



**Copenhagen  
Business School**  
HANDELSHØJSKOLEN

## Postdocs in organization, innovation and climate change.

Copenhagen Business School invites applications for 3 postdoc positions in the field of organizational analysis, innovation and climate change. Expected starting dates are to be agreed upon.

The postdoc positions have a duration of three years (including one year of teaching responsibility). They are part of a project funded by the Novo Nordisk Foundation entitled 'Making 'Distant Futures Actionable – Innovating for a Zero-Carbon Future'. The project is managed by Professor Majken Schultz and Professor Tor Hernes at the Centre for Organization and Time at the Department of Organization. The project is driven by a research agenda that integrates concepts from time and temporality, innovation and climate research in ways useful to both future research and society. The postdocs will be part of a research team that aims to develop evidence-based models for how actors accomplish sustained interplay between emerging innovative solutions and long-term climate goals.

The three positions will be distributed between two sub-projects. A life science sub-project (one postdoc) will investigate the development in medical solutions for the next decades. An energy sector sub-project will comprise two postdocs, who will investigate the development of green technologies between major companies. The postdocs will carry out qualitative studies, including interviews and observations with the companies and other actors that are part of the project. The research will take place in close collaboration with partner companies and it is essential that the postdocs are able to integrate into professional environments. The postdocs will be expected to take responsibility for their respective sub-projects and will be expected to translate high quality research data into publications in scholarly journals.

The postdocs will be subject to a formal annual performance review. The positions will include teaching responsibilities as part of the Department's teaching portfolio and the successful candidates will be offered an opportunity to qualify for CBS' teacher certification.

Applicants must have completed a PhD, preferably in innovation, organization or management studies or in related social science fields.

### **The following qualifications will be emphasized in the assessment of candidates**

- Accomplished academic research record.
- Proven application of qualitative methods and advanced social science theory.
- Proven ability to successfully perform research in professional environments.
- Oral and written proficiency in English.
- Ability to work autonomously and as part of a team.

- Enthusiasm for empirical research and theoretical curiosity.

The selected candidates will be required to be physically present at CBS during the contract period and are expected to develop basic knowledge of Danish unless they are fluent in a Scandinavian language.

### **About the Centre for Organization and Time (COT)**

([www.cbs.dk/cot](http://www.cbs.dk/cot))

The project is part of the Centre for Organization and Time, which is a multidisciplinary community for studying time-related issues within and between all types of organizations. The work of the project is fully team-based under the guidance of the project managers. The project is organized to ensure that the postdocs are given the support needed to publish the research in relevant international journals and to further their careers. The activities at COT embrace different time perspectives within the social sciences, philosophy and history to better understand how organizational actors enact their time and how their time enactment shapes them in turn. We believe that by developing more dynamic and expansive models of time we can better understand, not just the dynamics of contemporary organizations, but also how organizations take part in shaping our societies. The centre hosts various other activities, such as workshops, seminars and reading groups.

### **About the Department of Organization (IOA)**

(<https://www.cbs.dk/en/research/departments-and-centres/department-of-organization>)

The Department of Organization (IOA) is an international department comprising 55 faculty members in the areas of organization studies, organization theory, public management and governance, political economy, economic sociology, and science and technology studies. Our research and teaching address processes in and between private and public organizations (including companies, start-ups and NGOs), networks, institutions and markets. Themes of research and teaching include innovation, change, work practices, human resources, project management, institutional dynamics, market formation, technologies, and power dynamics. The department is part of the CBS doctoral school in Organization and Management Studies with 35 PhD students enrolled. IOA teaches core courses at all levels of the CBS degree programs. Our teaching aims to combine theoretical curiosity, critical reflexivity, empirical specificity and practical relevance.

**For further information** about the research projects, please contact Professor Majken Schultz: [ms.ioa@cbs.dk](mailto:ms.ioa@cbs.dk) or Professor Tor Hernes: [th.ioa@cbs.dk](mailto:th.ioa@cbs.dk).

**Appointment and salary** will be in accordance with the Ministry of Finance's agreement with the Central Academic Organization. A small personal research budget for travel and conference participation will be available. Information about CBS as a workplace is available at <https://www.cbs.dk/en/about-cbs/jobs-cbs>.

### **Application**

Applications must be sent via the electronic recruitment system, using the link below. Application must include:

- A cover letter.
- Proof of qualifications and a full CV.
- Any relevant information indicating experience in teaching, research management, industry co-operation and international co-operation.
- A complete, numbered list of maximum 10 publications (indicating titles, co-authors, page numbers and year) together with explanation of how those publications are relevant to the positions. Only publications written in English (or another specified principal language, according to research tradition) or one of the Scandinavian languages will be taken into consideration.
- It is possible, but not required to include letters of recommendation.

### **Recruitment procedure**

The Recruitment Committee will shortlist 5-10 applicants. The shortlisted applicants will be assessed by the Assessment Committee. The applicants will be notified of their status in the recruitment process shortly after the application deadline. The applicants selected for assessment will be notified about the composition of the Assessment Committee and later in the process about the result of the assessment. Once the recruitment process is completed, each applicant will be notified of the outcome of his or her application.

Copenhagen Business School must receive all application material, including all appendices (see items above), by the application deadline. Appointment and salary will be in accordance with the Ministry of Finance's agreement with the Central Academic Organisation. Details about Copenhagen Business School and the department are available at [www.cbs.dk](http://www.cbs.dk). Deadline for application: **February 20, 2021.**