PhD Student in Human Resources Management

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<tr>
<th>Job reference number</th>
<th>2023-PHDMNGMT-CERAG</th>
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<td>Research field</td>
<td>Human Resources Management</td>
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<td>CERAG</td>
<td>CERAG Laboratory -UGA/INP - <a href="http://www.cerag.org">www.cerag.org</a></td>
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<td>Researcher profile</td>
<td>First stage researcher - doctorate (R1)</td>
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<tr>
<td>Location</td>
<td>Grenoble, France</td>
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<td>Date of recruitment / contract length</td>
<td>29/01/2024 (36)</td>
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<td>Contacts</td>
<td><a href="mailto:isabelle.corbett@univ-grenoble-alpes.fr">isabelle.corbett@univ-grenoble-alpes.fr</a></td>
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Grenoble INP - UGA is a leading public institution accredited with the French label “Initiative d’excellence”. It offers innovative engineering and management programs, with an increasing internationalization of its course offers. The courses are grounded in sound scientific knowledge and linked to digital, industrial, organizational, environmental and energy transitions. The Engineering and Management Institute of Grenoble Alpes brings together more than 1300 staff members (teacher-researchers, lecturers, administrative and technical staff) and 8300 students, located on 8 sites (Grenoble INP - Ense3, Grenoble INP - Ensimag, Grenoble INP - Esisar, Grenoble INP - Génie industriel GI, Grenoble INP - Pagora, Grenoble INP - Phelma, Polytech Grenoble, Grenoble IAE and the INP Prepa). Grenoble INP is also a highly-ranked institution of higher education and research, leading the way in the fields of engineering and management on an international scale. It is a member of a large number of international academic and research networks. It is part of the European University UNITE!.

As part of Grenoble Alpes University, Grenoble INP has associated guardianship of 39 national and international research laboratories and of technological platforms. The research conducted there benefits both its socio-economic partners and its students. Grenoble INP is at the heart of the following scientific fields: physics, energy, mechanics and materials; digital; micronanoelectronics, embedded systems; industry of the future, production systems, environment; management and business sciences.

Grenoble INP - UGA is an equal opportunity employer committed to sustainability. Grenoble INP-UGA celebrates diversity and equity and is committed to creating an inclusive environment for all employees. All qualified applications will be considered without discrimination of any kind.
Dedicated to research in management sciences, the CERAG (Centre d'Etudes et de Recherches Appliquées à la Gestion, EA 7521) is a leading research centre in its field in France. It is attached to the Université Grenoble Alpes (UGA) and the INP. It is part of the Pôle de Recherche en Sciences Sociales of the Université Grenoble Alpes community of universities and establishments. To fit into this highly interdisciplinary research environment, CERAG recently made the ambitious decision to restructure itself into three research areas based on cross-disciplinary themes linked to the IDEX project:

**RISK ANTICIPATION AND MANAGEMENT, RESPONSIBLE BEHAVIOUR AND SOCIETAL ISSUES, INNOVATION AND ORGANISATIONAL COMPLEXITY.**

This organisation encourages dialogue between management disciplines (finance, marketing, information systems and flows, human resources management, management, entrepreneurship and innovation) and leads to cross-disciplinary synergies.

**Position description:**

The thesis is part of a European project, which implies a **strong aptitude for collaborative work**. The research theme is about European universities collaboration for **innovation**. Analysis of the challenges linked to the collaboration of European universities and the **emergence of new joint structures**

**Requirements or conditions**

The successful candidate will be required to:

- Understand and analyse the **European Union institutional context**: what is the EU vision of a Research & Innovation ecosystem? How does it translate into the policy and practices of university alliances? What are challenges and opportunity of the university transformation?
- Analyse the **emergence of joint structures among alliances**, and evaluate their effects for research & innovation

This research will contribute to the “Innovation and Organizational Complexity” theme of CERAG research lab.

The research should also provide practical recommendations to steer European policy for higher education institutions and research & innovation.

The successful candidate is expected to:

- **Have a sound knowledge of the European Universities ecosystem.** Experience in **managing European projects is an asset**
- **Be fluent in both French and English**
- **Be able to work in teams in a multicultural context**

Position assigned to a restricted area: **NO**

(Protection of the nation's scientific and technical potential, requiring authorization from the Defense Security Officer before taking up a position).

**How to apply**

Applications must be sent to: **Isabelle.corbett@universite-grenoble-alpes.fr**

Application deadline: 21/12/2023