

Jobbnorge ID: 222577
Deadline: 4/18/2022
Website: <https://www.inn.no/>
Scope: Fulltime
Duration: Fixed Term

Inland School of Business and Social Sciences invites candidates to apply for a

PhD Research Fellowship in "The role of diversity in service innovations"

About the position

[The Inland School of Business and Social Sciences, PhD programme Innovation in Services in the public and private sectors \(INSEPP\)](#) invites candidates to apply for a 4-year PhD research fellowship to work with the broad field of innovation studies with particular focus on service innovations.

The purpose of the PhD research fellowship for the admitted candidate is to undergo a research training programme that leads to the successful completion of a doctoral degree. The candidate has to apply to the PhD programme INSEPP and is expected to participate actively in INSEPP's activities.

The candidate will be part of the [Department of Organisation, Leadership and Management](#). In addition to INSEPP, this milieu represents a valuable resource to the PhD studies. There are also various research groups that the candidate can participate in.

The position is a 4-year PhD research fellowship with 25% teaching duties at the Department of Organisation, Leadership and Management.

Contact:

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About the Project

The role of diversity in service innovations

This PhD project will investigate the role of diversity in organizations in connection to service innovation. Innovation is important for organizations to develop and survive in a complex world. Diversity among employees is argued to breed innovation. Existing research has studied the effects of different socio-demographic dimensions (gender, age, ethnicity, religion, sexual orientation, disability) on innovation outcome, with various results. For example, gender diversity has been suggested to have a positive impact on innovation, but not ethnicity or age. Other studies suggest that cultural diversity leads to innovation but that it could also lead to increased conflicts.

This approach to diversity and innovation raises some critical questions. For example, what happens if the diversity of certain categories - for example, ethnic diversity, does not lead to increased innovation? Could it lead to people with a different ethnic background not being hired? What diversity dimensions lead to innovation? Do demographic differences lead to innovation? Do different perspectives, educations, experiences, skills, and competencies that employees with diverse backgrounds bring to the organization lead to increased innovation? Could factors, such as diversity of thought, lead to innovation? Another important question is how, or if, organizations can make use of the diversity in their organizations to foster innovation?

Focusing on services this PhD project will investigate the role of diversity in organizations in connection to innovation. The PhD candidate has the possibility to decide the exact focus of the project together with the advisors. For example, it could focus on the role of diversity for innovation or what types of diversity leads to innovation, how management can make use of the diversity among employees to promote innovation, or maybe some other dimensions within the scope of the project.

Competency requirements

Formal competence:

- The person to be appointed must have a 2 years master's degree, 120 ECTS, preferably in Management and Organization Studies, or equivalent. Please consult the [Norwegian Agency for Quality Assurance in Education's requirements](#) for admission to PhD-education at Norwegian universities. Applicants with a master's degree from universities abroad, must attach "Recognition of foreign higher education" from NOKUT. Instructions on how to get this master's degree assessed and approved, are given by NOKUT, cf. <https://www.nokut.no/en/services/recognition-of-foreign-higher-education/>
- It must be underlined that HINN's PhD regulation requires that the master's education includes a master's thesis of 30 ECTS.

Experience:

- Expertise in the use of relevant ICT software in the PhD program and possibly in teaching.
- Research experience acquired after completion of the master's degree is a pro, but not a requirement.

Personal competence:

- Ability to work independently and purposefully but also have a command of co-operation on research tasks and publishing.

Language proficiency:

- Oral and written English is required. In addition, it is a merit to have command of a Scandinavian language as the fieldwork most likely will be conducted in one of the Scandinavian countries.

For information on PhD position in general, see [Regulations on terms of employment for positions such as postdoctoral fellow, research fellow, research assistant and specialist candidate](#).

How to apply

Relevant applications will be considered by an expert committee. The application and all attachments are to be submitted electronically and should include the following:

- The applicant must submit a project proposal with a progress plan (in Norwegian or English, 5-7 pages) that explains how the research work will be carried out and addresses academic relevance, challenges and possibilities within the project. The PhD research fellow hired will, in collaboration with a supervisor, prepare a complete project proposal creating the basis for admission to the PhD program. The project proposal plays an important part in evaluating applicants and must show how the project will lead to a successful completion of a doctoral degree within four years.
- Application letter
- CV (summarizing education, job positions, and academic work)
- Other work that is relevant for the application
- Certified copies of transcripts and diplomas for the whole bachelor and master's degree. An English translation of all education documents is required unless the documents are in Norwegian.
- Names and contact information of at least 2 reference persons.
- A copy of the master thesis (in PDF), or, for those near to completion of their MSc, an extended abstract combined with a statement of how and when the applicant plans to complete the thesis.

For any questions concerning the uploading of attachments or other technical issues regarding the application, please contact JobbNorge customer service. Contact information is provided in a link in the application form.

The most relevant candidates will be invited to an interview.

Any request for exemption from public lists of applicants must be clearly justified and registered in the electronic application form. Applicants will be contacted should the employer be unable to comply with the request (cf. Freedom of information act § 25).

The state workforce should, as far as possible, reflect the diversity of the population. It is therefore a personnel policy goal at INN University to achieve a balanced age and gender composition and to recruit people with an immigrant background. If necessary, the working conditions are adapted for persons with disabilities. If applicants declare in their CV that they have a disability, this information may be used for registration purposes in order to measure diversity in the work force.

We offer

- An academically stimulating and supportive work environment at a developing institution.
- Possibility of professional development in an exciting academic research environment.
- Participation in a research group.
- Membership in the Norwegian Public Service Pension Fund with loan and pension benefits.
- The position's salary follows position code 1017 PhD candidate in the state's wage regulations, a start pay grade of 54 (NOK 491 200,- p.a). If 4 years with 25 % teaching duties is agreed upon, 25 % will be remunerated according to the appropriate level for a teaching position, on the basis of an evaluation of relevant qualifications. For particularly qualified candidates, placement and salary can be agreed in position code 1378 PhD candidate.
- For more information about INN University as an employer, see: [here](#)

Video: https://www.youtube.com/watch?v=n43fhR_q5Lg

About the INN University

Inland Norway University of Applied Sciences (INN University) is home to over 16,000 students and 1,300 employees, and has campuses in Lillehammer, Hamar, Elverum, Rena, Evenstad and Blæstad.

INN University aspires to build strong and enduring academic and research environments that will spearhead regionally, nationally and internationally. We are developing a new and better institution with high academic and pedagogical quality, aiming at achieving university accreditation.

Our vision is "Stronger Together".

Additional information

Place of service:

Vormstuguvegen 2 2624 Lillehammer (Lillehammer Municipality)