

Position Description

1. General Information

Name of the position	Regenerative innovation for grand challenges
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	Primary: Kristiansand, Norway Secondary: Melbourne, Australia
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 • Bhavna Middha, Dr., 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: Regenerative Tourism
Over-tourism is an increasingly important concern around the world, with wide-ranging negative impact affecting destinations, communities and the environment in multiple ways such as the degradation of ecosystems, excessive strain on local infrastructures and resources, displacements of residents, overcrowding, to name a few. This PhD project will tackle this contemporary issue by exploring how tourism can shift from an extractive model to a contributive one, through regenerative innovation in terms of practices, business models or policies supporting environmental conservation/restoration, cultural preservation, and community cohesion.
Supervisors: Tor Helge Aas (UiA), Anne-Laure Mention (RMIT)
Research Fields: regenerative innovation, digital transformation and innovation, sustainable tourism, sustainable and regenerative business models



Project 2: Digital Innovation for societal resilience – the case of climate migrations

Climate-induced displacement or migration is a growing global challenge, arising, among other causes, from unpredictable and extreme weather events (e.g. storms, hurricanes) and wildfires. Such displacements exacerbate inequalities, environmental degradation, and can inflate geopolitical tensions. This complex and pressing challenge requires collaborative approaches to increase preparedness and societal resilience, across Europe and beyond. This PhD project will explore the role of technological innovation, in particular innovation enabled by digital technologies including artificial intelligence, as instruments to increase readiness, and preparedness, adaptation and mitigation strategies to climate migrations.

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

Research Fields: technological and digital innovation, societal and digital resilience, innovation for social good

Project 3: Transitions towards sustainable food systems

Traditional food systems have a long-lasting and profound impact on the environment, affecting biodiversity, deforestation, soil degradation and so on. Transitioning to more sustainable food systems holds immense potential in simultaneously ensuring food security and preserving our ecosystems. This PhD will explore innovative food solutions (e.g. alternative proteins), focusing on specific challenges for their uptake (e.g. acceptability by consumers) and wide-scale adoption and deployment (e.g. regulatory barriers, mass production challenges etc).

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

Research Fields: sustainable food systems, technological innovation and adoption, sustainable business models, firm growth and scaling up

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.

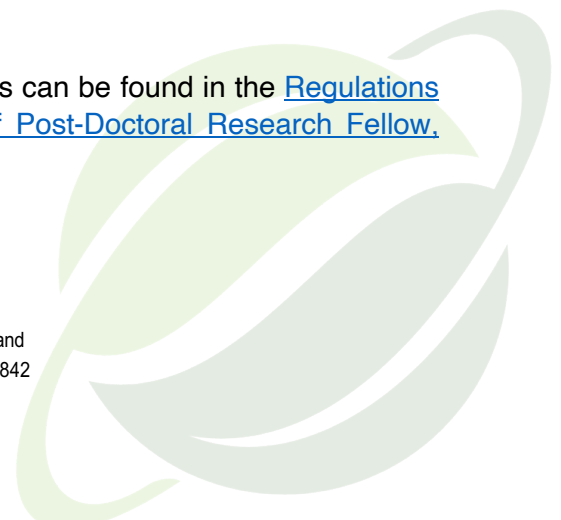
The position is remunerated, according to the State Salary Scale, salary plan 17.515, code 1017 PhD Research Fellow, NOK 532,200 (est. 45,194 EUR) gross salary per year, in line with the European Commission rules for Marie Skłodowska-Curie grant holders. Monthly gross salary is estimated to be around 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](#).



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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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

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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