



Jobbnorge ID: 299864
Deadline: 9/15/2026
Website: <https://uit.no/startside>
Scope: Fulltime
Duration: Fixed Term

Faculty of Humanities, Social Sciences and Education

PhD Fellow in Organization and Management

The position

[The Department of Social Sciences](#), [Faculty of Humanities](#), [Social Sciences and Education](#), is searching for a PhD candidate in Organization and Management. The project focuses on implementation of artificial intelligence (AI) in clinical practice and is a continuation of an interdisciplinary research project that started in 2020. The overall goal is contributing to the development and implementation of AI technology in clinical practice in the specialist health services. The PhD candidate will be part of the research group in Organization and management (FIOL), which emphasizes innovation in the public sector and implementation/knowledge transfer. The PhD candidate will also have access to a network of researchers, clinicians and PhD candidates from various academic disciplines at UiT and the University Hospital of Northern Norway (UNN).

The objective of the position is to complete research training to the level of a doctoral degree. Admission to the PhD programme is a prerequisite for employment, and the programme period starts on commencement of the position. The PhD fellow position is for a period of three years and full time studies with the possibility of an extension of the appointment period. If the doctoral dissertation is submitted for appraisal within 3 years or within 3.5 years, the PhD candidate is qualified for a completion grant for either 12 or 6 months. The completion grant should be used to further qualification measures such as courses in teaching in higher education, lecturing and other relevant work at the faculty. More information about the completion grant scheme can be found [here](#).

The workplace is UiT, Campus Tromsø. You must be able to start in the position within a reasonable time after receiving the offer.

The Faculty of Humanities, Social Sciences and Teacher Education has approximately 630 full-time equivalents and approximately 3,400 students spread over several departments and centres. The faculty conducts research, teaching and external activities in a number of humanities and social science subjects/disciplines. In several subject areas, the faculty has the heaviest research environments in Norway and the region, and large parts of the teaching offer are also unique in Northern Norway context. The faculty runs social work professional education and has primary responsibility for the university's overall portfolio within teacher training.

The Department of Social Sciences (ISV) has approximately 65 employees in permanent and temporary scientific positions. Teaching is offered at all levels; from bachelor's degree level to PhD level (doctorate level). The institute conducts research, teaching and dissemination within sociology, political science, social anthropology and community planning. The department also offers subjects in lecturer training and has extensive activities within postgraduate and further education. Organization of the department's research takes place through established research groups where most of the employees are largely members.

The project

Today's healthcare and services are changing, and artificial intelligence (AI) is expected to be integrated and become part of the diagnosis process as well as treatment. It is expected to increase both the quality of the services and work processes. In the Norwegian health care system tailor-made AI tools are developed and strategic units are established to support the development and transfer of such AI tools to clinical practice. Despite the fact that technology ready to be used has been developed, there are major challenges when it comes to implementing AI technology in clinical practice.

Theoretically, the project will be positioned within Scandinavian Neo-Institutional Theory, supplemented by American Neo-Institutionalism and the Theory of Readiness for Change, which is widely used in research on the implementation of changes in the health sector. Based on these approaches, the following questions will be of particular interest: (1) Does the hospital have the necessary translator competence, what is needed to develop such competence, and do translators and translator competence have any significance for the successful implementation? (2) Is the hospital sufficiently 'mature' to use such tools, and what degree of maturity is sufficient for successful implementation? (3) If separate organizational units are established for AI initiatives, do strategic units have real significance for the hospital's development and follow-up of AI, or do they primarily have a symbolic function? Other questions may be whether (4) certain AI tools are transferred between hospitals, and what may inhibit and promote such a transfer? (5) Does the implementation of AI tools require new professional groups or professions (AI radiologists, data scientists, designers, etc.), and how do these professions interact with the department in which the AI tool will be implemented?

The applicants must present a description outlining the academic basis of the PhD project. The project description shall not exceed 10 pages, literature references included. It must include a description of the topic, research question(s) and a reasoning of the choices. It must also

provide a description of a theoretical framework and methodological design. The final project description will be developed in cooperation with the supervisor. Template for project description can be found [here](#).

Qualifications

Required qualifications:

- The position requires a master's degree or equivalent in organization and management with a grade average of B or better. Qualification with a master's degree is required before commencement in the position. You may still apply if you are in the final stages of the master's degree, but the master's thesis must be submitted for evaluation within the application deadline. You must submit the thesis and transcript of grades for the master's degree with your application.
- Fluency in English. Nordic applicants can document their English capabilities by attaching their high school diploma.
- Applicants must be fluent in Norwegian or a Scandinavian language, spoken and written.

In the assessment, the emphasis is on the applicant's potential to complete a research education based on the master's thesis or equivalent, and any other scientific work. The project description will also be considered. In addition, professional experience and other experience of significance for the completion of the doctoral programme will be taken into consideration.

We will also emphasize motivation and personal suitability for the position. We are looking for candidates who, among other things:

- Can work independently but also are able to collaborate with others.
- Are able and want to contribute to a good working environment.

As many people as possible should have the opportunity to undertake organized research training. If you already hold a PhD or have equivalent competence, we will not appoint you to this position.

Admission to the PhD programme

For employment in the PhD position, you must be qualified for admission to the PhD programme at the [Faculty of Humanities, Social Sciences and Education](#) and participate in organized doctoral studies within the employment period.

Admission normally requires:

- A bachelor's degree of 180 ECTS and a master's degree of 120 ECTS, or an integrated master's degree of 300 ECTS.
- A master's thesis with a scope corresponding to at least 30 ECTS for a master's degree of 120 ECTS.
- A master's thesis with a scope corresponding to at least 20 ECTS for an integrated master's degree of 300 ECTS.

All applicants should have a grade point average of B (or equivalent) on their master's degree in order to be admitted to the PhD programme. The grade point average also applies to 300 ECTS points integrated five-year master's degrees, in which all courses are to be included in the grade point average. A more detailed description of admission requirements can be found [here](#).

If you are employed in the position, you will be provisionally admitted to the PhD programme. Application for final admission must be submitted no later than two months after taking up the position.

Applicants with a foreign education will be subjected to an evaluation of whether the educational background is equal to Norwegian higher education, following national guidelines from [Norwegian Directorate for Higher Education and Skills](#). Depending on which country the education is from, one or two additional years of university education may be required to fulfil admission requirements, e.g. a 4-year bachelor's degree and a 2-year master's degree. UiT normally accepts higher education from countries that are part of the Lisbon Recognition Convention.

Inclusion and diversity

UiT The Arctic University of Norway is working actively to promote equality, gender balance and diversity among employees and students, and to create an inclusive and safe working environment. We believe that inclusion and diversity are a strength, and we want employees with different competencies, professional experience, life experience and perspectives.

If you have a disability, a gap in your CV or immigrant background, we encourage you to tick the box for this in your application. If there are qualified applicants, we invite at least one in each group for an interview. If you get the job, we will adapt the working conditions if you need it. Apart from selecting the right candidates, we will only use the information for anonymous statistics.

We offer

- A well-established research group and an interdisciplinary research environment
- [Good career opportunities](#)
- A good working environment with dedicated colleagues
- Flexible working hours and a state collective pay agreement
- Pension scheme through the state pension fund
- PhD Fellows are normally given a salary of 550 800 NOK/year with a 3% yearly increase
- Opportunity to apply for a scholarship for an extended research stay abroad

Norwegian health policy aims to ensure that everyone, irrespective of their personal finances and where they live, has access to good health and care services of equal standard. As an employee you will become member of the [National Insurance Scheme](#) which also include [health care services](#).

More practical information about working and living in Norway can be found here: <https://uit.no/staffmobility>

Application

Please note that the application will only be assessed based on the information submitted by the application deadline via Jobbnorge. It is therefore important that you include all necessary documents demonstrating your qualifications for the position.

Your application must include:

- Cover letter explaining your motivation and research interests
- CV
- Official diplomas for Bachelor's and Master's degree in the original language
- Official transcripts of grades/academic record for Bachelor's and Master's degree in the original language
- Official translation of diplomas and transcripts of records (ToR) to English or a Scandinavian language, if applicable
- Explanation of the grading system for foreign education (Diploma Supplement if available)
- Documentation of [English proficiency](#)
- Documentation of [proficiency in Norwegian](#) (or a Scandinavian language)
- References with contact information
- Master's thesis, and any other academic works
- Project description (max 10 pages)

Qualification with a master's degree is required before commencement in the position. You may still apply if you are in the final stages of the master's degree, but the master's thesis must be submitted for evaluation within the application deadline. You must submit the thesis and transcript of grades for the master's degree with your application.

All documentation to be considered **must** be in a Scandinavian language or English. If English proficiency is not documented in the application, it must be documented before starting in the position.

Assessment

The applicants will be assessed by an expert committee. The committee's mandate is to undertake an assessment of the applicants' qualifications based on the written material presented by the applicants, and the detailed description draw up for the position. A copy of the assessment report will be sent to all applicants.

The applicants who are assessed as best qualified will be called to an interview. The interview should among other things, aim to clarify the applicant's motivation and personal suitability for the position.

General information

The appointment is made in accordance with State regulations and guidelines at UiT. At our website, you will find more [information for applicants](#).

Remuneration for the position of PhD Fellow is in accordance with the State salary scale code 1017. A compulsory contribution of 2 % to the Norwegian Public Service Pension Fund will be deducted. You will become a member of the Norwegian Public Service Pension Fund, which gives you many benefits in addition to a lifelong pension: You may be entitled to financial support if you become ill or disabled, your family may be entitled to financial support when you die, you become insured against occupational injury or occupational disease, and you can get good terms on a mortgage. Read more about your employee benefits at: [spk.no](#).

A shorter period of appointment may be decided when the PhD Fellow has already completed parts of their research training programme or when the appointment is based on a previous qualifying position PhD Fellow, research assistant, or the like in such a way that the total time used for research training amounts to three years.

We process personal data given in an application or CV in accordance with the Personal Data Act (Offentleglova). According to the Personal Data Act information about the applicant may be included in the public applicant list, also in cases where the applicant has requested non-disclosure. You will receive advance notification in the event of such publication, if you have requested non-disclosure.

In case of discrepancies between the Norwegian and the English version of this description, the Norwegian version takes precedence.

Eallju - Developing the High North

UiT The Arctic University of Norway is an internationally leading broad-based university. Our vision is to be a driving force in the North. The Northern Sami term eallju, which means diligence, sets the tone for UiT's drive. Together with students, staff, and society at large, we will utilize our location in Northern Norway and Sápmi, our academic breadth, and interdisciplinary advantages to shape the future.

UiT has approximately 18,000 students, more than 4,000 employees, and is established across four main campuses and seven additional study locations in Northern Norway and on Svalbard. Our largest campuses are Tromsø, Alta, Narvik, and Harstad. UiT has seven faculties, 40 departments and centers, and leading research environments in various fields. The university offers 269 study programs and focuses on educational quality.

Academic freedom, scientific principles, and research ethics form the foundation of all UiT's activities. Participation, co-determination, transparency, and sound processes will provide the basis for making wise and forward-looking decisions. Our students and staff will have the opportunity to develop their abilities and potential. Rooted in scientific integrity, we aim to be bold, engaged, and generous - closely connected to academia, people, and contemporary developments.

Read more about [UiT's strategy towards 2030](#).

Additional information

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