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VACANCY FOR A PHD CANDIDATE FOR THE RESEARCH PROJECT “THE DRIVERS OF ORGANIZATIONAL RESILIENCE: TOWARDS A BLUEPRINT FOR SUSTAINABLE ORGANIZING”

Organization

Eindhoven University of Technology is one of the world's leading research universities (ranked by the Times Higher Education Supplement) and is particularly well-known for its joint research with industry (ranked number one worldwide by the Centre for Science and Technology Studies).

The Department of Industrial Engineering & Innovation Sciences (IE&IS) of Eindhoven University of Technology is one of the longest-established engineering schools in Europe, with a strong presence in the international research and education community, especially in the field of Operational Processes, Innovation Management & Technology Entrepreneurship, which are at the core of the undergraduate BSc program. The graduate programs (MSc and PhD) in Operations Management and Innovation Management attract top-level students from all over the world. Researchers are member of the Beta research school.

Groups

The PhD candidate will be located in the Innovation, Technology Entrepreneurship & Marketing (ITEM) group and work closely with colleagues of the Human Performance Management (HPM) group. Both groups are part of the School of Industrial Engineering of the department IE&IS.

The ITEM group consists of about 22 fte faculty and 15 fte PhD's who participate in and contribute to the research, education and service program of the ITEM group. The research on technology entrepreneurship and new venturing focusses on means and measures for improving the quality and quantity of entrepreneurial efforts along four main research themes: (1) Technology commercialization, incubators, and university knowledge transfer; (2) Managing alliances and ecosystems as part of (open) innovation; (3) Business model innovation, and; (4) Decision making in new business development (e.g., effectuation and emotions).

These four themes include dozens of projects involving both qualitative and quantitative methods such as case studies, lab experiments, surveys, system dynamics simulations, and panel data analyses. The group has built a substantial expertise on sustainable energy and big data through projects dealing with technologies such as solar PV, wind energy, and ICT/apps. More information can be found at <http://www.item-eindhoven.nl/>.

The HPM group focuses on the role of the human factor in operational and innovation processes and has a strong (inter)national reputation for both fundamental research in the academic community and applied research with

industry. Its research mission is to develop scientific knowledge and to test theories that explain psychological processes at the organizational, group and individual level. An optimal fit between humans and work will be achieved when both human and work aspects are integrally (re)designed and (re)developed to improve performance. More information can be found at:

<https://www.tue.nl/universiteit/faculteiten/industrial-engineering-innovation-sciences/onderzoek/onderzoeksgroepen/human-performance-management>

PhD project

The project “The Drivers Of Organizational Resilience: Towards a Blueprint for Sustainable Organizing” is a close collaboration between the Innovation, Technology Entrepreneurship & Marketing (ITEM) and Human Performance Management (HPM) group of the School of Industrial Engineering.

In the PhD project the aim is to explore whether and how organizations applying circular management become more resilient. Circular management, which can be defined as a governance and management system that distributes leadership and authority throughout the organization, is expected to contribute to organizational resilience by e.g. enhancing employee work engagement and organizational learning.

The successful candidate is expected to conduct high-quality qualitative and quantitative research in the domain of organizational resilience. As a PhD candidate, you will contribute to the research programs of the ITEM and the HPM groups by focusing on the processes and mechanisms of circular management that drive organizational resilience. The promotor of the PhD candidate will be prof.dr. Sjoerd Romme from the ITEM group. Daily supervision will be given by dr. Alex Alblas from the ITEM group and dr. Pascale Le Blanc from the HPM group.

The research should lead to at least three academic papers that can be published in top scholarly journals and a successful PhD defense within four years. The candidate also participates in the PhD education program of the Industrial Engineering Graduate School Program and contributes to teaching activities at the bachelor and master level. A stay abroad is potentially part of the PhD project. The PhD candidate will be located within the ITEM group, but will maintain close collaboration with researchers from the HPM group too.

Job Requirements

Applicants should have completed (or be very close to completion of) a master's degree in the area of industrial engineering, innovation management, management sciences, work and organizational psychology, organizational behavior, organization theory, or strategic management. Moreover the applicant should have a solid background in both qualitative and quantitative research methods. An interdisciplinary background (e.g., an additional master degree in e.g. psychology) and the ability to speak Dutch are highly appreciated.

Conditions of employment

We offer a PhD appointment for a period of 4 years with a latest start date February 1st, 2017 and a gross salary in the range of €30.500 - €39.000 per annum (on a full-time basis), which includes 8% holiday allowance and 8.3% end of year allowance. Working at Eindhoven University of Technology means working in a professional environment that stimulates people to engage in innovation. We offer a broad package of fringe benefits, including an excellent IT infrastructure, child care, moving expenses, savings schemes, and excellent sports facilities.

Information

For inquiries about the PhD position please contact dr. Alex Alblas (A.A.Alblas@tue.nl) or prof. dr. Sjoerd Romme (A.G.L.Romme@tue.nl) in the ITEM group, or dr. Pascale Le Blanc (P.M.Le.Blanc@tue.nl) in the HPM group.

Information about terms of employment can be obtained from Mr. Kees Deneer, HR advisor with the departments of IE&IS (pz.ieis@tue.nl). Information about Eindhoven University of Technology can be found at www.tue.nl.

Application

Your application must contain the following documents (all in English):

- A letter of interest which includes a motivation of your interest in the vacancy and an explanation of what makes you the best candidate for this project
- An extensive curriculum vitae
- A course list of your master and bachelor programs (incl. grades)
- Evidence of your English language capabilities
- Results of a GRE/GMAT test (if available)
- Two letters of recommendation

If you are interested, we invite you to apply before 11 January 2016. To apply please click [here](#).

Applications by email will not be accepted.

Please note that a maximum of 5 documents of 2 MB each can be uploaded. If you have more than 5 documents you will have to combine them.