offered each semester. In addition, the language courses (e.g. English, Swedish, German, French, Russian) of LAB Language Center are open to Doctoral Candidates as well.
- **Relocation support:** LUT HR Services help finding accommodation, information on childcare and school options, tutoring, and assistance with local registrations – tax matters, social security, opening bank account.
- **Well-being support:** Occupational healthcare services and activities supporting physical, mental and social well-being
- **Cultural and social activities:** Social and cultural activities starting in the autumn 2021
- **Engagement with industry:** the Doctoral Student will closely work with relevant Repack (<https://www.repack.com/>), a packaging service which enables the return and reuse of delivery packaging for online retailers and their users. The Doctoral Student will benefit from specific training and mentoring opportunities (i.e. secondments, site visits, access to facilities and data, etc.)

For more information, visit: <https://www.lut.fi/web/en>

### RMIT

RMIT is a global university of technology, design and enterprise, ranked in the top 20 of universities under 50 years old in the world. World-class people, leading edge resources, collaboration with industry partners and multi-disciplinary approaches are just a few of the trademarks of research at RMIT, which boasts almost 90,000 students and campuses in Australia, Vietnam, a centre in Barcelona, Spain and research and industry partners on every continent.

As Doctoral Student at RMIT you will be able to benefit from a wide range of training and mentoring opportunities including:

- **The PhD Up** program offering a huge range of workshops, seminars and short courses to build research knowledge and skills, including research writing, publishing, research methods, ethics, project management and careers (see more at: <https://www.rmit.edu.au/students/student-essentials/information-for/research-candidates/enriching-your-candidature/phd-up-program>)
- **RMIT PhD Online Modules**, designed specifically for PhD students, including *Researching your literature review*, *Writing a research proposal*, *Choosing where to publish*, *Writing for Publication*, *Research Integrity*, etc.
- **RMIT Creds**, RMIT's Digital Credentials Platform, which includes over 80 credentials covering a wide range of topics such as *Understanding Responsible Research and Innovation*, *Academic Integrity Awareness*, *Emotional Intelligence*, *Diversity Matters*, *Agile Ways of Working*, *Why Gender Matters*, *Cross Cultural Communications*, etc. (see more at: <https://www.rmit.edu.au/study-with-us/levels-of-study/short-courses>);
- **The e-Grad School**, the online learning modules of the Australian Technology Network (ATN) of Universities' covering a multitude of transferrable skills such as *Critical and Creative Thinking*, *Leadership and Communication*, *Entrepreneurship*, *Research Commercialisation*, *Public Policy*, etc.
- **The RMIT Mentoring platform also** gives you access to mentoring from trained professionals and experts, including:
  - o *Career Mentoring* - career guidance from industry professionals from all disciplines and global locations.
  - o *Women@RMIT Mentoring* - career guidance from industry professionals who are committed to gender diversity and equality in the workplace (especially for female students in male dominated industries)
  - o *Pride Mentoring* - a chance for students who identify as LGBTIQ+ to receive professional and social guidance from industry professionals who also identify as LGBTIQ+ or are familiar with the additional challenges these groups face in the workforce.

Find out more: [rmit.edu.au](https://www.rmit.edu.au)

## A little more about you...

### Eligibility

**You need to fulfil criteria of the REDI program and both universities to be recruited.**

To apply for REDI, you must comply with the MSCA-COFUND eligibility criteria by the application deadline:

- **Be in the first four years Full-Time Equivalent (FTE) research experience** of your research career and not yet have been awarded a doctoral degree. FTE Research Experience is measured from the date when a researcher obtained the degree entitling him/her to embark on a doctorate, **AND**
- **Not have resided or carried out your main activity (work, studies, etc.)** in the country of your research host for more than 12 months in the 3 years immediately before this call's deadline. Time spent as part of a procedure for obtaining refugee status under the Geneva Convention (1951 Refugee Convention and 1967 Protocol), compulsory national service and/or short stays such as holidays is not taken into account.

**AND** the following criteria:

- **Hold a bachelor's degree requiring at least 4 years of full-time study** in a relevant discipline awarded with honours and including a research component; **OR**
- **Hold a master's degree that includes a research component** or a master degree without a research component with at least a high distinction average; **OR**
- **Have evidence of appropriate academic qualifications and/or professional experience** demonstrating that the applicant has developed knowledge of the field of study or cognate field and the potential for research sufficient to undertake the chosen project.

AND

- Have **English level C1 language proficiency**.

In addition to the above, if your application is successful, you will be required to:

- Citizens of countries other than EU member states and EEA countries apply for a residence permit from the Finnish Immigration Service [www.enterfinland.fi](http://www.enterfinland.fi)
- Apply for a student visa in Australia (More information: <https://www.rmit.edu.au/study-with-us/international-students/apply-to-rmit-international-students/student-visas/apply-for-a-visa>)
- Acquire health / travel insurance from your country to cover at least the first year in Finland

**In addition to meeting the eligibility criteria for the REDI Program, you will also need to meet the admission criteria of both institutions:**

## Admission at LUT

You will be enrolled as Doctoral Student at LUT for the entire duration of the assignment. At admission, you will need to supply:

- Master's Degree certificate and the transcript of records of a completed master's degree either an applicable higher university degree; an applicable higher polytechnic degree; or an applicable education completed abroad which in the awarding country gives eligibility for corresponding higher education. If the original educational documents are not issued in English/Finnish/Swedish, official translations in English are required in addition to the documents in the original language.
- Proof of English proficiency (certificates from TOEFL, IELTS, PTE Academic, or Cambridge English Language Assessment, level C1 is expected – native speakers are exempt from the certificate requirement).
- Applicants holding a Master's degree earned abroad are eligible for doctoral studies provided that their Master's degree gives them eligibility for corresponding higher education in the awarding country. As a rule, degrees earned abroad must have required studies of at least four years including a Master's thesis type final thesis, and if the doctoral programme considers they provide a sufficient foundation for postgraduate studies at the university.
- The precondition for the recognition of European degrees is that the degree is a university degree combination earned in accordance with the Bologna Process principles (3+2 years). The applicant is required to submit information in English (e.g. a Diploma Supplement) on the scope and the level of the degree(s) obtained abroad when applying to LUT.
- Economics and Business Administration: One-year (60 ECTS credits) MBA-degrees do not generally qualify for doctoral studies. Candidates with an MBA-degree and their eligibility to apply will be considered case-by-case.
- In order to complete the degree of Doctor of Science (Economics and Business Administration) a background in scientific studies in business is required. Any lacking knowledge of business must be improved through supplementary studies.
- In some cases, also the documents regarding the lower university degree may be requested to see the whole education path.

Officially certified copies are required. The procedure of official certification depends on the country where the degree has been obtained so specific instructions are sent to each applicant. If the original educational documents are not issued in English/Finnish/Swedish, official translations in English are required in addition to the documents in the original language. After the arrival in Finland, the applicant also has to present the original educational documents.

More information: <https://uni.lut.fi/en/web/lut.fi-eng/application-procedure>  
<https://uni.lut.fi/en/web/lut.fi-eng/applying-business-administration>

## Admission at RMIT

You will also be enrolled as Doctoral Student at RMIT for the entire duration of the assignment. At admission, you will need to supply:

- CV
- Complete transcripts for all academic qualifications
- Research proposal or statement of interest in an available research project
- Language certificates
- List of referees

More information: <https://www.rmit.edu.au/research/research-degrees/how-to-apply>

**Apply now** (<https://www.rediprogram.eu>)