



**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

## Position Description

### Group of research topics: Innovation management

<b>Number of available positions</b>	- <b>2 (two)</b>
<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>- University of Agder (UiA), Norway</li> <li>- RMIT University (RMIT), Australia</li> </ul>
<b>Research Host</b>	University of Agder (UiA), Norway
<b>PhD awarding institution/s:</b>	Dual PhD awarded by UiA and RMIT
<b>Locations</b>	<ul style="list-style-type: none"> <li>- Primary: Kristiansand, Norway</li> <li>- Secondary: Melbourne, Australia</li> <li>- Annual workshops in Barcelona, Spain</li> </ul>
<b>Contract</b>	Full time, fixed term (36 months)
<b>Gross annual salary</b>	491.200 NOK per year, approx. 47.600 EUR per year (gross amount before employee's taxes and contributions)
<b>Preferred start date</b>	20/04/2022
<b>Deadline for applications</b>	30/11/2021 (Reference: UiA-DC1 / DC2)

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

Project 1: Management of sustainability-oriented innovation	Project 2: Management of digital business model innovation	Project 3: University-Industry Cooperation for Fintech
<p>Sustainability-oriented innovation is often challenging for firms both due to the inherent existence of many paradoxical organizational tensions, and also due to the fact that many sustainability-oriented innovations require industrial ecosystem changes. The successful candidate will conduct research to understand how firms can manage sustainability-oriented innovation that create and realize social and environmental value, in addition to economic returns. <i>Further information may be obtained from the Supervisors.</i></p>	<p>The use of new digital technologies enables firms to change their business models. Researchers have recently started to acknowledge that complex business model innovations often require that many actors in the ecosystem need to change their business models in a coordinated manner. The successful candidate will conduct research to understand how such complex change processes at the ecosystem level occur, and how these processes can be managed. <i>Further information may be obtained from the Supervisors.</i></p>	<p>Similarly to other forms of innovation, financial innovation is increasingly resulting from knowledge sourcing and sharing across organizational boundaries. Historically, financial services industries have exhibited low levels of engagement with universities. The level of complexity and sophistication of digitally-enabled financial innovation is calling for increased cooperation with the science base. This PhD project will explore the mechanisms of such university-industry cooperation. <i>Further information may be obtained from the Supervisors.</i></p>



**Supervisors:** Prof. Tor Helge Aas (UiA) and Prof. Anne-Laure Mention (RMIT)

**Research Fields:** Business management and Project management

## 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 above national standards for doctoral positions 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](http://rediprogram.eu)

## Are you REDI? (Expected Profile)

**Your background and skills:** You should have a master's degree, including a master thesis, within an area that is relevant for the position, with at least B as the average grade. Good knowledge of English, both written and oral, is also required. Knowledge about theories of innovation and good qualifications in research methods is desirable. You should also be able to work independently and systematically, and they should have good collaborative skills and a high working capacity.

**Your work experience:** Professional experience is not required.

**Your research experience:** Research experience is not required.

## Employment Benefits and Conditions

UiA offers a 36-month full-time work contract (extendable up to 48 months in duly justified cases), indicatively starting on 1<sup>st</sup> March 2022. The position will be based in Kristiansand (Norway). International travel is foreseen, including to Australia (up to 12 months) and Spain (one week per year). At UiA, there is a probation period of six (6) months and there are 37.5 working hours per week.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, will consist of a gross annual salary of 491.200 NOK (est. 47.600 EUR gross per year) (gross amount before employee's taxes and contributions). Of this amount, the estimated net salary\* to be perceived by the Researcher is 28.000 NOK (est. 2.600 EUR net per month). However, the definite amount to be received by the Researcher is subject to national tax legislation. For more information on the estimated net salary, use the [net salary 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:**

- Membership of the Norwegian Public Service Pension Fund (<https://www.spk.no/en/the-value-of-the-membership/>)
- Doctoral Students can apply PhD-work related mobility funds from the institution.
- 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:

<https://www.uia.no/en/research/phd-programmes/regulations-related-to-phd-at-uia>

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

### UiA

University of Agder (UiA) is a major educational and research institution located in the south of Norway, divided between two campuses, in Kristiansand and Grimstad. The university enrolls 13000 students and employs 1300 administrative and academic staff. Research is distributed broadly across both the natural and social sciences. UiA School of Business and Law is an AACSB accredited business school that offers study programmes in all major disciplines in business and economics, as well as in law. The School has 2000 students and 110 faculty members, including a substantial number of international students and employees. The mission of the School of Business and Law is to co-create knowledge by applying international, innovative and responsible perspectives. The school implements this mission by educating responsible professionals with a global mindset and innovative attitude, as well as by undertaking research that allows the school to collaborate with strong international partners.

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

- **Mentoring program:** UiA offers an introductory seminar - Kick-start your PhD. Also, since the beginning of the course, the Doctoral Candidates have a close relation with their respective supervisors and 'an open door' with the PhD Coordination at School of Business and Law. All candidates are assigned a 'buddy'/older PhD candidate at start up as part of mentoring programme.
- **Courses and training opportunities:** The University of Agder offers courses regarding work culture in Norway, "Working with Norwegians" and many other soft skill courses within research impact, pedagogics, academic writing, etc.
- **Language courses:** The University offers a course in Norwegian language to international employees at both campuses and facilitates attendance at a similar course at Kongsgård Skolesenter in Kristiansand. Please note that the campus courses are comprised of daytime classes, 2 hours once per week, and especially tailored towards university employees, while the classes at Kongsgård Skolesenter are for all kinds of immigrants and take place in the evening.
- **Relocation support:** Relocation Region Kristiansand office offers relocation assistance: <https://www.uia.no/en/news/contributing-to-a-successful-start-in-a-new-country>. See also: <https://www.uia.no/en/about-uia/working-at-uia/pre-arrival>
- **Cultural and social activities:** introduction seminars both at UiA centrally and at the PhD faculty level are hosted. UiA organizes different social events in the start-up of a PhD cohort. Also "Understanding Norwegians" courses are offered at UiA.
- **Engagement with industry:** the Doctoral Student will closely work with [GCE NODE](#) (Norway). GCE NODE will consult with the Doctoral Student to define relevant research questions, organise short stays and visits for the candidate as part of the intersectoral doctoral training and stimulate commercial impact of the project through technology transfer.
- **Further benefits:** UiA offers financial conference support for going to conferences and different welfare offers through a welfare committee, and UiA sport teams, etc.



For more information, visit: <https://www.uia.no/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](http://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**.
- To provide a **research proposal summary** with a strong academic match with the suggested supervisors, strong qualifications in applied research methods, a research proposal with strong academic potential and relevant experience in business and/or research (previous publications, etc.), **AND**
- To **submit your application** and **any necessary information about education and experience** (including diplomas and certificates) to **both REDI** (through the online application portal available at <https://rediprogram.slideroom.com/>) and **UiA** by using the link "Apply for this job" on its website linked to the Norwegian job portal **JobbNorge** (<https://www.jobbnorge.no/en/available-jobs/job/213001/phd-reserach-fellow-in-innovation-management>). **Applications that are not in compliance with this requirement will be considered incomplete and, therefore, not eligible for evaluation.**

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

- After successfully applying for a job at UiA, candidate must apply for a visa and a work or residence permit as soon as possible and secure this in due time for start (More information: <https://www.uia.no/en/studies/exchange-students/visa-and-residence-permit>)
- 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>)

## **Mandatory documents to be submitted with your application**

**This position requires a parallel application before the deadline for application. Allow yourself enough time to prepare your application, compile the required documentation and listed below and get familiar with both portals.**

### **Via the REDI portal**

- Declaration on mobility and employment criteria, and
- A scanned copy of a valid photo ID, and
- Curriculum Vitae and motivation letter both in English, and
- A scanned copy of official academic degree(s), academic transcripts and proof of fluency in spoken and written English.
- Optionally, you may upload a one-page overview of your Master (or equivalent) research project.
- Project description with a maximum scope of 4 pages, including reference list. The outline should present and discuss possible research questions, theory perspectives, material, a progress plan, and methods within the given framework.



**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 UiA**

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

- Copy of a higher degree (Master's degree or equivalent qualifications) in a relevant subject area from a Norwegian or foreign, internationally recognized university or college, preferably in Economics, Finance, Business Administration, Innovation Studies, Management, Marketing, Development Management, International Business or a related business or management discipline with an overall distinction average (at least with honours, B or better).
- All applicants are required to document sufficient previous knowledge in social-scientific methodology.
- Original documents of the certificates/diplomas and transcripts of records or authenticated copies of the original documents with stamp, date, and readable signature from a public office (e.g. university, college, or police) must be presented before appointment. It is also recommended that the academic institution you have diploma from is approved by NOKUT: <https://www.nokut.no/en/services/recognition-of-foreign-higher-education/>
- Proof of C1 level of English according to the European Framework of Reference for Languages (CEFR)

Moreover, as a Doctoral Student at UiA you will need to:

- Have strong qualifications in applied research methods, and preferably have experience from studying abroad.
- Have a master's degree comprising a minimum of 90 ECTS credits (or equivalent credits) in a relevant subject area for the research project.
- Be present at the University of Agder during the course of the program unless otherwise agreed.

Other educational background or prior learning and work experience considered by the Faculty at UiA to be equal to the above requirements with respect to scope, level and content may also qualify for admission in special cases.

More information: <https://www.uia.no/en/research/phd-programmes/regulations-related-to-phd-at-uia/supplementary-regulations-for-the-phd-degree-at-the-school-of-business-and-law-at-the-university-of-agder>

## **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>)

