

Jobbnorge ID: 249574
Deadline: 11/19/2023
Website: <http://www.uis.no/>
Scope: Fulltime
Duration: Fixed Term

PhD Fellowship in Service Innovation and Leadership

Job description

The University of Stavanger invites applicants for a Ph.D Fellowship in Service Innovation and Leadership at the Faculty of Social Sciences, Norwegian School of Hotel Management. The position is vacant from January 2024.

This is a position that will give promising researchers an opportunity for academic development through a Ph.D education leading to a doctoral degree.

The appointment is for three years with research duties exclusively.

The candidate will be admitted to the Ph.D programme in Social Sciences. The education includes relevant courses to about six months of study, a dissertation based on independent research, 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](#).

Research topic

The research project "Leading digital transformation in service organizations" explores the role of leadership in the execution of digital transformation initiatives within the service sector. The project aims to understand how different leadership beliefs and practices expressed in relation to digital transformation efforts will influence the relationship with service recipients and the subsequent service quality.

This investigation seeks to address a recent call from the Ministry of Education and Research, outlined in the "Strategy for digital transformation in the higher education sector", which emphasizes the need for knowledge on how society's citizens, companies, and public agencies succeed in the process of digital transformation.

It is expected that the research project will enable the Ph.D candidate to develop new theoretical/empirical contribution(s) to the field that are of value to the practitioner.

The Ph.D will be supervised by Associate Professor Olga Gjerald and Associate Professor Lukasz A. Derdowski, Associates of the [UNESCO](#) Chair on Leadership, Innovation and Anticipation.

Project proposal

As an applicant, you must prepare a preliminary project proposal for a doctoral project 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 Ph.D-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 master's degree within a field relevant to service innovation and leadership, preferably acquired recently; or possess corresponding qualifications that could provide a basis for successfully completing a doctorate. The relevance of your master's degree must be explicitly addressed within the application.

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.

The doctorate work will mainly be carried out at the University of Stavanger, apart from a period of study abroad at a recognised and relevant centre of research subject to agreement between the candidate and the university during the course of the scholarship. Furthermore, the applicants must have a good command of the English language, both spoken and written. Knowledge of Scandinavian languages will be advantageous.

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 subjects 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 and knowledge of Scandinavian languages

Requirements for competence in English

A good proficiency in English is required for anyone attending the PhD program. International applicants must document this with a valid test certificate from one of the following tests:

- 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
- Applicants who are exempt based on NOKUT's [GSU list](#)

We offer

- a Ph.D education in a large, exciting and societally 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.
- salary in accordance with the State Salary Scale, l.pl 17.515, code 1017, NOK 532 200 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.

Contact information

More information on the position (and project description) can be obtained from Associate Professor Olga Gjerald, tel: +4751833763, e-mail: olga.gjerald@uis.no, or Head of department Trude Furunes, tel: +47 51833762, e-mail: trude.furunes@uis.no.

Information about the appointment procedure can be obtained from HR-adviser Christina Storm, tel: +47 51831753, 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. Generic applications (applications not specifically addressing this post) will not be considered.

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 Hotel School of Hotel Management has been educating responsible leaders for 111 years. We offer studies and conduct research in the fields of service, management, hospitality, and tourism. In the autumn of 2023, we launched a new bachelor's program in digital service management. Our academic community is unique and is the leading research and competence center in its fields in the Nordic region. Currently, we have approximately 30 staff members and 550 students affiliated with the institute.

Additional information

Place of service:

Ullandhaug 4036 Stavanger (Stavanger Municipality)