

Position Description

1. General Information

Name of the position	Innovating for Regenerative Futures
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"> • Juha Väättänen, Professor, LUT University • Ekaterina Albats, Post Doctoral Researcher, LUT University • Kevin Argus, Assoc. Professor, RMIT University • Usha Iyer-Raniga, Professor, RMIT University
Group of discipline	Business & Management, Regenerative Futures

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

Project 1: *Innovative Solutions for Regenerative Futures*

The topic "Innovative Solutions for Regenerative Futures" focuses on pioneering approaches designed to renew and sustain environmental systems. The emphasis is on the creation of innovative strategies that merge ecological, social, and technological dimensions to regenerate natural environments and resources while promoting ecosystem resilience. Doctoral candidate in this area could focus on designing and implementing innovative solutions that not only mitigate environmental degradation but also contribute to long-term sustainability and health of the planet. This exploration could include renewable energy technologies, resource recovery technologies and products, and ecological restoration techniques, aiming to transform environmental challenges into opportunities for innovation and regeneration.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Kevin Argus (RMIT), Usha Iyer-Raniga (RMIT)



Research Fields: Regenerative futures, Sustainability, Innovation, Environment.

Project 2: Organising for Regenerative Innovations

The topic "Organising for Regenerative Innovations" explores the organizational structures, processes, and strategies necessary to support sustainable and regenerative practices and innovations. It focuses on designing systems that facilitate the implementation of innovative solutions that contribute to ecological resilience and sustainability. This study emphasizes the importance of collaborative approaches, adaptive management, and transformative leadership to drive systemic changes within organizations aiming to positively impact the environment through innovations. This can be implemented by exploring methods to enhance organizational responsiveness to environmental challenges, promoting a culture of innovation that prioritizes long-term ecological health and sustainability. This subtopic is ideal for those interested in making a significant impact through organizational excellence and innovative practices in sustainability.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Anne-Laure Mention (RMIT)

Research Fields: Sustainable Practices, Regenerative Futures, Transformative Leadership, Innovation

Project 3: Impactful Technology Entrepreneurship

The topic "Impactful Technology Entrepreneurship" centers on leveraging technological innovation to drive significant social and environmental change. It explores how entrepreneurs can develop and deploy cutting-edge technologies to solve pressing global challenges, focusing on creating scalable and sustainable impacts. This research area examines the lifecycle of technology ventures, from ideation and development to market implementation, emphasizing how these businesses can contribute to a regenerative economy. By harnessing the power of emerging technologies such as artificial intelligence, biotechnology, and renewable energy, this project seeks to study entrepreneurs who create ventures that not only succeed commercially but also promote ecological restoration and improve societal outcomes. The doctoral candidate will investigate the strategies that enable impactful technology enterprises to flourish while making a profound difference in the world.

Supervisors: Juha Väättänen (LUT), Ekaterina Albats (LUT), Anne-Laure Mention (RMIT)

Research Fields: Sustainability Studies, Innovative Methodologies, Regenerative Futures

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



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studies proceed. Of this amount, the estimated first year **net salary*** to be perceived by the researcher is 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.

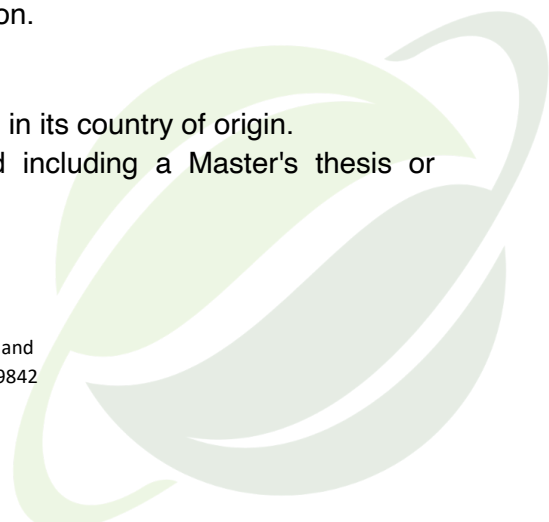
LUT University

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>



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