



NTNU

Kunnskap for en bedre verden

Jobbnorge ID: 278452
Deadline: 5/25/2025
Website: <http://www.ntnu.no>
Scope: Fulltime
Duration: Temporary

The Department of Biology has a vacancy for

A PhD Candidate in Evolutionary Ecology

This is NTNU

NTNU is a broad-based university with a technical-scientific profile and a focus in professional education. The university is located in three cities with headquarters in Trondheim.

At NTNU, 9,000 employees and 43,000 students work to create knowledge for a better world.

You will find more information about working at NTNU and the application process [here](#).

Video: <https://youtu.be/Xt-yHCN5QS0>

About the position

A fully-funded PhD position in evolutionary ecology is available at the Department of Biology, Norwegian University of Science & Technology, NTNU.

NTNU's Department of Biology hosts internationally leading research activity in ecology, evolutionary biology, physiology, ecotoxicology and cell & molecular biology. The Biodiversity Dynamics section, which will host the PhD project, works at the interface between biology and statistics. We aim to apply statistical and theoretical frameworks to experimental data to answer key questions regarding how organisms adapt to variable environmental conditions through phenotypic plasticity.

Organisms can respond and adapt to rapid environmental change by adjusting their phenotype (morphology, life history, physiology) through the process referred to as phenotypic plasticity. Such adjustments may be small or large but may also occur rapidly or slowly. Together, the magnitude and rate of phenotypic plasticity will influence how well organisms can deal with changing environments. The primary objective of the PhD will be to quantify this temporal dynamic of phenotypic plasticity, and to address questions about how the rate and magnitude of phenotypic plasticity evolves. This objective will be achieved via experimental laboratory studies where we will use aquatic model organisms (*Daphnia* and/or *Gammaridae*) to address questions such as to what extent is there quantitative genetic variation in phenotypic plasticity? How does environmental variation influence the fitness effects of phenotypic plasticity? And how do populations diverge in their phenotypic plasticity through evolution?

The PhD position will provide broad training in research and will suit a candidate who is highly motivated, dedicated and who is willing to put in the effort required to excel in their role. The ideal candidate will possess a strong independent work ethic, a commitment to achieving results, and the willingness to tackle challenges. The goal is a completed doctoral education to obtain a doctoral degree. The position is for three years with the possibility for additional one year including teaching duties.

The project supervisor will be Professor Sigurd Einum (Department of Biology, NTNU).

The co-supervisor will be Dr Tim Burton (Norwegian Institute for Nature Research).

Duties of the position

- Rearing of lab cultures of model organisms
- Conducting ambitious laboratory experiments
- Learn and apply advanced statistical methods to analyse empirical data
- Produce a high quality PhD thesis, comprising manuscripts written for publication
- Produce oral presentations for at conferences, workshops and seminars
- Fulfil NTNU's course credit requirements for the award of a doctoral degree
- Undertake teaching if agreed in the hiring process with the Department of Biology

Required selection criteria

- You must have a MSc (or equivalent) in ecology, evolutionary ecology, evolutionary physiology or ecophysiology.

- You must have documented strong quantitative skills through previous work, including competence in the R statistical environment and application of statistical modelling.
- Your education must be equivalent to a five-year Norwegian degree program, where 120 credits are obtained at master's level. This corresponds to an undergraduate Bachelor degree and typically a two-year Master's degree. Applicants with a non-Norwegian education who meet comparable requirements through other routes are welcome.
- You must have a strong academic background from your previous studies and an average grade from the master's degree program, or equivalent education, which is equal to B or better compared with NTNU's grading scale. If you do not have letter grades from previous studies, you must have an equally good academic basis.
- Current master's students are encouraged to apply, but the master's degree must be obtained and documented before starting the PhD position.
- You must meet the requirements for admission to the [faculty's Doctoral Program](#)
- You must have excellent communication skills in written and verbal English.

The appointment is to be made in accordance with [Regulations on terms of employment for positions such as postdoctoral fellow, PhD candidate, research assistant and specialist candidate and Regulations concerning the degrees of Philosophiae Doctor \(PhD\) and Philosophiae Doctor \(PhD\) in artistic research at the Norwegian University of Science and Technology \(NTNU\)](#)

Preferred selection criteria

- Experience with laboratory experiments or field studies within the fields of ecology, evolutionary ecology, evolutionary physiology or ecophysiology
- Experience with the process of publishing biological work in scientific journals

Personal characteristics

- You must be a good teamworker.
- You must also be able to undertake independent and self-motivated activity.

Key characteristics:

- Dedicated
- Reliable
- Communicative
- Self-motivated
- Organised
- Collaborative

Emphasis will be placed on personal and interpersonal qualities.

We offer

- An exciting job with an important [mission](#) in society
- Developing tasks in a strong and international professional environment
- Career guidance and [follow-up during the PhD period](#)
- Open and inclusive working environment with committed colleagues
- [Mentor programme](#) as a [new employee at NTNU](#)
- As a public employee, you have favourable benefits as a member of the [Norwegian Public Service Pension Fund \(SPK\)](#)

You will be employed as a PhD Candidate at NTNU and will have access to [employee benefits and discounts](#).

Diversity

Diversity is a strength, and at NTNU we aim to be an employer that reflects the diversity in society and that makes use of the potential of the population's collective skills. Our vision is [Knowledge for a better world](#) and [our values are creative, critical, constructive and respectful](#). We believe that an organization that is equal, diverse and gender-balanced is essential for us to achieve our goals.

We strive to attract employees with different skills, life experiences and perspectives to contribute to even better problem solving of our societal mission in research and education.

If you think this position is relevant and interesting, we encourage you to apply, regardless of gender, functional ability and cultural background, or whether you have been out of work for a period of time.

Salary and conditions

In the position of PhD Candidate, code 1017, your gross salary will normally be NOK 536 200,- per annum depending on qualifications and seniority. A 2% statutory contribution to the State Pension Fund is deducted from the salary.

The employment period is 3 years.

The start date can be discussed, but will ideally be before October 2025.

Appointment to a PhD position requires that you are admitted to the PhD programme in biology within three months of employment, and that you participate in an organized PhD programme during the employment period.

Applicants of any nationality are welcome. However the appointment will 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. Candidates who by assessment of the application and attachment are seen to conflict with the criteria in the latter law will be prohibited from recruitment to NTNU.

After the appointment you must assume that there may be changes in the area of work.

It is a prerequisite you can be present at and accessible to the institution on a daily basis.

About the application

The application and supporting documentation to be used as the basis for the assessment must be in English.

Please note that your application will be considered based solely on information submitted by the application deadline. You must therefore ensure that your application clearly demonstrates how your skills and experience fulfil the criteria specified above.

The application must include:

- a cover letter of maximum 500 words explaining your motivation for applying for the PhD position and outlining how your skills and experience fulfil the required and preferred selection criteria, as well as the personal characteristics specified above.
- CV and certificates
- transcripts and diplomas for bachelor's and master's degrees. If you have recently submitted your master's thesis, you can attach the submitted version. If you have not yet submitted your master's thesis you can attach a short summary of your project and the expected submission date. Documentation of a completed master's degree must be presented before taking up the PhD position
- Name and contact information of three referees

If all, or parts, of your education has been taken abroad, we also ask you to attach documentation of the scope and quality of your entire education, both Bachelor's and Master's education, in addition to other higher education. If your institution uses "diploma supplement" (normal for most European institutions), you must attach this. A description of the documentation required can also be found [here](#). If you already have a statement from [Norwegian Directorate for Higher Education and Skills \(HK-dir\)](#), please attach this as well.

Joint works will be considered. If it is difficult to identify your contribution to joint work, you must attach a brief description of your participation.

When assessing the best qualified, we emphasize necessary qualifications such as education, experience and personal suitability. Motivation for the position, ambitions and potential for research will also count when assessing the candidates.

In the evaluation of which candidate is best qualified, emphasis will be placed on education, experience and personal and interpersonal qualities. Motivation, ambitions, and potential will also count in the assessment of the candidates.

NTNU recognizes a wide range of academic contributions and has committed itself to The San Francisco Declaration on Research Assessment and CoARA (responsible assessment of research and recognition of a greater breadth of academic contributions in accordance with NTNU's social mission).

General information

A public list of applicants with name, age, job title and municipality of residence is prepared after the application deadline. If you wish to be exempt from entry on the public applicant list, this must be justified. Assessment will be made in accordance with [current legislation](#). You will be notified if the exemption is not granted.

If you think this position looks interesting and in line with your qualifications, you are welcome to apply.

If you have any questions about the position, please contact Professor Sigurd Einum, email Sigurd.einum@ntnu.no.

If you have any questions about the recruitment process, please contact HR₁-consultant Emilie Mikkellaug, email: emilie.s.mikkellaug@ntnu.no.

Application deadline: 25.05.2025

For practical information about [working at NTNU](#), please visit [this webpage](#).

[The city of Trondheim](#) is a modern European city with a rich cultural scene. [Trondheim is the tech capital of Norway](#) with a population of 200,000. The Norwegian welfare state, including healthcare, schools, kindergartens and overall equality, is probably the best of its kind in the world. Professional subsidized day-care for children is easily available. Furthermore, Trondheim offers great opportunities for education (including international schools) and possibilities to enjoy nature, culture and family life and has low crime rates and clean air quality.

NTNU - knowledge for a better world

NTNU - knowledge for a better world

The Norwegian University of Science and Technology (NTNU) creates knowledge for a better world and solutions that can change everyday life.

Department of Biology

We work with global challenges in natural diversity, climate, the environment, health and nutrition. Our expertise in biological processes at all levels - from molecules to ecosystems - contributes to a sustainable society. The Department educate graduates for a wide range of careers in public administration, business and academia. [The Department of Biology](#) is one of eight departments in the [Faculty of Natural Sciences](#).

Additional information

Place of service:

Høgskoleringen 1 7491 Trondheim (Trondheim Municipality)