

Position Description

1. General Information

Name of the position	Blitz Change Management
Foreseen enrolment date	November 2025
Position is funded by	• COFUND, Marie Skłodowska-Curie Actions (MSCA), Horizon Europe, European Union • Johannes Kepler University Linz – JKU • RMIT University
Research Host	Johannes Kepler University Linz - JKU
PhD awarding institutions	JKU Linz & RMIT University
Locations	Primary: Linz, Austria Secondary: Melbourne, Australia
Salary	EUR 52,007.2 annual gross salary EUR 3,714.8 monthly gross salary (14 times a year) (excluding employer's social contributions)
Supervisors	• Matthias Fink, Professor, JKU Linz • Daniela Maresch, Professor, IÉSEG & Alma Mater Visiting Professor, JKU Linz • Cameron Duff, Professor, RMIT University • Timothy Hor, PhD, Lecturer, RMIT University
Group of discipline	Management (Innovation Management, Entrepreneurship)

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

Project 1: Blitz Change – An innovation management challenge for organizations
Blitz change represents a critical innovation management challenge, focusing on how organizations bring novel solutions to life. Managing disruptive change demands a proactive reevaluation of what an organization should do and how its activities can create value under drastically altered circumstances. Innovation management offers a powerful framework for studying and addressing blitz change in established organizations. Time has recently emerged as a central focus in management research. In this context, time is often viewed as a critical resource that influences how effectively organizations adapt to new realities. This project examines the extraordinary challenge of blitz change—transforming organizations within extremely short timeframes, often measured in weeks or even days. Examples include companies pivoting their business models during the Covid-19 pandemic, responding to the collapse of key business partners, or adapting to the sudden onset of warfare. This research project will leverage innovation management theories, alongside cutting-edge insights into the role of time as a resource, to understand the dynamics of blitz change on the organizational level. Using a



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mixed-methods approach, the project aims to collect and analyze extensive data from international contexts, uncovering the mechanisms that enable rapid organizational transformation and identifying the conditions under which these mechanisms operate.

The project will collaborate closely with “Blitz Change from an entrepreneurship perspective” fostering synergy and shared opportunities for research. Both initiatives are hosted by JKU Linz and will be supervised by the same professors, ensuring a coordinated and impactful exploration of blitz change.

Supervisors: Matthias Fink, Professor, JKU Linz; Daniela Maresch, Professor, IÉSEG & Alma Mater Visiting Professor, JKU Linz; Cameron Duff, Professor, RMIT University; Timothy Hor, PhD, RMIT University.

Research Fields: Management (Innovation Management, Entrepreneurship)

Project 2: Blitz Change – A Team Challenge in Organizations

For teams within an organization, blitz change is a pressing innovation management challenge in highly dynamic situations. It calls on teams to bring novel solutions to life and reevaluate how our activities contribute to creating value in drastically altered conditions. By focusing on innovation management, teams can better understand and address these high-pressure transformations.

Time has become a key factor in theorizing the role of teams in innovation management, serving as a critical resource that influences how quickly and effectively teams can adapt to new challenges. Blitz change, which requires transformation within incredibly short timeframes—sometimes just weeks or days—poses an extraordinary test of team’s agility and strategic thinking. Examples such as businesses pivoting during the Covid-19 pandemic, responding to the collapse of key partners, or adjusting to sudden geopolitical shifts highlight the importance of rapid, well-coordinated efforts at the team level.

This research project will leverage innovation management theories alongside advanced insights into the role of time as a resource. By participating in a mixed-methods research initiative, we aim to contribute to understanding the dynamics of blitz change on the team level. This includes collecting and analyzing international data studies to uncover mechanisms that enable swift adaptation and identifying the conditions that support these mechanisms.

In this project you are closely collaborating with the theme “Blitz Change from an entrepreneurship perspective” to share insights and build synergies. Hosted by JKU Linz and supported by shared supervision, this partnership strengthens our ability to make a meaningful impact through our research and practical contributions to managing blitz change.

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Research Fields: Management (Innovation Management, Entrepreneurship)

Project 3: Blitz Change – An Individual Challenge for Organizational Members

Individuals make up the smallest unit of organizations. In situations of blitz change individuals carry the major load of the challenges in innovation management. Creative individuals bring novel solutions to life as they reevaluate their teams’ and organizations’ activities regarding how they create value in drastically altered conditions. By focusing on innovation management, we can better understand and address this high pressure on individual members of organizations in rapid transformations.

Time has become a key factor in our work, serving as a critical resource that influences how quickly and effectively individuals can adapt to new challenges. Blitz change, which requires transformation within incredibly short timeframes—sometimes just weeks or days—poses an extraordinary test of individual creativity, agility



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and strategic thinking. Examples such as businesses pivoting during the Covid-19 pandemic, responding to the collapse of key partners, or adjusting to sudden geopolitical shifts highlight the importance of rapid, substantial efforts on the level of the individual organizational member.

In this project, you will leverage innovation management theories alongside advanced insights into the role of time as a resource. By participating in a mixed-methods research initiative, we aim to contribute to understanding the dynamics of blitz change on the individual level. This includes collecting and analyzing international data to uncover mechanisms that enable swift adaptation and identifying the conditions that support these mechanisms.

This project is closely collaborating with the theme, “Blitz Change from an entrepreneurship perspective” to share insights and build synergies. Hosted by JKU Linz and supported by shared supervision, this partnership strengthens our ability to make a meaningful impact through our research and practical contributions to managing blitz change.

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3. Employment Benefits and Conditions

Johannes Kepler University Linz (JKU) offers a 48-months full-time work contract. The total working hours per week are 40.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, will consist of a **gross annual salary** of yearly 52,007.2 EUR (monthly 3,714.8 EUR gross paid 14 times a year). Of this amount, the estimated net salary to be perceived by the Researcher is 2,570 EUR per month. However, the definite amount to be received by the Researcher is subject to national tax legislation.

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 Johannes Kepler 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
- 25 days paid holiday leave
- Social security coverage
- Sick leave
- Parental leave
- Vivid research environment in an international team
- Modern sustainable campus located in one of the economically strongest regions of Europe

4. PhD enrolment



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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.

Johannes Kepler University

Visit the website: <https://www.jku.at/en/degree-programs/prospective-students/register-to-enroll/doctorate-phd/>

RMIT University

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



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