

Junior Researcher – Marie Skłodowska-Curie Action

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

Position Details

Position Title:	Junior Researcher - 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, International & Engagement Portfolio
Employment type:	Full-time, continuing / ongoing contract
Gross annual salary:	Estimated to 32,500 euros – additional family allowance based on personal circumstances may apply
Starting date:	No later than 1 st April 2024
Deadline for applications:	9 th February 2024, 23:59h CET
Location:	Barcelona (Spain)

- Full-time, ongoing contract funded by the EINST4INE Project, 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.
- Opportunities to conduct innovative research activities in collaboration with high level academic and industrial partners.

RMIT University

RMIT is a multi-sector university of technology, design and enterprise with more than 96,000 students and close to 10,000 staff globally. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work.

<https://www.rmit.edu.au/about> <https://www.universitiesaustralia.edu.au/university/rmit-university/>



Our three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

RMIT Europe

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 is led by the Executive Director on behalf of the RMIT Europe Board. It 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:

- Act as a gateway between Europe and Australia and make an impact in the region through research and innovation and lifelong learning.
- Strengthen RMIT's reputation and profile in Europe and globally.
- Increase capacity and capability, with a focus on high impact European partnerships leveraging funding from the European Commission and other national and international sources.
- Develop collaborative opportunities for education with European partners.
- Facilitate international experiences for RMIT staff and students with European partners and grow opportunities for global work integrated learning 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.

For more information, visit: <https://www.rmit.eu/> and click [here](#) for a list of current research projects.

About the position

The 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. This open position is aimed at covering a new vacancy of a project that has already started. The successful candidate will be based at RMIT Europe (Barcelona, Spain). Some international travel is foreseen among which participation to



the project activities across Europe, visits and secondments to partner organisations. For more information about EINST4INE project, visit our website: <https://www.einst4ine.eu/>

Project Description

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

Description: This 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

Reporting line

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

- [Prof. Anne-Laure Mention](#),

Candidate Profile

Background

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

Professional experience is an asset but not formally required. No more than 4 years of research experience.

Eligibility and Key Selection Criteria

To be eligible, you need to be a Junior 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 Spain for more than 12 months in the 3 years immediately prior to recruitment under the EINST4INE project
- **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.
- **Working language** for this position is English. Hence, candidates must be proficient in English.



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 an ongoing contract. Funding is linked to the EINST4INE Project, which is expected to conclude on 31st December 2024. The position will be based in Barcelona (Spain) and international travels, possibly 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 candidate 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.

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 project, addressing the state of the art, the objectives, the methodology (2,000 words max);
- A copy of your official academic degree(s) and the corresponding transcripts;
- A proof of English proficiency
- The contact details of two referees, who will be asked to provide brief statements of recommendation.

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.

