

**Jobbnorge ID:** 292395  
**Deadline:** 2/15/2026  
**Website:** <http://www.ntnu.no>  
**Scope:** Fulltime  
**Duration:** Temporary

The Department of Social Work has a vacancy for a

## PhD Candidate in Impact Evaluation of Welfare Programs

### 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

We have a vacancy for a PhD candidate at the Department of Social Work. The PhD candidate will conduct research in the interdisciplinary field of Impact Evaluation of Welfare Programs. This is an internationally expanding field of research and education.

Are you motivated to take a step towards a doctorate and open up exciting career opportunities? As a PhD Candidate with us, you will work to achieve your doctorate, and at the same time gain valuable experience that qualifies you for a further career in higher education and research, in and outside academia.

Your immediate leader will be the Head of Department.

### About the project

The PhD position is funded by the WelGain project, financed by the Research Council of Norway. The WelGain project studies why the public debate about welfare often focuses more on the costs than on the benefits. Our goal is to develop a framework that helps researchers and policymakers measure both the visible and the hidden gains of welfare programs. We combine theory with data to evaluate how social policies contribute to sustainable welfare systems, economically and socially. By highlighting both costs and benefits, WelGain aims to promote a more balanced understanding of welfare policy and contribute to a debate that values social inclusion and long-term sustainability.

The candidate will become an active member of the research group on Migration and Welfare studies. The research group consists of internationally merited researchers within economics, sociology and social work. More information about project partners is available on the project website here: <https://www.ntnu.edu/isa/welgain>

### Duties of the position

The successful applicant will conduct quantitative research with emphasis on the impact evaluation of welfare programs in Norway and internationally.

- Undertake empirical research in close collaboration with the supervisor and the other project partners.
- Academic publications and popular science dissemination.
- Participate in the research group Welfare and Migration (<https://www.ntnu.edu/isa/welfare-and-migration>)
- Participate in international activities such as conferences and/or research stays at foreign educational institutions.

Be prepared for changes to your work duties after employment.

### Required selection criteria

- You must have a relevant Master's degree in the social sciences (economics, sociology, political science, social and welfare policy, social work), or equivalent. Your course of study must correspond to a five-year Norwegian course, where 120 credits have been

obtained at master's level. Master students can apply, but the master's degree must be obtained and documented before starting the position and no later than 15.02.2026.

- You must have a strong academic background from your previous studies and have an average grade from your Master's degree study, or equivalent education, which is equal to B or better compared to [NTNU's grading scale](#). If you do not have letter grades from previous studies, you must have an equally good academic foundation. If you have a weaker grade background, you may be considered if you can document that you are particularly suitable for a PhD education.
- You must meet the requirements for admission to the NTNU Faculty of Social and Educational Studies' Doctoral Programme (<https://www.ntnu.edu/su/phd>)
- Experience in quantitative analysis and statistical/econometric methods.
- Very good competence with statistical software (Stata, R, Python).
- Good written and oral English language skills.

PLEASE NOTE: For detailed information about what the application must contain, see paragraph "About the application".

The appointment is to be made in accordance with [NTNUs guidelines for recruitment positions](#) and [Regulations for the degrees philosophiae doctor \(ph.d.\) and philosophiae doctor \(ph.d.\) in artistic development work at the Norwegian University of Science and Technology \(NTNU\)](#) for general criteria for the position.

## Personal characteristics

To complete a doctoral degree (PhD), it is important that you are able to:

- Work in a structured way, set goals and make plans to achieve them.
- Present and discuss your research with other professionals.
- Work constructively under pressure or in the face of adversity.
- Analyze data, assess different perspectives and draw well-founded conclusions.
- Be flexible and open to adjusting the plan for the project as needed.

Emphasis will be placed on personal qualities.

## We offer

Evaluate and remove/add what is relevant for the position.

- 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
- [Working capital](#) that can be used to implement the project
- [Mentor programme](#) as a [new employee at NTNU](#)
- Favorable terms as a member of the [Norwegian Public Service Pension Fund \(SPK\)](#)
- Free Norwegian language training at a basic level ([A2](#))

As a PhD Candidate at NTNU, you will have access to [employee benefits](#).

## 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 550 800,-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.

For employment as a PhD Candidate, it is a prerequisite that you gain admission to the PhD programme in Social Sciences (<https://www.ntnu.edu/studies/phsv>) within three months of your employment contract start date, and that you participate in an organized doctoral programme throughout the period of employment.

The position is conditional on external funding from the Research Council of Norway.

As an employee at NTNU, it is important that you keep yourself up to date with academic and organizational changes and adapt to them.

For the necessary professional and social interaction, it is a prerequisite that you are physically present and available to the institution on a daily basis.

The appointment is carried out in accordance with the principles of the [State Employees Act](#), and [Export control](#) (legislation that regulates the export of knowledge, technology and services). Candidates who, after assessment of the application and attachments, are considered to be

conflict with the criteria in the latter act, will not be able to be employed.

## About the application

The attachments (including a description of your scientific work) must accompany the application as these documents form the basis of the application assessment. The documents must be in Norwegian/a Scandinavian language or English.

**Please note:** the application will only be assessed on the basis of the information we have received by the application deadline. Therefore, make sure that your application clearly shows how your skills and experience meet the criteria described above. The application and all attachments must be sent electronically via [Jobbnorge.no](http://Jobbnorge.no). If you are invited to an interview, you must bring certified copies of certificates and diplomas upon request.

If you have used AI when applying for this position: You must specify in the application in what way AI has been used when writing your application.

The application must include:

- Transcripts and diplomas for Bachelor's and Master's degrees
- CV
- Copy of Master's thesis. If you have recently submitted your Master's thesis, you can attach a draft of the thesis. Documentation of a completed Master's degree must be presented before taking up the position and no later than 15.02.2026.
- Project outline containing proposals for an overall description of research questions, theoretical perspectives, methodological design for the project and progress plan (maximum 1500 words/4 pages)
- Short letter of motivation (400 words/1 page)
- Possibly publications etc. other relevant research work
- Possibly certificates
- Names and contact information of three relevant 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 work 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.

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 Roberto Iacono**, +47-90946148, e-mail: [roberto.iacono@ntnu.no](mailto:roberto.iacono@ntnu.no). If you have any questions about the recruitment process, please contact **HR Terese Brå**, e-mail: [terese.bra@ntnu.no](mailto:terese.bra@ntnu.no)

**Application deadline: 15.02.2026**

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 Social Workhall

We are one of Norway's largest academic communities in social work, and our study programmes have many applicants. The Department works with issues related to welfare, inclusion, integration, living conditions, child welfare, social services, disability, diversity and marginalization - and we are committed to improving the situation of those who become isolated from society. [The Department of Social Work](#) is one of six departments in the [Faculty of Social and Educational Sciences](#).

## **Additional information**

### **Contact persons:**

- Roberto Iacono, Professor  
Phone: +47 909 46 148 | E-mail: roberto.iacono@ntnu.no
- Terese Brå, HR  
Phone: | E-mail: terese.bra@ntnu.no

### **Place of service:**

Høgskoleringen 1 7491 Trondheim (Trondheim Municipality)