

Position Description

1. General Information

Name of the position	Building and Scaling Up Regenerative Ventures
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 • University of Agder • RMIT University
Research Host	University of Agder
PhD awarding institutions	University of Agder & RMIT University
Locations	<p>Primary: Kristiansand, Norway</p> <p>Secondary: Melbourne, Australia</p>
Salary	532,200 NOK annual gross salary (estimated 45,194 EUR); 44,000 NOK monthly gross salary (est. 3,733 EUR)
Supervisors	<ul style="list-style-type: none"> • Tor Helge Aas, Professor, University of Agder • UiA Associated Supervisor TBC • Anne-Laure Mention, Professor, RMIT University • Yuksel Ayden, Lecturer, RMIT University
Group of discipline	technology and innovation management, entrepreneurship, industrial engineering and management, business and management

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

Project 1: Scaling up Social Purpose Ventures: Challenges & Opportunities

This PhD project will explore scalability issues of social purpose ventures, as cornerstone instruments of a shift to a values-based economy. Blending purpose and profit, social purpose ventures aim to create positive social impact, while ensuring their economic viability. Focusing on social purpose ventures targeting climate-related challenges and offering regenerative innovation solutions, this project will explore issues and tensions arising when scaling up and embracing global expansion.

Supervisors: Tor Helge Aas (UiA), Anne-Laure Mention (RMIT), Yuksel Ayden (RMIT)

Research Fields: social entrepreneurship, innovation for social good, collaboration for grand challenges

Project 2: Incubating Social Purpose Ventures for Climate Positive Impact



This project has received funding from the European Union's Horizon Europe research and innovation programme under the Marie Skłodowska-Curie grant agreement N° 101179842

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Social purpose ventures exhibit specificities that make them distinct from commercial ventures, in many ways ranging from the motivations of the entrepreneurs, the goals pursued and subsequent success metrics, or operating models. Accordingly, incubators and accelerators need to cater for this distinctiveness with their offerings to prospective entrepreneurs. Building on the literature from social entrepreneurship, this PhD will explore social purpose venture builders, incubators and accelerators, targeting ventures offering climate-related challenges (e.g. fast fashion).

Supervisors: Tor Helge Aas (UiA), Anne-Laure Mention (RMIT), Yuksel Ayden (RMIT)

Research Fields: social entrepreneurship, innovation for social good, incubation and acceleration, venture building, regenerative innovation

Project 3: Business Models for nature-based solutions

Nature-based solutions simultaneously offer significant social, environmental and economic benefits and face unique challenges in developing, implementing and scaling up viable business models. This PhD position will explore those challenges (e.g. access to financing, regulatory barriers, market distortions and financial disincentives, lack of support and consensus for a planetary commons framework, and planetary accountability mechanisms) and contribute to the nascent inter-disciplinary research stream on regenerative innovation.

Supervisors: Tor Helge Aas (UiA), Anne-Laure Mention (RMIT), Yuksel Ayden (RMIT)

Research Fields: regenerative business models, nature-based solutions, innovation

3. Employment Benefits and Conditions

University of Agder offers a 36-month full time work contract, extendable to 48-month. There is a probation period of 6 months and the annual workload for researchers is 1,880 hours / year.

The position is remunerated, according to the State Salary Scale, salary plan 17.515, code 1017 PhD Research Fellow, NOK 532,200 (est. 45,194 EUR) gross salary per year, in line with the European Commission rules for Marie Skłodowska-Curie grant holders. Monthly gross salary is estimated to be around 44,000 NOK (3,730 EUR). Of this amount, the estimated net salary to be perceived by the researcher is est. 2,611 EUR per month. A compulsory pension contribution to the Norwegian Public Service Pension Fund is deducted from the pay according to current statutory provisions. The definite amount to be received is subject to [national tax legislation](#).

Further provisions relating to the positions as PhD Research Fellows can be found in the [Regulations Concerning Terms and Conditions of Employment for the post of Post-Doctoral Research Fellow, Research Fellow, Research Assistant and Resident](#).

The engagement is to be made in accordance with the regulations in force concerning the acts relating to [Control of Export of Strategic Goods, Services and Technology](#). Appointment must be approved by the University of Agder's Appointments Committee for Teaching and Research Positions



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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 UiA and RMIT
- 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
- 5 weeks paid holiday (25 days)
- Social security coverage
- Read mor about welfare and benefits [here](#) and [here](#)

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.

University of Agder

A prerequisite for employment is that the candidate is to be admitted to UiA's PhD programme at the School of Business and Law.

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

- The applicant must normally have an education equivalent to a five-year master's degree in Norway, as described in the second cycle of the [qualifications framework](#), in a relevant subject area from a Norwegian or foreign, internationally recognized university or college. The degree must normally comprise a minimum of 90 ECTS credits in a relevant subject area for the PhD project.
- All applicants are required to document sufficient previous knowledge in social-scientific methodology.
- Fluency in English is a requirement for all applicants to the PhD programme.
- Other educational background or prior learning and work experience considered by the Faculty to be equal to the above requirements with respect to scope, level and content may also qualify for admission. If the Faculty is of the opinion that the applicant lacks the required knowledge within the relevant subject area or within social-scientific methodology, applicants may be required to take additional exams at a lower level, be given a reading list and be tested by writing a paper that must be approved, or by taking an oral exam. In the event of insufficient previous knowledge at the time of admission, the required previous knowledge shall normally be tested and approved in the course of the first six months after admission. Required additional exams, if any, do not involve any extension of the agreed time frame.
- Generally, an applicant should not be considered for admission to the PhD programme if he/she has an [average mark for modules in the relevant subject area lower than B](#), a mark for graduate modules lower than B, or a mark for his/her Master's degree thesis or equivalent lower than B.



In individual cases, the application may still be considered if the PhD committee finds the documentation presented to indicate that the applicant will be able to successfully complete the PhD programme.

- When applying for the programme, the applicant should include a project description normally not exceeding 10 pages, and a suggestion of supervisor at the faculty and why the project description fits the supervisor's competence.

More information is to be found in the [central PhD regulations](#) and the [School of Business and Law's supplementary regulations](#).

RMIT University

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



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