

Position Description

1. General Information

Name of the position	Context for regenerative entrepreneurship
Foreseen enrolment date	September 2025
Position is funded by	<ul style="list-style-type: none"> • COFUND, Marie Skłodowska-Curie Actions (MSCA), Horizon Europe, European Union • LUT University • RMIT University
Research Host	LUT University
PhD awarding institutions	LUT University & RMIT University
Locations	Primary: Lappeenranta, Finland Secondary: Melbourne, Australia
Salary	32,600 EUR annual gross salary (2,716 EUR monthly gross salary)
Supervisors	<ul style="list-style-type: none"> • Henri Hakala, Professor, LUT University • LUT Associated Supervisor TBC • Anne-Laure Mention, Professor, RMIT University • Ashenafi Biru, Senior Lecturer, RMIT University
Group of discipline	Business Studies / Entrepreneurship

2. Research topics (only one of these projects will be funded)

Project 1: *The where – How the place affects regenerative entrepreneurship*

Entrepreneurship takes place within diverse “where” contexts—business, social, spatial, and institutional—which separately and collectively shape who engages in entrepreneurship and which ventures emerge and succeed. It is crucial to recognize how businesses are influenced by specific political, economic, sociocultural, technological, and legal elements. These factors significantly impact entrepreneurial determinants, processes, and outcomes, influencing opportunities and the competitive landscape. Different types of contexts profoundly influence regenerative entrepreneurship, shaping relationships, networks, and social ties that impact start-up emergence, growth, and survival.

Potential research questions could include but are not limited to:

- How does the “where” context around a regenerative business affect its strategy, practices and performance?
- How do natural and built spaces influence opportunities for regeneration?
- How do digital technologies change the way regenerative businesses operate in different spaces?



- How does being close to others affect how regenerative entrepreneurs share knowledge and resources and collaborate?
- Can proximity help build stronger networks for regenerative businesses?
- How do regenerative businesses adapt their strategies to fit their location?

Supervisors: Henri Hakala (LUT), Anne-Laure Mention (RMIT), Ashenafi Biru (RMIT)

Research Fields: Entrepreneurship, Regenerative Business

Project 2: The When – How temporal context affects regenerative entrepreneurship?

Entrepreneurship also takes place in a “when” context, which emphasizes how time influences the nature and scope of entrepreneurship and how it changes contextually over time. Temporal perspectives typically portray time as either objective (clock time) or subjective (psychological) time. Therefore, the when context captures how entrepreneurial activities are influenced by the past, the present, and the future, as well as multi-directional subjective experiences of time. Thus, the relevance of the when context for regenerative entrepreneurship is established as the decisions of the entrepreneurs are rooted in the present but shaped by past events and focused on negotiations for the future.

Potential research questions could include but are not limited to:

- How do local, regional, or global stories and narratives shape the creation of regenerative businesses?
- How does the history of e.g. polluting industries in the region influence how we view opportunities for regeneration?
- How do events like climate disasters or wars inspire or drive regenerative entrepreneurship?
- How do past major/catastrophic events shape how communities respond to new regenerative ventures?
- What role do unexpected events play in spreading regenerative business ideas?
- How do people’s visions of the future encourage the start of regenerative businesses?
- How do hopes and fears about the future motivate regenerative entrepreneurs?

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Research Fields: Entrepreneurship, Regenerative Business

Project 3: The Who – How entrepreneurial agency affects the context for regenerative business.

Entrepreneurial agency plays a critical role in shaping the context for regenerative business, which aims to restore and sustain ecosystems, societies, and economies. Entrepreneurs drive regenerative practices by leveraging their values, skills, and networks to reframe challenges as opportunities, develop innovative solutions, and mobilize resources within their unique contexts. This topic could explore how individual and collective entrepreneurial actions influence context, fostering the conditions necessary for regenerative business to thrive. It could also examine the interplay between entrepreneurial agency and external factors, such as policy, market forces, and community engagement, in advancing regenerative goals. Understanding these dynamics can illuminate pathways to scale regenerative practices across diverse spatial and temporal contexts.

Potential research questions could include but are not limited to:

- How do entrepreneurs’ values and motivations shape their approach to regenerative business?



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| <ul style="list-style-type: none">• How does entrepreneurial agency transform contexts (especially the “where” context) to support and promote regeneration?• What role does entrepreneurial agency play in navigating regulatory and market barriers for regenerative business? |
| Supervisors: Henri Hakala (LUT), Anne-Laure Mention (RMIT), Ashenafi Biru (RMIT) |
| Research Fields: Entrepreneurship, Regenerative Business |

3. Employment Benefits and Conditions

LUT University offers a 48-month full time work contract (12-month term, extended for 36 months provided that the studies progress satisfactorily). There is a probation period of 6 months and the annual workload for researchers is 1,612 hours / year.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, and in line with the General collective agreement for Finnish universities, will consist of a **gross annual salary** of est. 32,600 EUR (excl. holiday bonus) with salary increases up to 44,700 EUR as the studies proceed. Of this amount, the estimated first year **net salary*** to be perceived by the researcher is est. 2,080 EUR per month. However, the definite amount to be received is subject to national tax legislation.

For more information on Finnish taxation visit here https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/tax_card/tax-percentage-calculator/.

**Net salaries can fluctuate in accordance with an individual’s personal circumstances (marital status, age, disability, family and dependents, etc. The above indicative net salaries offer an approximation of what a single person in their early 20s could expect to receive in their bank account after taxes.)*

Benefits include

- Becoming a Marie Skłodowska-Curie fellow and be invited to join the Marie Curie Alumni Association
- Access to all the necessary facilities at LUT University and RMIT University
- Tuition fees exemption at both PhD awarding institutions
- Travel allowance to cover flights and accommodation for participating in DREAM+PLAN events
- Up to 12 months in Australia
- Occupational health care
- Paid sick leave for a limited period
- Holiday bonus
- 6 weeks paid holiday + Finnish public holidays (all together about 8 weeks).
- Social security coverage



4. PhD enrolment

Successful candidates for this position will be enrolled by the following institutions and must comply with their specific entry requirements, in addition to DREAM+PLAN's conditions.

LUT University

To enrol in a Doctorate program you must meet the general conditions, namely:

- a relevant Master's degree awarded by a university
- a relevant Master's degree awarded by a university of applied sciences; or
- a relevant applicable study programme abroad which in the awarding country gives eligibility for the corresponding level of higher education.

International degrees:

- The degree has to be an official or recognised degree in its country of origin.
- As a rule, at least four-year education is required including a Master's thesis or corresponding final thesis.
- In all cases the doctoral programme in question considers case by case whether degrees earned abroad provide a sufficient foundation for postgraduate studies at LUT University.
- The precondition for the recognition of European degrees is that the degree is a university degree combination earned in accordance with the Bologna Process principles (3+2 years). The applicant is required to submit information in English (for example a Diploma Supplement) on the scope and the level of the degree/s obtained abroad when applying to LUT.
- If you apply for the right to study for a doctoral degree with an international degree please contact LUT Doctoral School for additional instructions before submitting study right application documents.
- **Economics and Business Administration:** One-year (60 ECTS credits) MBA-degrees do not generally qualify for doctoral studies. Candidates with an MBA-degree and their eligibility to apply will be considered case-by-case.

More information: <https://www.lut.fi/en/research/doctoral-school>

RMIT University

Visit the website: <https://www.rmit.edu.au/research/research-degrees/how-to-apply>

