

## Position Description

### Group of research topics: Entrepreneurship and innovation management in health care

<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 Copenhagen (UCPH), Denmark</li> <li>- RMIT University (RMIT), Australia</li> </ul>
<b>Research Host</b>	University of Copenhagen (UCPH), Denmark
<b>PhD awarding institution/s:</b>	Dual PhD awarded by UCPH and RMIT
<b>Locations</b>	<ul style="list-style-type: none"> <li>- Primary: Copenhagen, Denmark</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>	EUR 55.732 (DKK 415.201)
<b>Preferred start date</b>	01/09/2022
<b>Deadline for applications</b>	30/04/2022 (Reference: UCPH-DC1)

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

Project 1: The dynamics of employee-driven innovation	Project 2: Developing supporting tools for innovation	Project 3: Understanding the health innovation ecosystem
<p>This project aims to enrich our understanding of employee-driven innovation and investigates how best to promote and support intrapreneurship and innovation in health care systems. The project asks questions such as: 1) What characterizes and drives employees who engage in innovation? How do they transform their ideas into value creating solutions? How, and under what conditions do employee innovators interact with the formal hospital innovation support systems and the broader ecosystem. <i>Further information may be obtained from the Supervisors.</i></p>	<p>The project aims to enrich our understanding of how innovation and intrapreneurship in the health care and hospital sector can be supported by tools, heuristics and frameworks. The project will scrutinize existing and support the development of new innovation support tools. The project asks: 1) Which types of processes and tools optimize innovation processes and long-term value creation. 2) How are such processes best implemented within health care systems? <i>Further information may be obtained from the Supervisors.</i></p>	<p>The project aims to enrich our understanding of the practices, structures and dynamics of the wider health innovation ecosystem with a focus on development of more coherent health pathways. The project asks: 1) What characterizes the types and dynamics of processes within health sector innovation ecosystems? 2) Who are the involved actors, and what are their relationships? 3) What hinders or promotes inter-organizational innovation processes? <i>Further information may be obtained from the Supervisors.</i></p>
<p><b>Supervisors:</b>  <u>Assoc. Prof. Carsten Nico Hjortsø (UCPH) and Prof. Anne-Laure Mention (RMIT)</u></p> <p><b>Industry mentor:</b> <u>Marie Smed (CRD)</u></p>		



<b>Research Fields:</b> Entrepreneurship and Employee-driven Innovation	<b>Research Fields:</b> Entrepreneurship, Design science and Design support tools	<b>Research Fields:</b> Entrepreneurship, Ecosystem, Innovation and Collaboration
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## 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 11 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 an educational background and research experience within Organizational Studies, Entrepreneurship or Innovation Studies. Also, Danish language knowledge or willingness to learn it is highly relevant. This position is focused on research where close collaboration with the Danish health care system will be necessary and the working language is Danish in the Danish health care system, which means that all written material is in Danish. Likewise, not being able to communicate in the native language may be a barrier to the planned qualitative/interpretive kind of research that the ESR is expected to engage in.

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

**Your research experience:** You should have experience with qualitative research methodologies.

## Employment Benefits and Conditions

UCPH offers a 36-month position, extendable up to 48 months in duly justified cases. The position will be based in Copenhagen (Denmark). International travel is foreseen, including to Australia (up to 12 months) and Spain (one week per year). There is a three-months' probation period and there are 37 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 est. 55.732 EUR gross per year. Of this amount, the estimated net salary to be perceived by the Researcher is around 4.644 EUR gross per month before tax. The definitive amount to be received by the Researcher is subject to national tax legislation. It is not possible to give an exact figure as it depends on the personal circumstances of the jobholder, but it will be around 50%.



**Benefits include:**

- Holiday right – a minimum of 25 days/ year
- Insurance for work-related accidents, work disability and other provisions subject to the conditions and stipulations specified in the Social Security legislation in Denmark.
- Pension fund, sick leave and parental leave
- 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://science.ku.dk/phd/>

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

### UCPH

UCPH is a world-class research University. Driven by intellectual creativity and critical thinking since 1479. The UCPH is one of the highest-ranking Universities in the Nordic Region and among the top 1 percent of the World's Universities. The University offers researchers and students the opportunity to develop their talent and launches ambitious interdisciplinary initiatives to support its strong academic communities. Through research-based teaching – and by involving them in research – students are equipped to address society's challenges and needs.

UCPH offers to the recruited Researcher a wide range of training and mentoring opportunities, including: The University of Copenhagen is working towards becoming one of the world's greenest campus areas, leaving as little environmental and climate footprint as possible. The University facilitates cross-organisation collaboration, liaises with the business community and helps students find relevant programmes and projects in the field of sustainability. The University also focuses on gender equality and sees diversity as a strength.

**The UCPH programme** is divided into 6 different PhD schools at UCPH – one for each faculty. The Candidate affiliated to REDI programme will be placed in the PhD school of Science: <https://science.ku.dk/phd/about/whyphd/>

- **Courses and training opportunities:** UCPH offer a wide range of courses for our PhD students, this is both courses at UCPH and courses offered by other Universities in DK and the Nordic Region. Courses offered at our MSc. Level are also open to PhD students. PhD students enrolled at SCIENCE PhD school must complete coursework corresponding to 30 ECTS. Courses like the “art of Writing” and “Responsible Conduct of Research” are some of the more mandatory courses. The Universities in Denmark have made a joint database of all courses offered to PhD students and are all open see more here: <https://science.ku.dk/phd/courses/databases/>
- **Language courses:** Language courses are offered to all foreign PhD students and Researchers.
- **Relocation support:** University of Copenhagen will provide service for relocation and finding accommodation in the Copenhagen area.
- **Cultural and social activities:** At all levels – both UCPH, the Faculty and the Department level provides participation in special groups for PhD and Doctoral Students for both Research purposes and social activities across disciplines and Research areas.
- **Engagement with industry:** The Doctoral Student will closely work with Capital Region Denmark, a public health care system managing Denmark's largest hospital organization, including 11 hospitals. Capital Region Denmark (CRD) will be hosting the PhD student's empirical research activities and provide opportunities for experiencing and familiarizing with the public hospital organization context and work routines. CRD will help qualify and critically assess obtained research mythologies and outcomes.
- **Further benefits:**

For more information, visit: <https://www.ku.dk/english/>

## 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 general eligibility criteria:

- **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's 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:

- Apply for a working visa in Denmark (More information: <https://copenhagensummeruniversity.ku.dk/en/apply-for-visa/>)
- 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>)

**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 UCPH**

If your application is successful, you will be enrolled as Doctoral Student at UCPH University for the entire duration of the assignment. At admission, you will need to supply:

- Degree certificate and transcript of records of a Bachelor (3 years or 180 ECTS equivalent) and master's degree (2-year degree or 120 ECTS equivalent). In case you have not obtained your diploma by the application deadline, please include a certified statement from your university that declares that you have been awarded the master's degree.
- Proof of English proficiency (certificates from IELTS or Cambridge English Advanced, level C1 is expected – native speakers are exempt from the certificate requirement).

More information: <https://phd.ku.dk/english/process/>

## Admission at RMIT University

If your application is successful, you will also be enrolled as Doctoral Student at RMIT University 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

Please note that applicants for the UCPH position should apply through the Danish portal: [PhD fellowship in Innovation Management in Hospital Systems \(ku.dk\)](#).