



Doctoral Vacancy Announcement form

Research Area: Family Business

No. of Openings: 3

Description:

Family businesses represent the heartbeat of global economies, weaving intricate narratives of tradition, innovation, and resilience. Rooted in the fabric of generations, these enterprises transcend mere profit motives, embodying values, legacies, and a profound sense of stewardship. In today's rapidly evolving business environment, characterized by technological advancements and global interconnectivity, the resilience and innovative prowess of family-owned enterprises have never been more critical. Understanding the intricate dynamics of family businesses and harnessing the potential of entrepreneurship and innovation within these contexts are paramount for shaping sustainable futures and fostering economic prosperity.

We are looking for highly motivated PhD candidates to explore the dynamic and evolving field of family business research. This PhD opportunity offers flexibility, allowing candidates to tailor their research to their specific interests within the broader field of family businesses. Potential research themes include:

- Innovation: How do family businesses foster innovation while preserving tradition?
- Entrepreneurship: What drives entrepreneurial behavior in family businesses across generations?
- Sustainability: How do family businesses engage in practices that create long-term sustainable value?
- Ethics and Social Responsibility: What role do family businesses play in promoting ethical practices and social responsibility?
- Digital Transformation: How are family businesses adopting new technologies and digital strategies to stay competitive?

This PhD position provides an exciting opportunity to contribute to cutting-edge research in the family business field. The PhD program, delivered entirely in English, provides a comprehensive curriculum covering various research methods and tools. Due to the demanding nature of the program, this position is available on a full-time basis only.



Required Qualifications:

Academic excellence: We are looking for candidates with a strong academic background and high academic performance. They should possess undergraduate and master's degrees from accredited universities in a related field such as entrepreneurship, innovation, business administration/ management, marketing, economics or other closely related studies. Candidates should have a demonstrable track record of academic excellence, including research projects, publications, or presentations at conferences. They should exhibit superior knowledge and competences in research design, quantitative and/or qualitative data collection and analysis, and be familiar with the use of statistical or qualitative data analysis software (e.g. NVivo, SPSS).

Motivation letter: The candidates should submit a concise statement (500 words) explaining their interest in family business, their career goals, and why they wish to pursue a PhD in this field at our institution.

Innovative Research proposal: The candidates should submit a research proposal (1000 words), which includes a brief description of a research topic, research questions, a brief literature review, and research methodology. They should explain why their proposal is important and what are their expected contributions to the family business field.

Curriculum vitae (CV): Provide a detailed CV highlighting your educational background, research experience, and any relevant publications or projects.

Reference letters: The candidates should submit at least two (2) reference letters from people they know them at the academic or professional level.

English Language certificate: The doctoral program and PhD thesis are in English language. Thus candidates must have a strong command of the language. Acceptable evidence of English language proficiency is considered a G.C.E / I.G.C.S.E exam with a level of at least C or ELTS/IELTS of at least 6.5 or a TOEFL of at least 580 (paper-based test) / 82 (internet-based test). Graduates of an English- language university curriculum are exempted from this requirement.

Funding:

The University provides funding for postgraduate students in exchange for assisting in departmental needs or other departments. Assistant work includes teaching assistance, tutoring, exercise instruction, paper grading, etc. Monthly remuneration can amount to 683 euros with a maximum weekly employment period of 8 hours. In case of employment for fewer than 8 hours, the salary is given proportionally.



PhD students can additionally be employed within a department as: (a) Teaching Assistants - Announcements for teaching assistant positions are posted on the University's website. (b) Research Collaborators - Departments announce positions for research collaborators based on their needs. The qualifications and requirements of candidates are specified in the announcements and vary depending on the subject. PhD students can also be funded/employed within the University in the following ways: (a) The University offers a significant number of Academic Excellence scholarships for incoming PhD students. Excellence scholarships are full, covering tuition and providing a stipend. Terms and conditions are determined by the University. (b) The Student Development Center employs postgraduate students to offer tutorial courses at the undergraduate level for students facing difficulties. (c) All students, if not concurrently employed under another status, can work at the University as part of the policy for Hourly Student Employment.

Finally, every doctoral student is entitled to apply for a grant of up to €1,000 to cover expenses related to presenting (oral presentation or poster presentation) at one or more scientific conferences.

Research Advisor:

Name/Surname: Dr Elias Hadjielias

Position: Assistant Professor

Email: elias.hadjielias@cut.ac.cy



Doctoral Vacancy Announcement form

Research Topic Title: “Employees’ wellbeing and the wellness movement”

No. of Openings: 1

Description: Employees’ wellbeing and the wellness movement. For this broad topic I will be interested in supervising a student with an interest on employees' emotions and attitudes to work and/or a critical approach to wellbeing initiatives and wellness programs.

Required Qualifications:

- A bachelor and a master degree in Social Sciences and Humanities from an accredited university.
- Proven proficiency in oral and written communication skills in English.
- Not in possession of a PhD degree at the date of recruitment.

Relevant required skills:

- Ability to take research initiatives and work collaboratively and individually
- Basic background in qualitative and quantitative research methods.
- Ability to work independently.
- Strong problem-solving skills, attention to detail, and high-quality output.

Optional skills and competencies

- Previous experience in research projects.
- Experience in academic writing.
- Record of scholarly publications.

Funding: Tuition Fees may be covered by the University for the first doctoral student (to be selected) of each new faculty member, according to the Rector's Council decision, during its 239th meeting, dated 29/10/2024)

Research Advisor:

Name/Surname: George Kokkinidis

Position: Assistant Professor

Email: georgios.kokkinidis@cut.ac.cy



Doctoral Vacancy Announcement form

Research Topic Title: “New forms of organization and organizing”

No. of Openings: 1

Description: New forms of organization and organizing. For this topic, I will be particularly interested in supervising a student with an interest in social economy and the third sector, particularly on cooperatives, social clinics and other community-based initiatives. Topics can focus on a range of aspects from organizing practices to the spatial organization of these initiatives and explore a range of issues from participatory forms of governance and workplace democracy to issues of power, care and time. Please note that these are just indicative ideas and by no means an exhausted list.

Required Qualifications:

- A bachelor and a master degree in Social Sciences and Humanities from an accredited university.
- Proven proficiency in oral and written communication skills in English.
- Not in possession of a PhD degree at the date of recruitment.

Relevant required skills:

- Ability to take research initiatives and work collaboratively and individually
- Basic background in qualitative and quantitative research methods.
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Research Advisor:

Name/Surname: George Kokkinidis

Position: Assistant Professor

Email: georgios.kokkinidis@cut.ac.cy



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Doctoral Vacancy Announcement form

Research Topic Title: “Corporate Social and Environmental Performance”

No. of Openings: 1

Description: Firms are increasingly called upon to address poverty, human rights violations, and natural environment issues. The demand for CSR is directed mainly at top management to remind them that, in addition to helping to make the world a better place, their commitment to social action can yield lasting customer loyalty and profits. However, is it true that firms engaging in social and environmental actions will create a good name, competitive advantage, superior profits, and corporate sustainability? What if this applies to only some firms? In the context of this thesis, the doctoral candidate will address these and other questions by explaining how and why corporate social strategies create value for shareholders, employees, and other stakeholders.

Required Qualifications: Prospective students must hold a recognized Bachelor’s and a Master’s degree from accredited universities in the following disciplines: Management, Economics, or other related fields. They should have a strong background in quantitative research methodologies and proven proficiency in oral and written communication skills in English. Applicants should demonstrate their ability to take research initiatives and work collaboratively and individually. Previous research experience will be considered an advantage.

Candidates should submit a short report (500 words) describing why they chose the program, their research goals, and their interests. Also, in a brief report (1,000 - 1,500 words), candidates should demonstrate how much they understand the proposed research topic they will study. Both reports must be written in English.

Applicants should be able to write their doctoral dissertation in English. The Ph.D. position is based on full-time or part-time study.

Prospective students are encouraged to contact the research advisor for a preliminary expression of interest.

Funding: Candidate students can receive funding as teaching assistants by applying to competitive internal scholarships or participating in funded research projects.

Research Advisor



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Student Welfare
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Name/Surname: Pavlos Symeou

Position: Associate Professor

Email: pavlos.symeou@cut.ac.cy



Doctoral Vacancy Announcement form

Research Topic Title: “Corporate Strategy”

No. of Openings: 1

Description: Corporate strategy looks at the big picture of modern corporate organizations. It examines the strategic capabilities and resources companies require to gain competitive positions in markets. In the context of this thesis, the doctoral candidate will systematically study issues concerning corporate strategy (i.e., innovation, diversification, internationalization), its interaction with the corporate environment, and its effects on corporate performance.

Required Qualifications: Prospective students must hold a recognized Bachelor’s and a Master’s degree from accredited universities in the following disciplines: Management, Economics, or other related fields. They should have a strong background in quantitative research methodologies and proven proficiency in oral and written communication skills in English. Applicants should demonstrate their ability to take research initiatives and work collaboratively and individually. Previous research experience will be considered an advantage.

Candidates should submit a short report (500 words) describing why they chose the program, their research goals, and their interests. Also, in a brief report (1,000 - 1,500 words), candidates should demonstrate how much they understand the proposed research topic they will study. Both reports must be written in English.

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Prospective students are encouraged to contact the research advisor for a preliminary expression of interest.

Funding: Candidate students can receive funding as teaching assistants by applying to competitive internal scholarships or participating in funded research projects.

Research Advisor

Name/Surname: Pavlos Symeou

Position: Associate Professor

Email: pavlos.symeou@cut.ac.cy



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Doctoral Vacancy Announcement form

Research Topic Title: Innovation, Marketing and/or Entrepreneurship

No. of Openings: 3

Description:

These PhD positions are strategically positioned at the intersection of Entrepreneurship, Marketing, and Innovation, offering a unique opportunity to delve into cutting-edge research that seeks to redefine the boundaries of these dynamic fields. Aimed at pioneering scholars with a passion for driving transformative change, the program is designed to explore how entrepreneurial strategies, innovative marketing practices, and groundbreaking innovations can collectively forge new pathways for business growth and societal advancement. Candidates will engage in rigorous academic inquiry, leveraging interdisciplinary methodologies to uncover insights that can propel the commercial and social sectors forward.

These positions are open to PhD candidates from diverse academic disciplines who are committed to excellence and aspire to impact both policy and practice by engaging at the crossroads of entrepreneurship, marketing, and innovation.

Our PhD program provides a comprehensive curriculum, covering a broad spectrum of research methods and tools. Given the subject matter's demand for dedicated focus, these positions are offered strictly on a full-time basis.

How to apply:

Applications should be submitted online and include:

1. Motivation letter: Write a concise statement (500 words) explaining your interest in entrepreneurship, marketing and/or innovation research, your career goals, and why you wish to pursue a PhD in this field at our institution.



2. Research proposal: Submit a research proposal (1000 words), which includes a brief description of a research topic, research questions, a brief literature review, and research methodology.

3. Curriculum vitae (CV): Provide a detailed CV highlighting your educational background, research experience, and any relevant publications or projects.

Required Qualifications:

We are looking for outstanding and motivated junior researchers who have an excellent academic record and exceptional academic achievements. They should possess undergraduate and master's degrees from accredited universities in a related field such as entrepreneurship, innovation, business administration/ management, marketing, economics, or other closely related studies. Candidates should have a genuine passion for entrepreneurship, marketing, and/or innovation research with a demonstrable track record of academic excellence, including research projects, publications, or presentations at conferences. They should exhibit superior knowledge and competences in research design, quantitative and/or qualitative data collection and analysis, and be familiar with the use of statistical or qualitative data analysis software (e.g. NVivo, Stata, R, SPSS). The doctoral dissertation must be written in English, necessitating that candidates possess a proficient mastery of the language. Non-native English speakers will need to provide English language proficiency scores (e.g, IELTS).

Funding:

Successful applicants will be eligible for teaching and research assistantships, scholarships, and other forms of financial support.

Research Advisor:

Name/Surname: Michael Christofi

Position: Assistant Professor



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Email: Michael.christofi@cut.ac.cy