

**Early Stage Researcher (PhD candidate) – Marie Skłodowska-Curie Action
Organizational capabilities, processes and structures that support and drive
digital transformation**

Position Details

Position Title:	ESR #8 - Organizational capabilities, processes and structures that support and drive digital transformation
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:	Industrial digital transformation
Faculty / Research Group:	RMIT Europe, Global Portfolio
Employment type:	Full-time, fixed-term (36 months)
Gross annual salary:	Estimated to 32,500 euros – additional family allowance based on personal circumstances may apply
Starting date:	1 st September 2021
Location:	Barcelona (Spain)
	<ul style="list-style-type: none">• Full-time, 36-months fixed-term contract based at RMIT Europe but may be required to work remotely or at another campus of RMIT University• International mobility: various short and long-term travel foreseen, including industry and academic secondments• Open to any nationality (requires a work permit for Spain)• Research activities focusing on digital transformation• Enrolment as a PhD candidate at RMIT University (Australia)• Opportunities to conduct innovative research activities in collaboration with high level academic and industrial partners• Competitive remuneration

About us

RMIT is a leading multi-sector university of technology, design and enterprise with more than 91,000 students and 11,000 staff globally. We offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

Our purpose is to offer life-changing experiences for our students, and to help shape the world with research, innovation, teaching and industry engagement. With strong industry connections forged over 130 years, collaboration with industry remains integral to RMIT's leadership in education, applied and innovative research, and to the development of highly skilled, globally-focused graduates.



With three campuses in Melbourne (Central Business District, Brunswick and Bundoora), two in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain, RMIT is a truly global university. RMIT also offers programs through partners in Singapore, Hong Kong, mainland China, Indonesia, Sri Lanka, Belgium, Germany, Austria and The Netherlands, and enjoys research and industry partnerships on every continent.

RMIT Standings in university rankings

We are ranked **#1 in the world** for our efforts to reduce inequality in the Times Higher Education (THE) Impact Rankings 2020.

RMIT has a deep commitment to innovation, research and teaching, we are a 5-Star university under the QS Stars international evaluation system and are **223rd globally in QS World University Rankings 2021** (moved up 15 places compared to 238th last year), being also 18th in the world among universities less than 50 years old (2014 QS Top 50 Under 50 index). Additionally:

- In the 2020 QS World University Rankings by Subject, RMIT was positioned 11th in the world (highest ranked in Australia) in Art and Design, 22nd in the world (fourth highest in Australia) in Architecture and the Built Environment, and 37th in Media and Communications. We are also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Mechanical, Aeronautical and Manufacturing); Accounting and Finance; and Business and Management Studies).
- In the 2020 QS Rankings by Subject, RMIT was ranked 11th in the world and number one in the Asia Pacific for Art and Design, and 26th in Architecture and the Built Environment. RMIT is also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Computer Science and Information Systems); Accounting and Finance; Business and Management Studies; and Communication and Media Studies. The 2018 Shanghai Ranking's Global Ranking of Academic Subjects highlighted RMIT's strength in Engineering and Technology in particular.
- In the specialised rankings, RMIT is ranked 77th in the QS Graduate Employability Rankings 2020 and 82nd in the inaugural Times Higher Education University Impact Rankings 2019.
- RMIT has moved up 51 places in the 2021 Times Higher Education World University Rankings, strengthening its reputation as a leading global university. The University has leapt more than 150 places since 2015 and is now ranked in the **top 301-350 band**.
- RMIT continued its strong performance in the 2020 CWTS Leiden Ranking, which ranks the world's top research-intensive universities, moving up 21 places to be ranked **293rd globally** on proportion of international publications, and **ranking 225th** on proportion of top 5% publications, up 120 places from 2019.

For more information, visit www.rmit.edu.au/about



RMIT Europe, is a creative and dynamic hub of RMIT university based in the heart of Barcelona. It is a centre that is successfully extending RMIT University's international engagement in Europe and strategically growing the university's collaborative research and education activity in Europe. RMIT Europe facilitates RMIT's collaboration in the development of innovative pan-European projects attracting global knowledge from Europe, Australia and Asia to deliver local impact.

The objectives for RMIT Europe are to:

- Strengthen RMIT's reputation and profile in Europe and globally
- Increase research funding and activity, with a focus on European partnerships and funding sources
- Develop collaborative opportunities for education with European partners
- Strategically focus RMIT international experiences for staff and students with European partners and grow opportunities for RMIT students
- Leverage and grow industry partnerships to support the quality and relevance of our education and to ensure the impact of our research

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 RMIT Europe (Barcelona, Spain) and enrolled in a PhD programme at RMIT University (Melbourne, Australia). Multiple international travels are foreseen among which participation to the project activities across Europe, visits and secondments to partner organisations, and long-term stay at RMIT University in Melbourne. For more information about EINST4INE project, visit our website: <https://www.einst4ine.eu/>

PhD Project Description

Title: Organizational capabilities, processes and structures that support and drive digital transformation

Description: This ESR project will a) identify and examine organizational capabilities, processes and structures (formal and informal) that support and drive (or hinder) digital transformation; b) investigate what are the organizational capabilities that advance (or hinder) the digital transformation and use of enabling technologies across industries (with particular focus on mature companies in low-tech sectors). The research will mainly employ qualitative research design including action research approach.



Expected Results: a) roadmaps to renew organizational capabilities, processes and structures that are needed for digital transformation; b) maturity models that illuminate different growth trajectories and digital transformation journeys; c) capability readiness frameworks.

Research field(s)

Technology management, innovation management, strategy

Supervisors

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

- [Prof. Anne-Laure Mention](#), main supervisor
- [Dr. Justyna Dabrowska](#)

Candidate Profile

Background

The ideal candidate should have educational background in business, economics, management, industrial management, information systems, engineering (with a technology management background).

Qualifications

Candidates should hold a degree entitling to enrol in a PhD programme. This could be:

- a master's degree (preferred) that includes a research component comprised of at least 25% of a full-time academic year with an overall distinction average or a master's degree without a research component with at least a high distinction average; or
- a bachelor's degree requiring at least four years of full-time study in a relevant discipline awarded with honours. The degree should include a research component comprised of a thesis, other research projects or research methodology courses that constitute at least 25% of a full-time academic year. The applicant must have achieved at least a distinction average in the final year; or
- evidence of appropriate academic qualifications and/or experience that satisfies the Associate Deputy Vice-Chancellor, Research Training and Development or nominee that the applicant has developed knowledge of the field of study or cognate field and the potential for research sufficient to undertake the proposed program.

At RMIT a grade of distinction represents academic achievement of 70% or higher and a high distinction is 80% or higher.

Professional experience is an asset but not formally required.

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:



- Candidates must satisfy eligibility criteria according to RMIT University requirements for PhD enrolment (<https://www.rmit.edu.au/research/research-degrees/how-to-apply>).
- Mobility: candidates must not have resided or carried out their main activity (work, studies, etc...) in Spain 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 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 (typically a master's degree – MSc).
- 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, with one of the following tests:
 - IELTS: minimum overall band of 6.5 (with no individual band below 6.0)
 - TOEFL: minimum overall score of 79 (with minimum of 13 in Reading, 12 in Listening, 18 in Speaking and 21 in Writing)
 - Pearson Test of English: minimum score of 58 (with no communication band less than 50)
 - Cambridge English: minimum of 176 with no less than 169 in any component.

More details: <https://www.rmit.edu.au/study-with-us/international-students/apply-to-rmit-international-students/entry-requirements/english-requirements>

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 Barcelona (Spain) and international travels, including to Australia, 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 of 2,700 euros, with possibility to be raised depending on the candidate's family status at the time of recruitment.

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;
- A proof of English proficiency (as defined here).

NB: the recruitment and interview process for this position is specific to EINST4INE project. Still, applicants are encouraged to carefully read RMIT University application tips (<https://www.rmit.edu.au/careers/applying-with-us>).

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.

