

Jobbnoge ID: 287341
Deadline: 10/30/2025
Website: <http://www.nord.no/no>
Scope: Fulltime
Duration: Fixed Term

Do you want to conduct research in municipal healthcare from a cultural perspective?

PhD Fellowship in Nursing and Health Sciences

About the Position

Nord University, Faculty of Nursing and Health Sciences (FSH), has a temporary position available as a PhD research fellow in the project "Immigrant nurses - a crucial resource in nursing home care." The employment period is either 100% for three years or four years with 75% research time and 25% required duties. The workplace will be in Levanger or Bodø, and the appointed candidate is expected to be present at the office location. Tasks at other Nord University campuses may also be relevant.

We are looking for qualified and motivated applicants and offer competence development in research methods, design, and publishing in international peer-reviewed journals. The PhD candidate will be part of a stimulating academic environment at the faculty.

Project Background and Objectives

The project addresses the recruitment of professional healthcare workers in Norway's municipal healthcare services. Due to a shortage of healthcare professionals, municipalities recruit nurses from other countries annually. Migrants play an important role in the Norwegian healthcare system. According to the Norwegian Directorate of Health (2021), more than 40,000 migrants work in municipal healthcare services in Norway.

Research shows that healthcare workers from other countries experience cultural racism related to language, religion, lifestyle, norms, dress codes, and food. Foreign-language healthcare workers are often silenced in the workplace, leading to issues such as cognitive fatigue and low job satisfaction, which affect their health and societal functioning. Research also indicates that workplaces with both foreign-language and Norwegian employees develop tensions between these groups.

This project will use various qualitative approaches to explore how foreign-language healthcare workers can best be integrated into Norwegian nursing homes so that their professional competence can be further developed and utilized. This knowledge is important for patient safety and quality in nursing homes, as well as job satisfaction, which is crucial for recruiting and retaining healthcare workers.

The project is part of the research group "Ethics, Relationships, and Action" at FSH. Supervisors for the project are:

- Professor Gørill Haugan, Nord University
- Professor Kari Ingstad, Nord University
- Professor Britt Karin S. Utvær, NTNU

Employment in the position requires admission to the PhD program in Professional Studies at the Faculty of Nursing and Health Sciences. More information is available at: [PhD in Professional Studies \(nord.no\)](http://www.nord.no). In consultation with the supervisors, the PhD candidate will develop a final project description within the framework of the project during the first three months of employment. The dissertation should preferably be written in English, while data will be collected in a Norwegian context.

As a PhD candidate, you will:

- Participate in a structured program with doctoral courses, article writing, and scientific conferences and seminars
- Have the opportunity for research stays at foreign universities
- Receive guidance and support from experienced supervisors and researchers
- Participate in regular meetings of the research group Ethics, Relationships, and Action, with opportunities to share and discuss your own research

Qualification Requirements

- Nursing qualifications; clinical experience from municipal healthcare is an advantage, as is cultural competence
- Master's degree in nursing/health sciences or other relevant health-related education at the master's level (120 ECTS)
- Normally a minimum average grade of B on the master's degree (ECTS grading scale)
- Admission to the faculty's PhD program in Professional Studies is required. See admission requirements: [\[PhD in Professional Studies\]](http://www.nord.no)
- Documentation that all requirements for admission to the PhD program are met
- Proficiency in Norwegian (or another Scandinavian language), both written and oral. Good English skills, both written and oral, are also required
- Applicants from outside the EU/EEA must provide recognition of their master's degree from the [Directorate for Higher Education and Competence \(formerly NOKUT\)](http://www.nord.no)
- Candidates who already hold a PhD will not be considered for the position

In the assessment and ranking of qualified applicants, emphasis will be placed on:

- Experience with relevant R&D work (publishing, methodological knowledge) in the field
- Experience from municipal healthcare in Norway, preferably nursing homes
- Experience from higher education in Norway - university pedagogical competence
- Topics and perspectives from the applicant's master's thesis
- The applicant's description of motivation for the PhD work and feasibility
- Ability to work independently, purposefully, and systematically
- Ability to collaborate with others
- Motivation for international research stays (3-12 months)
- Personal suitability

We offer:

The position is remunerated according to the Norwegian government's salary scale, PhD candidate code 1017, NOK 550 800. For particularly qualified applicants, a higher salary may be considered. Statutory contributions to [the Norwegian Public Service Pension Fund](#) are deducted from the salary.

- Good loan, insurance, and pension schemes in the Norwegian Public Service Pension Fund
- Creative and collegial work environment
- A workplace in continuous development
- Flexible working hours
- Active company sports team
- Weekly exercise hour during working hours
- Beautiful nature experiences near the office location

General Information

The appointed candidate must comply with the laws, agreements, and instructions applicable to the position at any given time. Changes in responsibilities and work areas may occur due to future organizational development and restructuring at Nord University.

The public sector workforce should reflect the diversity of the population as much as possible. Nord University therefore encourages qualified candidates with disabilities, gaps in their CV, immigrant backgrounds, and diverse life experiences to apply. Information about disabilities or CV gaps may be used for anonymized registration purposes.

Contact Persons

For further information about the position, please contact:

- Project Manager Gørill Haugan, gorill.haugan@nord.no, phone: +47 975 03 375
- Vice Dean of Research Kari Ingstad, kari.ingstad@nord.no, phone: +47 913 37 332
- Head of Academic Group Hilde Munkeby, hilde.munkeby@nord.no, phone: +47 74 02 29 49
- HR Advisor Ann Karin Størvold, ann.k.storvold@nord.no, phone: +47 74 11 20 48

Application Process

Applicants will be assessed by an expert committee.

Relevant candidates will be invited for interviews, trial lectures, or other presentations.

The faculty reserves the right not to hire applicants who are academically qualified but do not meet other criteria such as language skills, pedagogical abilities, research experience, or personal characteristics.

Application

Application deadline: 30.10.2025.

The electronic application must include:

- Cover letter describing your motivation for applying
- Complete CV (education, work and teaching experience, and list of any scientific publications)
- Copies of diplomas for both bachelor's and master's degrees and relevant certificates
- Copy of the applicant's master's thesis as a PDF file
- Names and contact information for 2-3 references (name, relationship, email, and phone number)
- Other activities considered relevant for the position and to be taken into account in the assessment

All documentation must be uploaded as attachments to the electronic application.

It is the applicant's responsibility to submit complete documentation electronically by the application deadline.

After the deadline, a public list of applicants will be prepared. Please note that information about applicants may be disclosed even if a request for confidentiality has been made. Applicants who request confidentiality must justify this specifically in the application. Applicants will be notified in advance of any disclosure.

Ref. no.: 30233259

Nord University

Through research, education and social engagement, Nord University contributes to the creation of a sustainable future.

In cooperation with society, business and industry in Northern and Central Norway, our 11,500 students and 1,350 staff promote innovative solutions and knowledge-based practice, both locally and internationally.

Nord University has four strategic focus areas: blue and green growth, sustainable innovation and entrepreneurship, societal security, and health, welfare and education.

The Faculty of Nursing and Health (FSH) is responsible for education, research, and dissemination within various health science disciplines. We offer, among other things, undergraduate programs in nursing, social education, paramedicine, and pharmacy. In addition, we provide several practice-oriented master's programs, continuing education courses, and shorter studies, as well as an interdisciplinary Ph.D. in professional studies. We develop knowledge for healthcare professionals to meet the future of health and welfare services, with a focus on lifelong learning.

FSH has 2,200 students and 250 employees. The academic environment is organized into the research groups Health and Social Participation, Care and Nursing Sciences, Healthcare Innovation, Collaboration and Leadership, Emergency Preparedness and Acute Treatment, as well as the Center for Care Research, Mid-Norway.

Read more: [Faculty of Nursing and Health Sciences | Nord.no](https://www.nord.no/fsh)

Additional information

Contact person:

Gørill Haugan, Professor/prodekan

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Place of service:

- Universitetsalleen 11 8026 Bodø (Bodø Municipality)
- Høgskoleveien 27 7600 Levanger (Levanger Municipality)