

PhD position offered in Management Sciences

RECRUITER	LENTIC, Research Centre of HEC-MANAGEMENT SCHOOL OF THE UNIVERSITY OF LIEGE (www.lentic.be)
WORKPLACE LOCATION	LIEGE, BELGIUM (and at least a 6th months research stay in a foreign research center)
DISCIPLINE	Management Sciences/Social Sciences
TYPE	PhD Program
RATE	100%
DURATION	Maximum 4 years
STARTING OF THE CONTRACT	October 1, 2011 (exact date to be determined with the candidate)
ACTIVITIES AND RESPONSIBILITIES	<p>The doctoral candidate who takes on this position will perform his or her dissertation research in the framework of the ARC project « Understanding Flexicurity : a Multilevel Theoretical perspective.</p> <p>He/She will undertake a detailed and longitudinal analysis (via semi-structured interviews, observation and document analysis) of a dozen attempts, in Belgium and in other similar economies, to reconcile flexibility/security at the organizational level, particularly when they concern job transitions. He/She will examine the extent to which these less institutionalized devices seem to satisfy immediate needs of flexibility and security emanating from the various stakeholders concerned, even if they do not always respect existing regulations. The doctoral candidate will also have to pay attention to the “perverse” effects these devices may produce, due to asymmetrical power relationships. The role of third-party actors seems to be crucial here but one must admit that until now, few research is available on the sustainability of emerging flexicurity practices at the organizational level. Thus the role of the candidate will also concern the exploration of the nature of this third-party role. Referring to the actor-network theory and the institutional entrepreneurship theory frameworks, he/she will scrutinize the conditions under which such initiatives can be institutionalized thanks to the role of third-party actors, on the basis of the analysis of ten other interorganizational initiatives.</p> <p>The doctoral candidate will also prepare presentations and publications based on the research results and contribute to the organization of the project scientific activities.</p> <p>He or she will complete the program of the Doctoral School in Management Sciences set up by 3 Belgian Universities : ULG (HEC Management School), ULB (Solvay Business School) and University of Mons (http://www.edtgestion.be/) . This Doctoral school offers a comprehensive and high level postgraduate-level training program, in accordance with the most demanding international standards, combining mastery of theories and methods, innovation, critical thinking, group work and personal approach. The program is bilingual French/English and gives priority to international openness, scientific excellence and innovation as well as publication in scientific journals.</p> <p>The PhD candidate will be a full member of the LENTIC research team, coordinated by Prof. François Pichault à HEC-ULG, which will provide a stimulating environment for doctoral research.</p>

REQUIREMENTS	<ul style="list-style-type: none"> • Licence or master's degree in Management sciences, sociology, social sciences, human sciences or equivalent. • Strong interest in scientific research in the area of new forms of work and organization and emerging social regulations • French and English (oral and written). • Ability to use IT and audiovisual tools. • Sense of initiative, good organizational skills and ability to work in a team.
BEGINNING DATE	On or around October 1, 2011 (exact date to be determined with the candidate). This is a full time position. The contract will cover a maximum period of four years.
SALARY	According to the Belgium's French Community scale for doctoral candidates
HOW TO APPLY	<p>Interested persons are invited to submit an application dossier consisting of an application letter, a curriculum vitae with full contact information, copies of diplomas, academic transcripts and a list of references (all in pdf format) to Prof. François Pichault (f.pichault [a] ulg.ac.be).</p> <p>The review application will begin August 22, 2011 and continue until the position is filled.</p>