

Jobbnorge ID: 278503
Deadline: 8/31/2025
Website: <http://www.uis.no/>
Scope: Fulltime
Duration: Fixed Term

PhD Fellowship in Public Leadership for Sustainable Transformation in Tourism

Job description

We invite applicants for a PhD Fellowship in public leadership for sustainable transformation at the Faculty of Social Sciences, NHS - Department of Leadership and Service Innovation. The position is vacant from January 2026.

This is a trainee position that will give promising researchers an opportunity for academic development through a PhD education leading to a doctoral degree. The appointment is for three years with research duties exclusively.

The hired candidate will be admitted to the PhD program in Social Sciences. The education includes relevant courses amounting 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

This PhD scholarship focuses on the critical role public leadership plays in the Norwegian tourism industry. Public leadership is crucial for tourism, especially in the Nordic countries, where destination management organizations (DMOs) are often publicly owned but closely linked to the tourism industry. The public leadership creates complex networks of co-creative governance solutions and power-sharing, requiring dialogue between public and private actors to ensure democratic and sustainable processes. This is particularly important as the sector must address challenges related to climate change, community resilience, and economic sustainability, especially considering the increasing importance of tourism as an economic sector in Norway.

The PhD project will investigate how public leaders manage sustainable practices, policy-making, and stakeholder collaboration in tourism. Public management is essential for handling complex conflicts of interest, ensuring long-term vision and accountability, and mobilizing resources for systemic change. This scholarship provides an opportunity to contribute to a deeper understanding of sustainable governance and offer practical insights for a fair and resilient tourism industry.

The project will employ a combination of qualitative and quantitative research methods. It can draw on various theoretical perspectives, with the most relevant fields being sustainable development, governance, leadership, management, and tourism/hospitality studies. You will work independently on the project "Promoting Responsible Public Leadership in the Norwegian Tourism Industry." At the same time, you will collaborate closely with an academic environment with a particular interest in responsible public leadership, management, governance, sustainability, and tourism in a Scandinavian context.

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 PhD-project. A project proposal template can be found [here](#).

The proposal must be a maximum of 2 - 4 pages.

Qualification requirements

We are looking for applicants with a strong academic background who have completed a five-year master degree (3+2) within tourism, hospitality, leadership and/or sustainable development or equivalent fields, 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. If you finish your education (masters degree) in the spring of 2025 you are also welcome to apply.

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:

- previous experience from work and/or studies in Norway or another Scandinavian country
- interest in sustainable development, preferably with experience in tourism, hospitality, or related fields
- interest in and preferably documented experience with working with various research methods
- motivation for working independently under supervision and strong execution ability

You must have good communication skills in English. Additionally, you must have good communication skills in Norwegian or another Scandinavian language, as interviews, research data and information gathering are conducted in Norwegian

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 master's degrees taught in English in a EU/EEA country
- Applicants who are exempt based on HK-dir's [GSU list](#)

We offer

- a PhD education in a large, exciting and societally important organisation
- a social work community and inclusive work environment
- access to [Lifekeys](#), a digital service for the preservation of personal mental health and well-being
- salary in accordance with the State Salary Scale, l.pl 17.515, code 1017, NOK 541 800 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

Diversity

Diversity is a resource in the working and learning environment at UiS. When we have different backgrounds and experiences, we can approach challenges from multiple perspectives and find better solutions.

At UiS, we are committed to showing respect for each other's differences and accommodating employees with disabilities. We take into consideration your needs and your situation in various life phases.

If you find this position interesting, we encourage you to apply, regardless of gender, disability, cultural background, or whether you have been out of the workforce for a period.

If there are qualified applicants with disabilities, gaps in their CV, or immigrant backgrounds, we will invite at least one applicant from each of these groups for an interview. If you fall into any of these categories, feel free to indicate it when applying for the position.

Learn more about the criteria for being considered an applicant in these specific groups [here](#).

Contact information

More information on the position and project description can be obtained from can be obtained from Head of Department, Trude Furunes, [e-mail: trude.furunes@uis.no](mailto:trude.furunes@uis.no) or supervisor, Associate Professor Kristina Lindstrøm, kristina.lindstrom@uis.no.

You can contact HR advisor Christina Storm, tel: +47 51 83 17 53, e-mail: christina.storm@uis.no, if you have any questions about the recruitment process.

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 NHS - Department of Leadership and Service Innovation.

As the world's second oldest hotel school, NHS - Institute for Management and Service Development has educated responsible leaders in hotel, tourism, and service management since 1912. We offer study programs and conduct research in management, service innovation, and service development. Our academic community is unique and is considered the leading research and competence center in these fields in the Nordic region. The institute has a strong collaboration with the business sector, and today, there are approximately 30 employees and 550 students affiliated with the institute.

Additional information

Contact persons:

- Kristina Nilsson Lindstrøm, Førsteamanuensis
Phone: 51 83 20 59 | E-mail: kristina.lindstrom@uis.no
- Christina Storm, HR-rådgiver
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Place of service:

Ullandhaug 4036 Stavanger (Stavanger Municipality)