

**Early Stage Researcher (PhD candidate) – Marie Skłodowska-Curie Action
Embodied presence of remote employees in collaborative teams: The use of
mobile telepresence robots**

Position Details

Position Title:	ESR #5 - Embodied presence of remote employees in collaborative teams: The use of mobile telepresence robots
Project:	European Training Network for InduStry Digital Transformation across Innovation Ecosystems – EINST4INE (funded by the European Union’s Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 956745).
Field of Expertise:	Organizational Behaviour, Human-Robot Interaction
Faculty / Research Group:	Department of Business Development and Technology (BTECH), Aarhus BSS, Aarhus University
Employment type:	Full-time, fixed-term (36 months)
Gross annual salary:	Estimated to minimum of 46,476 EUR (345,600 DKK) a month and a pension contribution of around 7,584 EUR (56,400 DKK) additional seniority increase and family allowance based on personal circumstances may apply
Starting date:	1 st September 2021
Location:	Herning (Denmark)

- Full-time, 36-months fixed-term contract based at Aarhus University but may be required to work remotely
- International mobility: various short and long-term travel foreseen, including industry and academic secondments
- Open to any nationality (requires a work permit for Denmark)
- Research activities focusing on human-robot interactions in organisational settings
- Enrolment as a PhD candidate
- Opportunities to conduct innovative research activities in collaboration with high level academic and industrial partners
- Competitive remuneration

About us

Department of Business Development and Technology

The Department of Business Development and Technology (BTECH) is part of Aarhus BSS, Aarhus University. BTECH is located in the business-oriented and entrepreneurial city of Herning. The department excels in business and engineering disciplines and emphasises the importance of company collaborations. We have around 1,800 students and close to 100 faculty and staff. Each year, approximately 500 students are involved in company projects in



more than 250 companies ranging from SMEs to leading multinationals. Our incubator [Business Factory](#) launches 15 new companies each year.

We influence society through business development and technology. For this reason, many research projects are conducted in close collaboration with industry on the basis of new data and new technologies. These projects are generously supported by ERC, H2020, the Independent Research Fund Denmark and the Danish Industry Foundation, among others.

More information about BTECH is available [here](#).

Aarhus BSS encompasses a wide range of academic disciplines and outstanding research environments within the fields of business and social sciences. Approximately 250 students are enrolled across Aarhus BSS Graduate Schools 7 PhD Programmes, with about 60 new students from around the world entering each year. The school offers international and high-level PhD programmes that qualify you for a career both within academia as well as the private and public sector.

Aarhus University

Aarhus University is a top 100 university and an academically diverse and research-intensive university with a strong commitment to high-quality research and education and the development of society nationally and globally. The university offers an inspiring research and teaching environment to its 39,000 students, including 1,800 PhD students, and 8,000 employees, and has an annual revenue of EUR 884 million. Learn more about the PhD programmes at Aarhus University at www.phd.au.dk.

About the position

The PhD position is part of the Marie Skłodowska-Curie Action “European Training Network for Industry Digital Transformation across Innovation Ecosystems” (EINST4INE), coordinated by RMIT Europe. EINST4INE project aims to develop new concepts, approaches and methods in the area of digital transformation and brings together a unique group of world-leading experts in the areas of Open Innovation, Industry 4.0, digital transformation and innovation ecosystems. EINST4INE six academic beneficiaries will recruit altogether 15 Early Stage Researchers (ESRs) working in the domain of industrial digital transformation who will meet regularly via a coordinated exchange programme organised across the international network, comprising secondments, visits, training events, workshops, and summer schools. The successful candidate will be based at Aarhus University (Herning, Denmark) and enrolled in a PhD programme in this institution. For more information about EINST4INE project, visit our website: <https://www.einst4ine.eu/>

PhD Project Description

Title: Embodied presence of remote employees in collaborative teams: The use of mobile telepresence robots



Description: This project will examine (i) how the use and the design of mobile telepresence robots (MTRs) influence the way a team engages in problem solving and decision making under various circumstances, and (ii) how this in turn influences performance outcomes and team outcomes. The project will involve qualitative field studies and laboratory studies.

The project is expected to contribute with: (i) in-depth understanding of how MTRs affect team dynamics, and in particular decision making and problem solving; (ii) identification and examination of features of mobile telepresence robots that are able to positively/negatively affect team collaborative efforts; and (iii) new knowledge base on how organizational decision-makers and technologists can design mobile telepresence robots for collaboration purposes that ensure positive team environment and effective team collaboration.

Research field(s)

Organisational Behaviour, Human-Robot Interaction

Supervisors

EINST4INE research programs involve comprehensive, independent research under the supervision of an expert supervising team. For the current position, these are:

- Prof. Sladjana Nørskov, main supervisor

Candidate Profile

Background

The ideal candidate should have a good background or interest in organizational behaviour and organizational psychology, team collaboration and human-robot interaction.

Qualifications

Candidates should have a master's degree in one of the following disciplines or a related field: business administration, organizational psychology, organizational sociology, or related social science discipline.

Eligibility and Key Selection Criteria

To be eligible, you need to be an "Early Stage Researcher", simultaneously fulfil the following criteria at the time of recruitment:

- **Mobility:** candidates must not have resided or carried out their main activity (work, studies, etc...) in Denmark for more than 12 months in the 3 years immediately prior to recruitment under the EINST4INE project (i.e. from August 2018).
- **Qualification:** candidates must hold a degree (120 ECTS) based on a relevant qualifying bachelor's degree (180 ECTS), that formally entitles them to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the research training is provided.



- Research experience: at the date of recruitment, candidates must be in the first four years of their research career, after the master's degree was awarded.
- Candidates must be proficient in English (level C1 is expected).

Key Selection Criteria

1. Experience and affinity with both qualitative and quantitative research methods.
2. Academic writing skills.

The positions adhere to the European policy of balanced ethnicity, age and gender. Both men and women are encouraged to apply.

Working Conditions

We offer a 36-months full-time work contract, expected to start on 1st September 2021. The position will be based in Herning (Denmark) and international travels are foreseen.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, will consist of a salary augmented by a mobility allowance, resulting in a gross monthly salary estimated to minimum of 3,873 euros (28,800 DKK) and a pension contribution of around 632 euros (4,700 DKK) additional seniority increase and family allowance based on personal circumstances may apply.

Further benefits

The ESRs will be involved in a Marie Skłodowska-Curie network with excellent opportunities for scientific and personal development. These include:

- Regularly adapted personal career development plans.
- Funding for short stays at top-class research groups.
- Regular training events and meetings across Europe.

Application

Applicants will be selected on their potential for scientific excellence and adaptability to work in a multicultural environment. Recruitment will be a transparent, open and equal process following the guidelines of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Carefully read the guidelines before applying. NB: the recruitment and interview process for this position is specific to EINST4INE project. Still, applicants should make sure they comply with the recruiting institution conditions.

The application must be submitted online, together with the following supporting documents (in English):

- A detailed Curriculum Vitae (2-pages max);
- A letter of motivation (1,000 words max);



- A brief, non-binding, research proposal for the ESR project, addressing the state of the art, the objectives, the methodology (3,000 words max);
- A copy of your official academic degree(s) and the corresponding transcripts – both BSc and MSc degrees should be submitted;
- A proof of English proficiency (level C1 required).

The data of the applicant will be collected for the sole purpose of the selection procedure, such as described in Grant Agreement No. 956745 - Horizon 2020 EINST4INE. The candidate may refer to RMIT EU (coordinator) in order to exercise her/his rights under art. 15 – 22 Reg. (EU) 2016/679.

