

Jobbnorge ID: 228694
Deadline: 10/5/2022
Website: <http://www.uis.no/>
Scope: Fulltime
Duration: Temporary

PhD Fellowship in Leadership

Job description

The University of Stavanger invites ambitious applicants for a PhD Fellowship in Leadership at the Faculty of Social Sciences under the supervision of Professor Rune Todnem By, Associate Professor Olga Gjerald and Associate Professor Lukasz Derdowski. Professor By is chairholder of the UNESCO Chair on Leadership, Innovation and Anticipation, and editor-in-chief of Journal of Change Management: Reframing Leadership and Organizational Practice.

The position is vacant from January 2023.

The successful candidate will work with an international and interdisciplinary team of researchers at UiS and can get involved with a larger network of international researchers on leadership, service design, and design thinking. This network includes the UNESCO Chair on Leadership, Innovation and Anticipation; the wider UNITWIN/UNESCO Chair programme including the Futures Literacy network; and the emerging collaborations with Leiden Leadership Centre (Leiden University, the Netherlands), and Centre for Leadership, Ethics and Organisation (Queen's University Belfast, UK).

Practitioner interaction is facilitated through the newly established regional 'Strategic design and leadership' network currently consisting of 26 public, private, and voluntary sector partners working towards defining organisational and societal problems and solutions through processes of design thinking and co-creation.

This position provides a promising researcher an opportunity for academic development through a PhD education leading to a doctoral degree. The successful candidate will be admitted to the PhD programme in Social Sciences and be based at The Norwegian School of Hotel Management (NHS), a school with 110 years' experience in the field of leadership development. The education includes relevant courses to about six months of study, a dissertation based on independent research (including articles published as part of the dissertation), participation in national and international research environments, relevant academic communication, a trial lecture, and public defence. Read more about the PhD education at UiS on [our website](#).

The appointment is for three years with research duties exclusively, or four years with both research and 25% compulsory duties. This will be clarified in the recruitment process.

Research topic

The PhD Fellow will be affiliated with the UNESCO Chair on Leadership, Innovation and Anticipation. For more information see [our websites](#).

The main objective of the research programme is to contribute to the further development of an integrative leadership ontology (see for example the DAC ontology as published by Drath et al., 2008, and the PAC ontology as published by By, 2021) with a particular focus on leadership culture, made up of individual and collective leadership beliefs as well as leadership practices.

The project has two sub-objectives:

- To assist the reframing of leadership theory and practice as a process through exploring/testing/validating the Telos Leadership Lens (TLL) (By, 2021) which suggests that:
 - leadership is a responsibility of the many, not a privilege of the few
 - leadership is the collective pursuit of delivering on purpose
 - leadership purpose is to be guided by internal goods (exemplified by the UN's Sustainable Development Goals)
- To apply design thinking, as well as experimental and quasi-experimental research designs in a leadership setting.

References:

- By, R.T. (2021). Leadership: In Pursuit of Purpose. Journal of Change Management: Reframing Leadership and Organizational Practice, 21(1): 30-44.
- Drath, W.H., McCauley, C.D., Palus, C.J. and Van Velsor, E. (2008). Direction, alignment, commitment: Toward a more integrative ontology of leadership. The Leadership Quarterly, 19(2008): 635-653.

Project proposal

As an applicant, you must prepare a preliminary project proposal for a doctoral project (3-5 pages) within the subject area, which explains the problem, relevance, theoretical and methodological approach. Your preliminary project proposal will be included in the application assessment.

During the first three months of the employment period, the project proposal and progress plan will be further developed in cooperation with your supervisors and completed for the final plan for the PhD-project. A project proposal template can be found [here](#).

Qualification requirements

We are looking for applicants with a strong academic background who have completed a five-year master degree (3+2) within Social Sciences, preferably acquired recently; or possess corresponding qualifications that could provide a basis for successfully completing a doctorate.

To be eligible for admission to the doctoral programmes at the University of Stavanger both the grade for your master's thesis and the weighted average grade of your master's degree must individually be equivalent to or better than a B grade.

Applicants with an education from an institution with a different grade scale than A-F, and/or with other types of credits than sp/ECTS, must attach a confirmed conversion scale that shows how the grades can be compared with the Norwegian A-F scale and a Diploma Supplement or similar that explains the scope of the subject that are included in the education. [You can use these conversion scales to calculate your points for admission.](#)

Emphasis is also placed on your:

- motivation and potential for research within the field
- professional and personal skills for completing the doctoral degree within the timeframe
- ability to work independently and in a team, be innovative and creative
- ability to work structured and handle a heavy workload
- having a good command of both oral and written English

Requirements for competence in English

A good proficiency in English is required for anyone attending the PhD program. International applicants must document this by taking one of the following tests with the following results:

- TOEFL - Test of English as a Foreign Language, Internet-Based Test (IBT). Minimum result: 90
- IELTS - International English Language Testing Service. Minimum result: 6.5
- Certificate in Advanced English (CAE) or Certificate of Proficiency in English (CPE) from the University of Cambridge
- PTE Academic - Pearson Test of English Academic. Minimum result: 62

The following applicants are exempt from the above requirements:

- Applicants with one year of completed university studies in Australia, Canada, Ireland, New Zealand, United Kingdom, USA
- Applicants with an International Baccalaureate (IB) diploma
- Applicants with a completed bachelor's and / or master's degrees taught in English in a EU/EEA country

We offer

- a PhD education in a large, exciting and socially important organisation
- an ambitious work community which is developing rapidly. We strive to include employees at all levels in strategic decisions and promote an informal atmosphere with a flat organisational structure.
- colleague-based guidance programme ([NyTi](#)) if teaching is a part of your position
- salary in accordance with the State Salary Scale, l.pl 17.515, code 1017, NOK 501.200 gross per year with salary development according to seniority in the position. From the salary, 2% is deducted as a contribution to the Norwegian Public Service Pension Fund.
- automatic membership in the [Norwegian Public Service Pension Fund](#), which provides favourable insurance- and retirement benefits
- favourable membership terms at a gym and at the [SIS sports club](#) at campus
- employment with an Inclusive Workplace organisation which is committed to reducing sick leave, increasing the proportion of employees with reduced working capacity, and increasing the number of professionally active seniors
- "[Hjem-jobb-hjem](#)" discounted public transport to and from work
- as an employee in Norway, you will have access to an optimal health service, as well as good pensions, generous maternity/paternity leave, and a competitive salary. Nursery places are guaranteed and reasonably priced
- relocation programme
- [language courses](#): On this page you can see which language courses you may be entitled to (look up "language courses" under employment conditions)

Diversity

University of Stavanger values independence, involvement and innovation. Diversity is respected and considered a resource in our work and learning environment. Universal design characterises physical and digital learning environments, and we strive to provide reasonable adjustments for employees with disabilities.

You are encouraged to apply regardless of gender, disability or cultural background.

The university aims to recruit more women within the subject area. If several applicants are considered to have equal qualifications, female applicants will be given priority.

Contact information

More information on the position (and project description) can be obtained from Head of department Trude Furunes, tel: +47 51 83 37 62, e-mail: trude.furunes@uis.no or Professor Rune Todnem By, tel: 51 83 44 91, e-mail: rune.t.by@uis.no.

Information about the appointment procedure can be obtained from HR-adviser Christina Storm, tel: +47 51 83 17 53, e-mail: christina.storm@uis.no.

Application

To apply for this position please follow the link "Apply for this job". Your application letter, relevant education and work experience as well as language skills must be registered here. In your application letter, you must state your research interests and motivation for the position.

The following documents must be uploaded as attachments to your application:

- project proposal, a project proposal template [can be found here](#).
- CV with a full summary of your education and experience
- references, certificates/diplomas and other documentation that you consider relevant
- Diploma Supplement or similar and a confirmed conversion scale if this is required
- documentation on competence in English if this is required
- publications or other relevant research work

Applications are evaluated based on the information available in Jobbnorge at the application deadline. You should ensure that your application shows clearly how your skills and experience meet the criteria which are set out above and that you have attached the necessary documentation.

The documentation must be available in either a Scandinavian language or in English. If the total size of the attachments exceeds 30 MB, they must be compressed before upload.

Please note that information on applicants may be published even if the applicant has requested not to be included in the official list of applicants - see [Section 25 of the Freedom of Information Act](#). If your request is not granted, you will be notified.

UiS only considers applications and attachments registered in Jobbnorge.

General information

The engagement is to be made in accordance with the regulations in force concerning State Employees and Civil Servants, and the acts relating to Control of the Export of Strategic Goods, Services and Technology. If your application is considered to be in conflict with the criteria in the latter legislation, it will be rejected without further assessment.

Employment as PhD Fellow is regulated in "[Regulations concerning terms and conditions of employment for the posts of post-doctoral research fellow and research fellow, research assistant and resident](#)".

Your qualifications for the position, based on documentation registered in Jobbnorge, will be assessed by an internal expert committee. Based on the committee's statement, relevant applicants will be invited to an interview before any recommendations are made. References will also be obtained for relevant candidates. [More about the hiring process on our website](#).

The appointee will be based at the University of Stavanger, with the exception of a stay abroad at a relevant centre of research.

It is a prerequisite that you have a residence which enables you to be present at/available to the academic community during ordinary working hours.

The position has been announced in both Norwegian and English. In the case of differences of meaning between the texts, the Norwegian text takes precedence.

UiS - challenge the well-known and explore the unknown

The University of Stavanger (UiS) has about 12,000 students and 2,200 employees. The university has high ambitions. We strive to have an innovative and international profile, and be a driving force in knowledge development and in the process of societal change. Our common direction is driven by consideration for green and sustainable change and equitable social development, through new ways of managing natural resources and facilitating better cities and local communities. Energy, health and welfare, learning for life are our focus areas.

In constant collaboration and dialogue with our surroundings, regionally, nationally and internationally, we enjoy an open and creative climate for education, research, innovation, dissemination and museum activities. Academic life at the University of Stavanger is organised into six faculties comprising various departments/schools and National Research Centres, as well as the Museum of Archaeology. We are a member of the European Consortium of Innovative Universities. The university is located in the most attractive region in the country with more than 300,000 inhabitants. The Stavanger region has a dynamic labour market and exciting cultural and leisure activities.

Together with our staff and students we will challenge the well-known and explore the unknown.

The Faculty of Social Sciences has about 2,400 students and 210 employees. The studies are based on a combination of theoretical and practical knowledge, on interdisciplinarity and cooperation with public and private sectors. New knowledge is generated from both practical experience and systematic research, or a combination of them. The educational offer is varied and includes Hospitality and Tourism, Media, Sociology, Social Work and Child Welfare, amongst others. The Faculty consists of: Department of Media and Social Sciences, Department of Social Studies and the Norwegian School of Hotel Management.

The Norwegian School of Hotel Management has offered leadership education for 110 years! The school offers study programs and carries out research within Hospitality, Tourism and Service Management. From Autumn 2023, we plan to offer a new bachelor's in digital service management. The academic community at the department is unique and is the leading research and expertise center within its academic fields throughout the Nordic countries. The department has a collaboration with the hotel and tourism industries. There are currently 30 employees and 550 students at the institute.

Additional information

Place of service:

