

We are looking for a PhD candidate in Management for September 2024

PhD Position on Building Inclusive Organisations Paris/ Berlin/ London

ESCP Business School invites applications for a PhD fellow position in Management with a focus on Building Inclusive Organisations starting in September 2024. The PhD candidate receives a full scholarship for 4 years (up to €24,500/year), including a tuition waiver. The research is embedded in a wider research group focusing on Diversity, Equity and Inclusion. The PhD candidate will work on a project focused on inclusive leadership and questions related to organisational change and inclusion in a cross-national (European) context.

We offer:

- Close supervision by two professors, Kerstin Alfes (Professor of Organisation and Human Resource Management, Berlin) and Daniela Lup (Professor of Organisational Behaviour and Human Relations, London)
- A well-structured PhD programme with courses that will expose you to relevant, cross-disciplinary knowledge and a variety of research methods.
- A strong international working environment.
- You will be admitted to the Paris PhD programme at ESCP Business School and will spend your first year in Paris. Afterwards, you are free to choose between the ESCP campuses in Berlin or London.
- A constructive and friendly atmosphere with regular research seminars to facilitate a fast development of your original research ideas and a successful PhD defence.
- You will be part of a large research community that includes 6 European campuses with many professors and other PhD students.

To qualify you should have:

- Completed or are about to complete a degree in a social science-based discipline (e.g., management, psychology, sociology...). An interest and some exposure to organisational behaviour, human resource management, or diversity, equity & inclusion topics is desirable.
- A high level of enthusiasm for research work.
- An initial knowledge of empirical research, either qualitative or quantitative methods.
- Very good English language skills is a requirement. Ability to conduct field work in French and/or German would be useful (but not necessary).
- A passion for developing diversity and inclusion initiatives ready to be implemented in the workplace. Because the project has a practice component, previous experience on designing and implementing practices (e.g., HR, culture change) is useful (but not necessary).
- A strong sense of responsibility and commitment.

To apply, please upload your complete application documents by **April 28th** to the ESCP application platform for PhDs (<https://escp.eu/programmes/doctoral-programmes/paris>). Indicate the code "**INCLUSIVE ORGANISATIONS**", if you are interested in this position. We look forward to receiving your application!

About ESCP Business School: ESCP Business School is an international business school with campuses in 6 European metropolises. Founded in 1819, ESCP is the oldest business school in the world. To date, the business school is regularly awarded with top positions in the Financial Times rankings.