

Position Description

1. General Information

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| Name of the position | AI-supported decision-making |
| 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 • Kaunas University of Technology (KTU) • RMIT University |
| Research Host | Kaunas University of Technology (KTU) |
| PhD awarding institutions | Kaunas University of Technology (KTU) & RMIT University |
| Locations | Primary: Kaunas, Lithuania Secondary: Melbourne, Australia |
| Salary | 36,336 EUR annual gross salary (incl. paid vacation) (3,028 monthly gross salary) |
| Supervisors | <ul style="list-style-type: none"> • Monika Petraite, Professor, KTU • Jolita Ceicyte, Associate Professor, KTU • John Thangarajah, Professor, RMIT University & Justyna Dabrowska, Senior Lecturer, RMIT University |
| Group of discipline | Management, Psychology (Neuroscience), Artificial Intelligence |

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

Project 1: *Organizational Resilience Under Uncertainty: Dynamic Capabilities, Trust, and AI supported decision-making*

In an increasingly unpredictable global landscape, organizational resilience is essential for sustainable success. Rapid changes—whether geopolitical shocks, pandemics, or disruptive market entrants—demand that companies remain agile, informed, and prepared to adapt. To meet these challenges, firms must blend dynamic capabilities, trust-building strategies, and AI-supported critical decision-making into a cohesive resilience framework. This research explores how organizations can leverage their internal strengths and external networks to navigate uncertainty. Dynamic capabilities—those key competencies allowing firms to sense, seize, and reconfigure opportunities—are especially vital in rapidly shifting contexts. Yet capabilities alone are insufficient without the trust that underpins open innovation ecosystems and collaborative alliances. Trust fosters the reliable exchange of ideas, information, and support, thereby accelerating the development and refinement of strategic responses. Increasingly, AI systems serve as critical enablers in this process. AI-driven analytics, predictive models, and decision-support tools offer real-time, evidence-based insights that enhance both speed and precision. However, the effective use of AI requires a deliberate approach to trust-building—



ensuring that stakeholders have confidence not only in each other but also in the algorithms guiding their decisions. This entails transparent data governance, ethical considerations, and continuous learning loops that refine AI outputs. By focusing on the interplay among dynamic capabilities, trust, and AI-supported decision-making, this research aims to illuminate how organizations can strengthen their resilience amid uncertainty. Qualitative and quantitative methodologies will identify key success factors and operational frameworks that empower firms to respond swiftly and strategically. Ultimately, the study will provide actionable insights, enabling companies to translate uncertainty into opportunity and to fortify their resilience for long-term, sustainable growth.

Supervisors: Monika Petraite (KTU), Agne Paulauskaite Taraseviciene (KTU), Jolita Ceicyte (KTU)

Research Fields: AI in Strategic Decision-Making, Trust and Collaborative Innovation

Project 2: *Fostering Trust and Open Innovation in AI-Driven Decision-Making: A Strategic Framework*

Under uncertainty, innovation culture, fundamental organizational values, dynamic capabilities, and the advent of AI agents converge to redefine how decisions are made, particularly within an open innovation framework. Firms no longer rely solely on their internal knowledge; instead, they expand their decision-making horizons by tapping into external networks, collaborators, and ecosystem partners. Trust is crucial, extending beyond relationships among human stakeholders to encompass AI-driven insights and ethically guided algorithmic recommendations. Additionally, open innovation practices demand greater openness and transparency, as decision-makers integrate external knowledge sources—be they from other firms, research institutions, or end-user communities—into their strategic processes. Amid these shifting paradigms, the ethics of decision-making stands at the forefront. Ensuring that decisions remain both rapid and responsible requires balancing multiple priorities: the need for speed, the imperative for accuracy, the value of building trust in partner networks, and the long-term benefits of adhering to ethical standards. AI agents must be thoughtfully integrated, ensuring their inputs are transparent, fair, and aligned with organizational values and societal expectations. By viewing decision-making speed, quality, and ethical grounding as core outcomes—mediated by dynamic capabilities, trusted ecosystem relations, open innovation practices, and the rate of technological and transformational learning—this study will generate longitudinal qualitative and quantitative innovative business decision support models.

Supervisors: Monika Petraite (KTU), Agne Paulauskaite Taraseviciene (KTU), Jolita Ceicyte (KTU)

Research Fields: Open Innovation, Decision-Making

Project 3: *Open Innovation Ecosystems for Digital Sustainability*

A growing awareness of sustainability demands that firms innovation decisions address not only environmental and social responsibilities but also the emerging priority of digital sustainability: the ethical and efficient use of digital resources, data, and infrastructure. Open innovation ecosystems encourage companies to look beyond their internal boundaries, leveraging external networks, expertise, and collaborative platforms. Trust lies at the heart of these ecosystems, spanning human-to-human and human-to-AI interactions. These trusted connections are critical for ensuring that decision-making aligns with broader goals of environmental stewardship, social equity, and the responsible management of digital resources. Ethical considerations have become central to these processes, guiding how organizations incorporate AI-driven insights and digital tools. Decisions must be made swiftly, yet thoughtfully, reflecting a holistic understanding of the interconnected challenges facing global value chains. Prioritizing digital sustainability means reducing digital waste, ensuring cybersecurity, and fostering transparency in data governance, all while maintaining competitiveness and fostering innovation. By positioning open innovation ecosystems as catalysts for digital sustainability—and by regarding speed, quality, ethics, and responsible innovation as core outcomes—this study will create HMI powered decision making support tools. These tools will help organizations continuously adapt, learn, and improve their sustainable innovation practices. Ultimately, the research offers a blueprint for building trust-



based, sustainable, and digitally responsible ecosystems, ensuring that the journey toward global growth aligns with the values and principles of a more equitable and sustainable future.

Supervisors: Monika Petraite (KTU), Agne Paulauskaite Taraseviciene (KTU), Jolita Ceicyte (KTU)

Research Fields: Open Innovation, Digital Sustainability and Ethical AI

3. Employment Benefits and Conditions

Kaunas University of Technology (KTU) offers a 48-month 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 36,336 EUR per year (which is of monthly 3,028 EUR). Of this amount, the **estimated net salary** to be perceived by the Researcher is 1,832 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 KTU 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
- 20 days paid holiday leave
- Social security coverage
- Sick leave
- Parental leave.

4. PhD enrolment

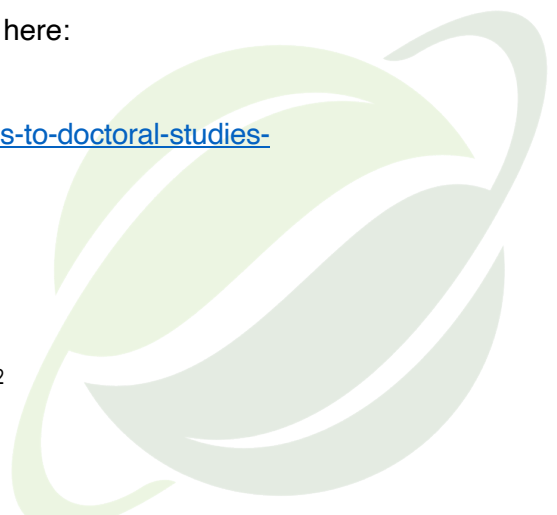
Successful candidates for this position will be enrolled by the following institutions and must comply with their specific entry requirements, in addition to DREAM+PLAN's conditions.

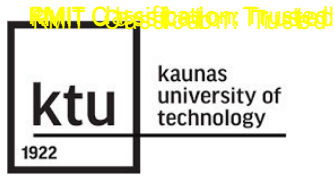
Kaunas University of Technology (KTU)

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

- The requirements for enrolling in a doctoral program are listed here:
<https://admissions.ktu.edu/phd/#application-for-the-admission>

More information: <https://admissions.ktu.edu/phd/#dates-and-deadlines-to-doctoral-studies-coordinated-by-the-KTU>





RMIT University

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



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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